

4th AFRICAN ENTREPRENEURSHIP & ECONOMIC DEVELOPMENT CONFERENCE

CONFERENCE THEME

Economic Development through Education, Technology, Innovation & Productivity

CONFERENCE OBJECTIVES

The Centre for the Study of African Economies (CSAE), Oxford University in research league with African Research Council for Sustainable Development invites research articles for presentation at the 4th African Entrepreneurship Economic Development Conference. 4th AEDDC features multidisciplinary plenary sessions covering important economic development topics and issues of the time, exhibits, receptions and other networking opportunities. The conference is a great opportunity to meet other economic development professionals who work to shape African economic future within their community.

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CONFERENCE DATE

27th - 28th October, 2016

CONFERENCE VENUE

UNESCO (NBTE) Centre of Excellence

Kaduna State Nigeria

Plenary Sessions

College of Business & Management Studies (CBMS)

REAS HALL, Kaduna Polytechnic

Golf-Course Road (along U/Rimi road), Kaduna.

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4th AFRICAN ENTREPRENEURSHIP & ECONOMIC DEVELOPMENT CONFERENCE

CONFERENCE THEME

Economic Development through Education, Technology, Innovation & Productivity

LEAD SPEAKER

Donald Bette Enu PhD

*Director of Academic Planning,
University of Calabar, Calabar*

KEYNOTE SPEAKER

Professor Dana T. Redford

President, Portugal Entrepreneurship Education Forum, Portugal

CHAIRMAN, AFRICAN RESEARCH COUNCIL FOR SUSTAINABLE DEVELOPMENT

Dr Chuks J. Diji

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Engr. (Mrs.) Ramatu A. Abarshi, MNSE

Kaduna Polytechnic, Kaduna-Nigeria | Proceedings | ii

CONFERENCE PROGRAMME

Day One: Wednesday 26th October, 2016		
Arrival of Guests/Conferees/Delegates		
Day Two: Thursday 27th October, 2016 Opening Session/ Plenary		
9:00	- 10:00am	Conference Registration
10:00	- 10:15am	Opening Prayer/ Welcome Remark by the LOC
10:15	- 10:30am	Institutional Brief/ Chairman's Opening Remark
10:30	- 12:00noon	Lead Speaker / Keynote Address
12:00	- 1:00pm	Launch Break / Group Photograph
2:00pm	- 4:00pm	Plenary Session
4:00pm	- 5:00pm	Policy Review Session
Day Three: Friday 28th October, 2016 Plenary Sessions/Policy Briefing/Communiqué		
7:00am	- 8:00am	Breakfast
8:00am	- 10:00am	Conference Briefing
10:00am	- 1:00pm	Plenary Session
1:00pm	- 2:00pm	Launch Break
2:00pm	- 4:00pm	Plenary Session
4:00pm	- 5:00pm	Communiqué/ Closing Ceremony

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Entrepreneurship for Africa's Development

... agenda for research discourse

Dr Bassey Anam

Institute of Public Policy & Administration

University of Calabar, Nigeria



Entrepreneurship is an important factor in the development of any nation. Entrepreneurs are responsible for taking calculated risks that open up doors to progressively higher levels of economic growth. If it were not for them, the world would never have known such marvels as the wheel, electricity or the Internet, to name just a few. Entrepreneurs are the veritable backbone on which the world and modern ideas continue to develop. The magnitude and reach of their contributions, however, extend much beyond the world of business and economy, and to them goes irrefutable credit for the growth and evolution of societies at large. Developed nations across the world owe their current prosperity to the collective effort of intrepid entrepreneurs, on whose innovation also rests the future prosperity of much of the developing world.

The larger rewards of risk taking, starting an enterprise and developing it into a successful business venture extend well past its immediate beneficiaries. The scope of financial freedom and flexibility that entrepreneurialism allows is a means to simultaneous individual and national prosperity. If this holds true for economies around the world, it has especially relevance for Nigeria, which is at the cusp of a new era of progress.

Nigeria is home to people of the Ibo culture, an extremely resourceful ethnic group that is known for its traditional entrepreneurial prowess. Consequently, this well-endowed sub-Saharan nation has a strong undercurrent of enterprise running through its veins, which has helped it survive and emerge out of a long and difficult history. Inheriting a fortune in oil and gas reserves after ceding from British colonial rule in 1960, Nigeria's early regimes banked heavily on non-renewable resources to generate rich returns. The oil boom of the 70s marked a period of tremendous national profit – an aggregate of more than \$600 billion over four decades. However, civil strife and political uncertainty spawned an atmosphere of disregard for inclusive growth, eventually bringing about a steady decline of agriculture and traditional industries. The outcome was the creation of the Nigerian Paradox, a situation of huge economic disparities that drove most of this resource-abundant country's population into desperate poverty.

Traditional Nigerian entrepreneurship began in a climate of economic stagnation and as a purely survivalist endeavour. Dismal human development indices, unemployment and infrastructure deficits resulted in the evolution of a massive informal economy that depended almost exclusively on personal initiative and hazardous risk-taking capacity. This vast, unorganised sector, covering a wide range of products and services, quickly filled the gap left by subsequent decades of misrule and failed economic policies.

It is ironic, to say the least, that the Nigerian informal economy has now grown to a stage where it contributes over 65% of Gross National Product, and by the government's own admission, accounts for 90% of all new jobs in the country. The return of democracy in 1999 ushered in a period of economic reforms and a renewed focus on enterprise development as the only viable means to sustainable growth. Nigerian leaders initiated a massive programme of disinvestment and financial deregulation aimed at boosting business development across the Micro, Small and Medium Enterprise (MSME) space. Progress has been hampered by institutional deficiencies and widespread bureaucratic and political corruption, although it is still too early to comment on the long term accomplishments of Abuja's renewed efforts at jumpstarting the economy.

One of the primary reasons why the country struggles to keep up with the developed world despite its considerable human and natural resources is a lack of progressive and holistic policies. Nowhere is this more apparent than in the case of education. Despite recent achievements that prove Nigeria's potential for entrepreneurial triumph, there is little doubt about the severity of constraint on the road ahead.

One of the principal problems is very simply the fact that Nigeria is not perceived as a promising business destination. The high cost of doing business, corruption and systemic flaws in the country's economic policies have cumulatively succeeded in keeping off potential investors. Massive infrastructural deficits, particularly with regards to roads and electricity, are further turn offs. The most significant aspect of the problem, however, is Nigeria's nascent and shaky polity, constantly under threat from civil intolerance and rising religious extremism.

Social problems, growing out of deplorable human development indicators in the absence of inclusive growth, form the second significant obstacle for Nigeria. The status of women and their traditionally limited involvement in entrepreneurial activities is a significant drawback from the perspective of rapid social and economic growth. The issue is further compounded by a catastrophic divide in the condition of rural and urban populations.

Entrepreneurship is the foundation of any developed nation. For Nigeria to reap the full benefits of a dynamic and evolving economy however requires the overcoming of entrenched social, financial and political hurdles. Informed government policy, education and international participation are crucial for Nigeria to shake off its third world heritage and achieve the full breadth of its economic potential.

¹Adapted from African Development Charter Series 4: Anam, B. et al. (2015). "Institutional Research & Policy Direction on Entrepreneurship, Technology & Management". Published by the International Institute for Policy Review & Development Strategies.

Entrepreneurship and Dynamic Enterprise

Professor Dana T. Redford

President, Portugal Entrepreneurship Education Platform



Entrepreneurship play a vital role in the development of a country's economy as this is the key contributor to innovativeness, product improvement and reduction of unemployment. It is the practice of starting a business in order to earn profit on new found opportunities. More than that, its dynamism goes a long way to stabilize the economy of a nation as well as generate massive returns to the government.

According to a research by The Global Entrepreneurship and Development Institute, it was found that USA is a world leader when it comes to supporting its entrepreneurs in respect to business formation, expansion, and growth. They also finance new businesses through venture capital. This type of financial capital is provided to early-stage, high-potential and riskier start-up companies. Countries like Canada, Australia, came second and third respectively according to the 2014 statistics. These countries' economies are ranking very high because they understand the impact entrepreneurs play to the growth of their economy. Their GDP are always on the increase thereby increase in their economy (Francis, 2008).

Small businesses are the heart of any country's economy and a country that does not play with its entrepreneurs has a better chance of an improved economy. The future of African economy depends largely on its entrepreneurs as well as government policies on entrepreneurship, Francis added.

Entrepreneurship, innovation and enterprise dynamics are at the core of technology development and growth. Comparative evidence on key drivers, patterns and trends, as well as framework conditions, and the way these shape entrepreneurship, innovation and enterprise dynamics is critical for the design of effective policies in support of employment and inclusive economic growth.

Strengthening the Foundation of Economic Development in Africa: a Review of the Trinitarian Relationship between Education, Technology and Productivity

Donald Bette Enu, PhD

Director of Academic Planning

University of Calabar, Calabar – Nigeria



Preamble

It is indeed a great honour accorded me by this distinguished Council to be considered as a Lead Speaker at the 4th African Entrepreneurship and Economic Development Conference holding in Kaduna. This is a gathering of intellectual giants with diverse disciplines. I am particularly indebted to the African Research Council for Sustainable Development (ARCSD) and the Council leadership most particularly the Chairman, Engr. (Dr) Chukwuemeka Diji, for accepting my nomination to perform this all important academic responsibility of sharing with you all my experience on the above topic. I thank you for the confidence reposed on me. Let me thank, in particular, a young man who is so dynamic that I fell in love with from the first day I had contact with him. He is quite vast academically and highly research proven. I am talking of Dr. Bassey Anam of the University of Calabar, an active member of your Council. I would never have been identified if not for him. He approached me and requested I do this presentation then as Director of Institute of Public Policy and Administration (IPPA), University of Calabar. I gladly accepted the responsibility. Finally, I acknowledge God Almighty, the Giver of wisdom and the Chief Educator for providing the knowledge that produced this presentation, may His name be praised. Amen.

This presentation will be carried out under the following sub-themes for ease of understanding:

1. Introduction
2. The Structure of African Economy
3. The Drivers of African Economy
4. Education, Technology and Productivity: An Inextricable Trinitarian Relationship
5. Obstacles to African Economic Development
6. The Way Forward
7. Concluding Remarks

It is my pleasure to commence this discussion with some philosophical quotes, which encapsulate the body frame of my presentation:

“Education is the most powerful weapon which you can use to change the world. No country can really develop unless its citizens are educated. Therefore live as if you were to die tomorrow and learn as if you were to live forever”

Mohanda Ghandi

“I am most grounded on the role of technology. Ultimately to me, it's about the human capital and the human potential and technology empowers human to do great things. You have to be optimistic about what technology can do in the hands of humans”

Satya Nadella

(Chief Executive Officer, Microsoft Corporation, USA)

“Productivity – the amount of output delivered per hour of work in the economy – is often viewed as the engine of progress in modern capitalist economies. Output is everything. Time is money. The quest for increased productivity occupies reams of academic literature and haunts the waking hours of CEOs and finance Ministers”

Tim Jackson

1. Introduction

The African Research Council for Sustainable Development (ARCSD), as the name imply, I guess is to provide a reliable platform that reinvigorate an enduring academic culture meant to promote the interest of its members and the wider academic community internationalization, academic collaboration, research partnership and excellence in learning and teaching all for the common good of the academic community and the general society. To me, this is a justifiable reason for the formation of this broad consortium.

The choice of this year's conference theme – Economic Development through Education, Technology, Innovation and Productivity – would never have been more apt than now in this transitional period of African's development history. There is no better time to address these critical socio-economic and cultural issues of African development challenges in the 21st century when viewed against the background of pervasive poverty, unemployment, inequality, social injustice, low literacy rate, low productivity base, mono-economic production structure, ethno-religious crises, weak institutional framework, infrastructural decay, insecurity and above all the monstrous and demonic phenomenon of corruption that has become cancerous across the entire Sub-Saharan Africa. Almost all of these challenges plaguing Africa continent are anthropocentric and so with concerted efforts and visionary leadership, these challenges can be addressed. I thank the conference organizers for the choice of this theme.

From the theme of the conference, it was indeed a real task for me to come out with a topic that would suit the quality of this audience made up scholars from diverse background. I know too well that as a passionate African and as a Social Educator, it would be quite exciting to engage in this intellectual discussion whose central thesis dwell extensively on Africa in search of sustainable foundation for economic development and prosperity in the 21st Century.

Distinguished Ladies and Gentlemen, I settle for the topic: Strengthening the Foundation of Economic Development in Africa: A Review of the Trinitarian Relationship between Education, Technology and Productivity because of the inexplicable impact of each on the other.

We all know that economic problems are problems that affect all in the society, and as such, cannot be ignored. That is why the pursuit of economic development and prosperity by national governments is top-most across the globe. When economic problems emerge, people seek explanations by working at familiar events around. According to Coleman (1990), today's economic problems are world's problems. Issues of inflation, budget deficit, unemployment, inequality, stagnation among others cannot be address by looking at a single nation in isolation but from the perspective of world economy. Economic problems just like the functionalist theorists belief is like a system that produces and distributes commodities in the society, and so if the system works efficiently, it gives the society what it wants and there are fewer problems. These problems are generational and intra-generational and so every member of the society across ages is affected. To avert this, the aggressive pursuit of economic development becomes a priority of national governments.

Permit me to pause at this juncture and ask the question, what is economic development? This question is important so that the audience will not be left in doubt. According to the International Economic Development Council, economic development is “an activity that seeks to improve the economic well being and quality of life of a community, by creating and/or retaining jobs and supporting and growing incomes and the tax base”

From a broader perspective, economic development is usually the focus of federal, state and local governments to improve the standard of living of the people through the creation of jobs, the support of innovation and new ideas, the creation of high wealth, and the creation of an overall better quality of life.

Again, economic development can be defined in line with what the government is trying to accomplish. Sometimes, the objectives includes building or improving infrastructure such as roads, bridges, etc.; improving an education system through new schools; enhancing the public safety through fire and police service; or Introducing incentives that will encourage investors to open new business in a community.

Most often, the structure of governance across the continent has become a source of social and economic discontentment among African nations because of the agenda of rural and urban communities neglect. Consequent upon this, Olatunbosun (1975) and Ekpo (2000) noted that the living conditions of the affected remain unaffected by development efforts.

On a global scale, in an effort to advance development and set every part of the world free from the shackles of underdevelopment, the United Nations launched the Millennium Development Goals (MDGs) in 2000 which all sovereign nations were signatory to. The year 2015 was the target for all nations to come out of the hole of underdevelopment. Due to non-commitment to the agenda, not much was achieved by many African countries. Towards the end of 2015, after a thorough appraisal of the MDGs, it was noted that it was far from meeting the realities of development on ground. This led to the modification and expansion of the goals to become sustainable Development Goals (SDGs). This is a global agenda to transform the world to become a better, bigger and bolder global community.

Speaking on the post-2015 Global Development Agenda, President Zuma of South Africa remarked that Africa welcomes the crafting of a Post-2015 global agenda that will carry forward the unfinished business of MDGs. This will provide a framework of reference for our collective agreement on what has to be done. To achieve this, he reiterated the need for developed countries to be reliable partners to meet their commitment to development goals (Dlamini, 2016). The Strategic Development Goals are:

1. Eradicate poverty
2. Zero hunger
3. Good health and well-being
4. Quality education
5. Gender equality
6. Clean water and sanitation
7. Affordable and clean energy
8. Decent Work and clean economic growth
9. Industry, innovations and infrastructure
10. Reduce inequality
11. Sustainable cities and communities
12. Responsible consumption and production
13. Climate actions
14. Life below water
15. Life on air
16. Peace, justice and strong institutions
17. Partnership for the goals

On September 25th, 2015, countries of the world agreed to set a new development agenda, this time around a more holistic one aimed at ending poverty, protection of the planet earth and ensuring economic prosperity among nations. This is the birth of the Sustainable Development Goals (SDGs). The target again is 15 years, that is 2030. The attainment of the goals necessarily requires concerted efforts of individuals, groups, governments at all levels, the private sector, the NGOs and civil society organizations (CSOs).

To keep pace with the global development agenda, Nigerian government then under President Goodluck Jonathan crafted an economic master plan called Vision 20:2020, a journey meant to drive Nigeria to the top 20 largest economies in the world by the year 2020, be able to consolidate its leadership role in Africa and establishing itself as a significant player in the economic and political arena (Wikipedia, 2016).

While Nigeria adopted Vision 20:2020, Ghana too, in an effort to actualise the MDGs unfolded a Medium Term Development Policy Thrust (MTDPT), a 10-year development plan to take into account the government and national development goals and vision. The real essence of the development policy thrust was to contribute to faster growth and development that would transform Ghana (CPED, 2007).

South Africa was not left out in this struggle. Using the Policy instrument of Medium Term strategic Framework (MTSF, 2009 – 2014) as a statement of intent, this framework was meant to identify the development challenges facing South Africa and outlined the Medium Term Strategy for improving the living conditions of South Africans. The MTSF was to guide the planning and reduce of allocation across levels of governance (UNDP, 2010).

2. The Structure of African Economy

From the beginning of civilization, African continent proved to be the hub of global economy with huge human and natural resources endowment. African continent is a continent of milk and honey because of its endowment. If not because of its over exploitation by Europe and America that destroyed its huge human potential through slave trade and a long period of colonialism and subsequently imperialism, Africa should be glorified as the heart of all continents in the world. Indeed all Scholars, particularly diplomatic historians, are aware as rightly pointed out by Boateng (2005), without Africa's wealth both human and material; development in Europe and America would not be as we know it today.

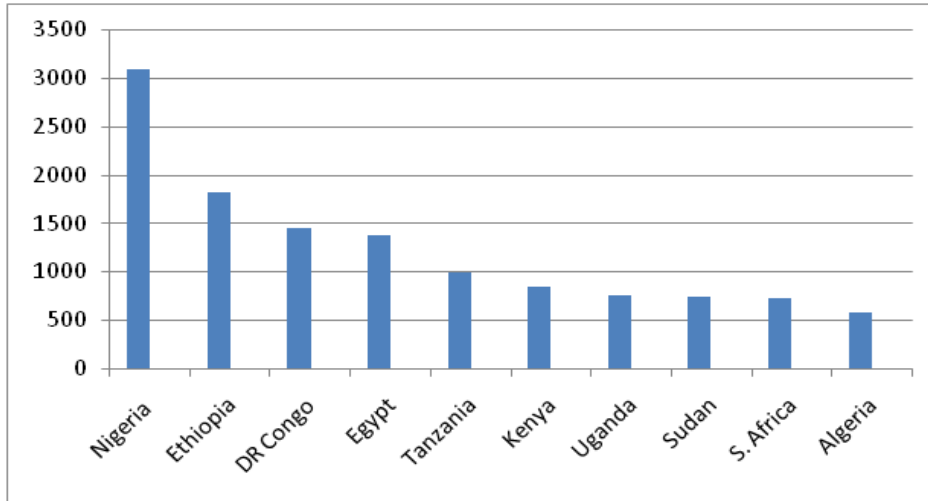
As further reported by Boateng (2005), a British TV Channel 4 broadcast a documentary titled the Empire Pays Back put together by Robert Beckford, the firm estimated Britain's debt to Africans (both on the continent and in the Diaspora) to be in trillions of Pounds. The question that was asked is: Is it only Britain that owes a debt to Africa and Africans? An emphatic no was the response; for every Western European nation and USA that engaged and benefited from slavery and the subsequent scramble for the partitioning of Africa indeed owes the continent and its people Zillions of Pounds – adebt so huge that might frighten the wits out of the bravest Western Politician.

Demographically, according to the UN Economic Commission for Africa (2016), while reporting on African demographic profile, Africa's demographic dynamics are shaping the continent's present and future development agenda. This assertion is strongly supported by the fact that population is an element of national power according to international relation experts.

African demographic trend vary greatly between countries of Africa as the population is estimated to have reached 1.2 billion in 2015. Some countries, according to the report, are highly populated example Nigeria, Ethiopia, Egypt, DR Congo and Tanzania. Yet others have very small populations. Let us look at the table below to see Africa's top population contributors.

Figure 1:

Top 10 contributors to population increase in Africa between 1980-2015 as reported by UN Economic Commission for Africa (2016).



Source: ECA, based on Department of Economic and Social Affairs data (2015).

The African economy is a combination of agriculture, trade, industry, human resources, less of export, gas and petroleum across the continent. Some countries are very rich in resources but the prevalence of poverty among the people has remain perceptible as inequality across groups, regions and classes has remained unabated.

According to Wikipedia (2013), Africa was identified as the poorest inhabited continent in the world whom World Bank report expect African countries to reach “middle income” status which is defined as US \$1000 per person a year by 2025 if this current growth rate continuous. Nigeria, South Africa, Libya, Egypt, Angola are the continent richest in terms of both natural resources endowment and individual richest men.

A review of these Africa's top 10 richest men with wide spread investments is enough to show that the continent is hugely blessed even though the continent poverty level is alarming.

Table 1
Africa's top 10 richest men

S/N	Name	US\$ worth	Country
1	Aliko Dangote	15.76	Nigeria
2	Johama Rupert	7.4b	S. Africa
3	Nicky Oppenheimer	6.7b	S. Africa
4	Christoffel Wiese	6.3b	S. Africa
5	Nassef Sawiris	6.3b	Egypt
6	Mike Adenuga	4.3b	Nigeria
7	Mohammed Mansour	4.3b	Egypt
8	Nathan Kursh	3.9b	Swaziland
9	Isabela Dos Santos	3.3b	Angola
10	Issad Rebrad	3.1b	Algeria

From the perspective of natural resources distribution, some African countries are highly blessed. Look at Nigeria with high gas and oil deposit in addition to tropical rain forest, Libya, Angola, Sudan, Cameroon all rich in oil.

Both South Africa and Ghana are rich in Gold. The continent is massively blessed but ironically, with such high potentials, African economic history has been a tale of woes no thanks to western imperialist policy of colonialism which subjected the continent to severe human exploitation and untimely integration of the economy into the main stream of the capitalist system.

The Economy Watch (2010) defined the African economic structure as one of the poorest in the world, characterized with multiple challenges ranging from diseases, low industrial growth to frequent outbreaks of wars and crises. The major identified development challenges in Africa include weak education system, poor health care system, pervasive poverty and security challenges all of which must be mainstreamed into visionary African development agenda. African economy is extremely low in terms of per capita GDP ranging from U\$10,497 to U\$328 African Development Bank (2009) observed that natural resources endowment offers great opportunities for achieving high level of growth and development if properly managed. ADB noted regrettably that in the case of African rich countries with high resources, probably it is not too certain if such countries have taken full advantage of the enormous resources to stimulate economic development. To underscore this paradox, Mabikke (2012), in his paper on economic potentials of Africa stated thus:

Many African Countries are blessed with oil and mineral wealth that have the potentials to transform their economies. Ideally, the development of these resources can be a blessing for the entire continent. But historically, these resources have often proved to be a curse than a blessing especially to the majority of the citizens on this African continent. Partly, the cause of this curse is attributed to the leadership crisis facing many countries in the African continent (p.3)

Spot-lighting on some selected economics in African with high resources endowment. South African stands out as the most developed economy in Africa. According to Economy Watch, the country has well developed and properly organized service sector that contribute approximately 65.3% of the natural GDP. South Africa industry sector contribute a significant 31.3% of the economy with agriculture sector providing self-sufficiency to the economy with 3.4% total contribution. Regrettably, unemployment rate remains high, standing at 24.8% and an inflation rate at 4.272% as at 2010.

Nigeria, on its part, is an economy dominated by oil export that has of recent stumbled beyond measures due to multiple factors of national and international dimensions. Nationally, it was due to political unrest, economic and social discrimination not forgetting pervasive corruption. Internationally, it is due to global oil price fluctuation. But prior to the discovery of oil, agriculture had been the mainstay of the economy that contributed significantly to the GDP until early 1990s, before agriculture was relegated to the background.

3. The Drivers of African Economic Development

In addressing this section, I will like to make reference to one of Nigeria's economic icon and a one-time Governor of Central Bank of Nigeria, Professor Charles Soludo who in one of his public presentation on Law, Institution and Nigeria's Quest to join the First World Economy, Soludo (2006) states that the secret of economic success lies in being focused on selected major ideas: "Do them right and keep doing them right for a sustained period of time." Basic things that Africa must do to claim the 21st century world include: improving governance and restoring peace and conflict prevention, investing on people, increasing competitiveness and diversifying economies, reducing aid dependence and debt, and strengthening partnership.

To Soludo, basic economic theories work well in all societies. This implies universal applicability of the forces of demand and supply. A further implication of the above is that what Soludo refers to as success factors for one country as identified above for Nigeria can be applied by all African economies to strive to claim the 21st century. From the above, it is very clear and instructive that what constitute the foundation of African economy include the following:

- i. Good governance/leadership
- ii. Peace and conflict resolution
- iii. Investment in human capacity
- iv. Economic diversification
- v. Reducing aid and debt burden
- vi. Strengthen partnership and collaboration

i. Good Governance/Leadership

Good governance is about the processes for making and implementing decisions. It is not about making 'correct' decisions, but about the best possible process for making those decisions (GGG, 2012). However, UNESCAP (2009) noted that good governance is an indeterminate term used to describe how public institutions conduct public affairs and manages public resources. It entails the process of decision making and the process by which decisions are implemented or not implemented. Good governance is a broad term covering corporate, international, national, local governance or to interaction between other sections of the society.

From the above definitions, the question to ask is: are African leaders governing their various states in consistent with the prescription of good governance? For us the answer can best be in the affirmative, no. There is complete absence of good governance when viewed against the basic principles that sustains it such as accountability, transparency, compliance with the rule of laws, responsiveness, equitability and inclusiveness, effectiveness and efficiency and participation (GGG, 2012).

The surest answer to the attainment of economic prosperity among nations of the world is through responsible leadership supported by a practical and hardworking and dedicated citizenry. Visionary and exemplary leadership is the master key to meeting the requirements of good governance. Like an architect who can transform a dilapidated building into a modern architectural design, so is good leadership an instrument that breads good governance.

Most often, those responsible for governance in Africa at whatever level have frequently abused the trust reposed on them by violating the basics principles of good governance in the exercise of their power. After all the beauty of democracy is to elect men and women of good conduct who can truly represent them at all levels of governance. The irony of our African setting of democracy is for such elected representatives to sever contact with the electorates. This breeds mistrust and suspicion consequently leading to social, economic and political discontentment among the citizenry. This singular act goes contrary to Kukah's (2007) reference to Jeremy Bentham proposal on utility maximization thesis that argues that "in all societies, the greatest good ought to go to the greatest number of people". This utilitarian theory seems impracticable in African context of governance. The general good is maximised for the interest of few privilege persons in the corridors of power.

ii. Peace and Conflict Resolution

The wide spread of national and international crises across the globe have necessitated a need for greater and deeper understanding of the political, economic and social conditions that have posed pervasive peace and security challenges with far reaching implications on national development. The scourge of insecurity with cross border implications within the Sub-Sahara Africa has constituted a deep impediment to economic development pursuit.

Conflict resolution is a positive initiative that can bring a conducive environment for development to be achieved. For no development can be recorded in an atmosphere of violence. Resolving conflict therefore create an atmosphere for ideas that breeds productivity as such provide opportunity for positive instruction among community members. Not only that, a peaceful environment enhance human capacity for independent thinking and build a culture of lasting partnership that will sustain inter and intra state initiatives.

iii. Human Capital Development

Human development remains the starting point of all forms of development. For nations to advance development be it economic, political, social, technological and otherwise, a substantial investment in the human profile is important. That is why Yesufu (2000) observed that development means the process and result of improving the well-being of people – not a category or some categories of people, but all persons within the national economy, the totality of the citizens in a country.

The human factor is seen as the engine room of civilization and socio-economic transformation in the society and so economic development is very closely tied to human development. No wonder Kukah (2007), writing on Religion, Culture and the Politics of Development acknowledged elaborately the work of Professor Amartya Sen, the Indian born Winner of the Nobel Prize for Economics who offered some refreshing thought on Economic Development. His central thesis was on the theory of human capabilities which stresses the capacity of the human person to evolve, achieve new heights and all that is required to make life better and fulfilling. He argues that other growth indices are important, necessary but not a condition for genuine growth. This argument underscores the importance of their investment on human capital. This Amartya put thus: "Human development has to be concerned with advancing the richness of human life rather than the richness of the economy in which human beings live which is only a part of it".

To further emphasise the importance of human factor on economic development, Taylor (2013) state: “the confluence of rapid technical change, globalization and economic liberalization in recent years has prompted governments in developed and developing countries alike to priorities skills development as a key strategy for economic competitiveness and growth”.

iv. Economic Diversification

Africa is a low income continent with most countries operating a mono-economy. Export capacity is relatively low and for those blessed with cherished resources they are mismanaged by a privilege few in government. For purpose of economic development and prosperity, IMF (2015) declared that diversification in exports and in domestic production has been conducive to faster economic growth in low income countries.

The pursuit of economic diversification stems from nations low product outputs. Diversification is important for nation's long term economic development. A diversified economy is an economy that has a number of different revenue sources that provides the country with the capacity for sustained economic growth because it does not depend in a single revenue source. Such an economy can guarantee security, viability and prosperity. This indeed is what African countries require to be able to advance economic development and prosperity in this 21st century of global competitiveness.

v. Aids and Debts Reduction

Most industrialized nations of the world or richer nations grant aids to developing countries for purpose of social, economic, technological and educational advancement. For example, Cuffe (2016) reported that in 2011, a total of \$133.5 billion which was equivalent of 0.31% of developing countries combined national income was given as aids.

Either way, aids whether in the form of loans or grants are really hurting to developing nation's economic potentials. This prompted Dambisa (2009) to note that money from rich countries has trapped many African nations in a cycle of corruption, slower economic growth and poverty. Cutting off the flow he advised will be far more beneficial.

The burden of foreign aids under the guise of pursuit of economic development is that such aids are managed by government officials as they are misapplied against the original priorities. There are bountiful evidence to convince many that aids granted most African Countries have made the poor even poorer while growth has become slower. The debt culture, according to Dambisa (2009), has left African Countries more debt-laden, more inflation-prone, more vulnerable to the vagaries of the currency markets and even more unattractive to higher-quality investment.

Over dependent on foreign aids has done Africa no good. Thus the IMF (2005) warned as such:

In 2005, just weeks ahead of a G8 conference that had Africa at the top of its agenda, the International Monetary Fund published a report entitled “Aid will not lift Growth in Africa”. The report contained that Government, donors and campaigners should be more modest in their claims that increased aid will solve Africa's problems.

Even with the above caution, there seems to be no end in sight from African countries to end this economic trap. If the continent is to sincerely achieve socio-economic development, a reduction in debt and aid will help developing countries to try to manage their resources prudently rather than receiving something for nothing.

Table 2
The top 10 most indebted African Countries:

S/N	Country	Debt burden
1	S. Africa	137,500,000,000
2	Egypt	48,760,000,000
3	Sudan	39,700,000,000
4	Morocco	29,420,000,000
5	Tunisia	24,490,000,000
6	Angola	19,650,000,000
7	Ghana	11,230,000,000
8	Tanzania	11,180,000,000
9	Nigeria	10,100,000,000
10	Ethiopia	9,956,000,000

South Africa is the country with the highest debt burden in Africa. Even though it is an upper middle class economy, the scourge of poverty and widespread inequality is pervasive. With the above huge debt burden, all efforts towards pursuing development will be all but a distraction.

4. Education, Technology and Productivity: an Inextricable Trinitarian Relationship

This section is situated on the assumption that education, technology and productivity stimulate economic development and prosperity in every society. This assumption underscores the causal relationship between education, technology and productivity to both individuals and phenomena. Relationships are critical and considered part of human existence. Just like the doctrine of Trinity is fundamental to the Christian faith which established a formal relationship between God the Father, God the Son and God the Holy Spirit, signalling a unity of purpose among three persons, so there is that inextricable bond of productivity among the concepts in the society. In this relationship, education is central and seen as the servicing platform or the mid-wife to technology, productivity and thereafter innovation as the case may be. That is why the World Bank (2005) confirmed that the most developed countries in the world – USA, Britain, Germany, France, Japan, Russia, etc. – are countries with the highest literacy rates. Similarly, the least developed countries are the countries with the lowest literacy rates; all in African continent.

Therefore, a review of this relationship should begin with the question why do nations of the world increase their investment in education? Answering this question, Manon (2010) asserts that the treatment of educational investment as investment in human capital rests on the assumption that the additional education acquired by individuals will lead to an increase in their productivity, hence, record in higher earnings. No doubt, stating further that higher earnings of an educated worker will truly reflect his superior productivity.

By further implication, education can be taken to be an instrument for increase productivity leaning to skills development and knowledge expansion. The overall out-come of this will lead to increased efficiency.

Stressing more on the above, Manon (2010) made reference to the Neo-classical economic theory by stating thus:

Wages are determined on the basis of a worker's marginal contribution to a firm's revenues. Given that earnings reflect differences in marginal productivity, the additional earnings of the educated can serve as a measure of their contribution to output. Thus, the extra earnings of the educated are reflection of their higher productivity (p. 523).

The much emphasis on education and training is owed to their importance and direct impact on manpower in the process of productive employment and for economic and social development (Yesufu, 2000). There is no doubting the fact that investment in education brings higher returns to the society by promoting economic growth. Thus, according to Aghion, Boustan, Hoxby and Vandebussche (2009), spending more on educating the population will increase income sufficiently to more than recover investment. Many ways have been identified by Economists through which education affect economic development. The effect are both in the areas of private returns to the individual human capital and other externalities. In the case of highly developed countries, the most frequent area in which education impact on education is investment that fosters technological innovations reported Aghion *et al* (2009). As a linear effect such an investment leads to capital and labour productivity and generating of more income growth.

In another perspective, Stevens and Weale (2003) writing on how education affect Economic Growth pointed out that there is a link between scientific advance and the way in which education has facilitated the development of knowledge. Therefore people with education earn more than those without.

Similarly, Hanushek and Wobmanm (2007) reports that there is strong evidence that the cognitive skills of the population, rather than mere school enrolment, are powerfully related to individual earnings, to the distribution of income, and to economic growth in the society, and so the greater evidence to that greater school choice promotes better performance. All these are pointers to the fact that the quality of educational attainment has a significant influence on economic development and prosperity in any society.

The big question is what is the impact of technology on economic development? To answer this question, Kvochko (2013) state thus:

Technology affect the economy through direct job creation, contributes to GDP growth, creation of new services and industries, workforce transformation and business innovations. The use of technology has been linked to market place transformation, improved standard of living and more robust international trade. Technology has revolutionized virtually every industry in the economy.

In today's world of globalization where there is absolute dependence on technology, in this century of slowed growth and increased volatility, many countries are in constant search for policies that will promote economic growth and prosperity characterized with jobs creation. Given this situation, ICT is not only seen as a major breakthrough known to be the fastest growing industry providing numerous jobs. It is indeed seen as an important catalyst for not just for innovation but economic development. The emergence of and dependence on ICT is to accomplish the following very important areas of needs:

- i. Connecting information
- ii. Connecting people
- iii. Connecting knowledge
- iv. Connecting intelligence.

From the above therefore, one may be curious to ask, what is the causal linkage of all the above to economic productivity in the society? First and foremost it must be made clear that productivity is the secret of business success, economic progress, and increasing wealth (Yesufu, 2000). Productivity is merely the measure of the performance of an enterprise. Be it in the area of labour productivity or otherwise, the outcome which compares output to input may be positive or negative. For Okojie (1995), if productivity growth is vital for the enterprise, it is equally most vital for economic development as a whole. Productivity is being acknowledged as the major source of economic development and growth as well as income. This study shows that GNP grows faster than input factors with improved productivity.

The link between productivity and education cannot be over emphasized for the more education as it is already said, the higher the productivity. That is why Hedrick-Wong (2015) acknowledged that poor countries are poor because they suffer from generally low level of productivity as they are confined to low productive activities. What then is responsible for the low productivity base? It is simply the absence of many critical conditions that would have enabled workers to acquire new skills and then get better jobs. In this case, education is seen as instrument to enhance labour productivity but the condition is that the said education will provide real opportunity for better skills development.

5. Obstacles to Africa Economic Development

The major obstacles to Africa economic development are both internal and external. But beyond these, and aside the fact of historical and political challenges, most of Africa's constraints to the pursuit of genuine economic development and prosperity are self-inflicted. A few of these problems are considered for purpose of this presentation. The assumption is that since Africa has a common history, some of the prevailing socio-economic and political problems are applicable. These obstacles are taken to cut across the entire sub-Saharan Africa.

The obstacles are:

- a. Weak political leadership
- b. Peace and security challenges
- c. Weak institutional framework
- d. Corruption

- e. Low economic diversification
- f. Over dependence on foreign aids
- g. Low investment in human capital.

Weak Political Leadership

Despite the fact that Africa is seen as a continent of milk and honey with large endowment in human and natural resources, Africa is still the least developed continent in the world because of weak political leadership. One can rightly say that the gains of our excessive blessing with natural and human resources is the loss of the continent of sincere and visionary leadership. All over Africa, there is a national question of compromised political leadership that has resulted to complete vanishing of good governance. African leadership is plague with poor management of natural resources and lack fiscal accountability all only attest to poor leadership.

After the first generation of visionary leaders in Africa with the likes of Nnamdi Azikiwe, Obafemi Awolowo, Sir Amadu Bello, Herbert Macaulay, Abubaka Tafawa Balewa (Nigeria), Kwame Nkrumah & co (Ghana), Nelson Mandela (SA), Julius Nyerere (Tanzania) among others who fought for independence in their respective countries to liberate the continent from the shackles of slavery and colonialism, patriotism, selfless service and nationalism were their debts to their fatherland. This is a sharp contrast to what we have today among the present generation of leaders in the continent. Today the culture of impunity is the guiding principle as leaders have become ethnic champions. The sit tight of some leaders in Africa is a severe source of economic development stagnation.

Peace and Security Challenges

There is hardly any country in Africa that has not experience internal civil or political strife. The continent has suffered serious peace and security challenges. From Nigeria, Libya, Sudan, Angola, Congo, Mali, Tunisia, Guinea, Somalia across, there have been development retarding occurrences which have profound implication on socio-economic development in the entire sub-Saharan Africa. If the continent must get out of the shackles of underdevelopment, the first step is the pursuit of peace and security. I am unable to understand what a president like Robert Mugabe of Zimbabwe still have to offer that country after more than 4 decades in office. What about Paul Biya of Cameroon, who has ruled for about 3 decades. Such leaders are now obsessed with worries of post government life and less concerned with inspiring socio-economic development. This is very typical of African style of leadership.

Weak Institutional Framework

One very serious challenge of Africa continent is not just weak but lack of sustainable institutional framework to support governance. Government is like a system and no system work in isolation. The limited and minimal operational institutional capacity among African government has led to the erosion or breakdown of institutional infrastructure according to Fukuyama (2013). It is indeed not an over statement to state that the foundation of institutional framework that support governance in Africa are weak and have provoked a deterioration of state governance and accountability among African leaders. Because of the weak socio-economic and political institutions, it is very difficult to achieve the Sustainable

Development Goals (SDG). According to Dike (2008), the challenges of embarking on this economic development and prosperity are greatly hampered by lack of access to energy supply, poor governance comprised on the altar of lack of accountability and ineffective institutions. On his part, Soludo (2006), discussing on institution and national transformation, noted individuals make a big difference in charting the course of national leadership and society's transformation. But for sustained progress, institutions and organizations make all the difference. The author submitted that it is the institutional framework that should dictate the kind of skills and knowledge perceived to have the maximum, pay-off.

Institutional quality and character significantly impact on economic development. As empirically reported, countries that have better institutional quality grow much faster and enjoy better standards of living than countries with weaker institutions. For both the political and legal institutions define the incentive system under which policy makers operate (Soludo, 2006). This therefore justifies why the entire continent of Africa has been lacking behind in terms of development profile.

Corruption

The biggest challenge facing African Countries with far reaching negative implication on economic development is the endemic, pervasive and sustained corruption. This view was corroborated by Transparency International (TI) in 2015 ranking of corruption index. TI stated that corruption is undermining development in Sub-Saharan Africa and went ahead to list South Africa as the most corrupt country in Africa. The TI listed other African countries with high profile corruption identity to include Nigeria, Liberia, Sierra Leone and Ghana. To TI, corruption creates and increases poverty and exclusion. While corrupt individuals with political power enjoy a lavish life, millions of Africans are deprived of their basic needs like food, health, education, housing, access to clean water and sanitation, it conclude (Leadership, 2015).

It is no uncommon to see large sums of public money being shared by government officials across the continent. Take a look at Nigeria under the PDP led government. Imagine the high corruption cases President Buhari has exposed. It is indeed difficult for any county to progress economically under such as deep culture of corruption.

The high-profile corrupt practice has permeated the entire sectors for the continent. Public officials are not ashamed to embezzle public funds. Every year, the national budget is announced, half of such budget is not implemented for the common good of all. Government officials use scandalous contracts, money laundry, and fraudulent importations among other monumental channels of misappropriation to defraud the state. The scourge of corruption has dented the public image of African leaders.

Low Investment in Human Capital

The importance of human factor in the development process cannot be under-played at any point of a nation's struggle for development. On the strength of this significance, Yesufu (2006) remarked that where economic progress stops, decline literally begins. Investment in human capacity is not a one-stop process. It is a continuous process in any formal structure.

In the case of a growing economy, as the economy advances, and thus requires that facilities be thought out, institutionalised and made available, to educate or to train or retain persons to fit into and practice the relevant professions. A developing economy is a growing complexity of craftsmanship, knowledge, knowledge, skills, and expertise, to which the work force, actual or potential, should be made to acquire (Yesufu, 2000). Investment in human capacity is a must for economic development for any society that is development oriented, most especially within the context globalisation with a complex mode of production.

Other obstacles to African economic development include:

- 1 Ethnicity
- 2 Over-dependence on foreign aids
- 3 Absence of economic diversification

6. The Way Forward

I have deduced African economic problems in this 21st century to just two. Our collective ability to address the two major challenges will take Africa to the Promised Land. The first is the loss of visionary leadership across the continent and the second is the disorientation and deterioration of values system. Once these two problems are taken care of, the socio-economic future of African countries will become prosperous.

i. Visionary Leadership

All advanced and economically developed nations of the world are those countries with high quality and visionary leadership. African countries need dedicated and patriotic leaders who are governed by conscience and not looters of state resources. We know too well that the socioeconomic problems of the African continent are not peculiar to Africa alone. Other continents have passed through this stage of development but with a spirited effort, they have attained a positive height. This is why Akinyemi (2008) said that there is nothing unique about Africa so we must not seek solutions that are often portrayed as uniquely African. There are problems that may be and will be unique to countries at a particular stage of development but not to claim as if African problems are unique and insolvable; hence, a reinvention of the wheel.

The transformation of African continent to a world class developed system is firmly in the hands of African leaders. If for any reason, African leaders have been so naïve and wallowing in the euphoria of unimaginable expectation that African hope of further development is coming from outside – from development partners and donor agencies – it is unfortunate. Agreed that such partners are ready to assist any time by providing aids, but it is the mandate of African leaders to navigate the wheel of progress. In this 21st century, and at this level of African development history, it is indeed a big shame that we are still grappling with the provision of basic necessities of life such as roads, education, hospitals, poverty reduction and inequality not to talk of economic diversification. When the citizens are denied basic facilities, and where poverty and inequality persists at all levels of life across the continent, it is quite unfortunate.

What is the purpose of leadership? What is the motive behind our call to serve humanity? I therefore suggest very strongly that our call to serve should be driven by the passion to serve humanity. Leaders of African origin should adopt the Rotary style of leadership, which is established on the ideal of service. Rotary service is guided by the 4Way Test of the things we think, say or do, which are:

1. Is it the truth?
2. Is it fair to all concerned?
3. Will it build goodwill and better friendship?
4. Will it be beneficial to all concerned?

These four basic Rotary questions should be the philosophical cornerstones of every African leader, who is called to service his or her fatherland. If African leaders are driven by the passion to serve in the 4Way Test, then public looting, embezzlement, money laundry, dubious contracts, oil piracy, stealing of pensioners' entitlements, unemployment, pervasive poverty, insurgency, abuse of public office, injustice among others will be things of the past.

ii. Values Re-Engineering

Aside weak political leadership, which is traceable to our level of political culture in Africa, one fundamental, unexplored challenge that has weakened the foundation of Africa's economic development and prosperity and state of governance is the complete collapse of the national value system. The complete deterioration and disorientation of the national value system is one among the greatest undoing of the African continent in the 21st century. This singular factor manifests in so many negative dimensions. According to Otonti (2009), aside the monstrous culture of corruption, one manifestation is the vexed element of prevailing criminality with all amounts of impunity and gross unethical behaviours in our public and private lives.

National value system such as moral values, economic values, aesthetic values, religious values, political values and intellectual values in addition to culture, scientific and humanistic values are all compromised gravely under the altar of greed and sycophancy. Values are necessary building blocks in any society as they represent acceptable principles or standards of behaviour of a society.

For example, in Nigeria, there are basic core values that have been weakened over the years and need to be strengthened for obvious national development (Enu&Esu, 2011). The author furthered that because of their compromised nature in the present Nigerian socio-economic and political context, they now constitute a serious moral problem. Such values according to NEEDS (2004) include respect for elders, honesty and accountability, cooperation, industry, discipline, self-confidence and moral courage. Enu (2007) again noted that moral values are compromised under the altar of greed, sycophancy, insincerity, mediocrity, corruption and official high-handedness.

On this, it is my firm belief that African challenges are behavioural and in most cases deliberate. That is why I suggest as an actionable way forward the use of moral persuasion and

ethical reorientation. People should be given new orientation and be made to adopt a culture of moral integration. A paradigm shift in this direction will drive African continent to economic development and prosperity.

7. Concluding Remarks

In my presentation, much has been said about the struggle for and the structural foundation of economic development in Africa. Every nation in the world struggles to achieve the best for its citizens. While some have attained the desired development, others are still grappling to attain even the most elementary necessity of life. Those at this rank of the line are countries in African continent. It is very obvious that African countries can challenge and gain admission into the college of developed economies. To achieve this, much sacrifices is required. The paper examined the structure of African economy and found that the structural imbalance supported by pervasive internal and external factors accounts for the continent's underdevelopment.

Beyond the above, it is the view of the presenter that if African countries demonstrate passion for leadership of service; if leaders are not driven by selfish interest of excessive gratification of materialism and primitive accumulation of wealth, African problems are solvable. The magical wand is in the hands of the leaders. I say this because Africa is a continent highly endowed with abundant resources. We need nothing but credible and visionary leadership to drive the continent to prosperity. It is high time African leaders came to the realisation that no external nation can transform the fortune of their states. They alone hold the master key to socioeconomic development. The time to do this is now.

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Small and Medium Enterprises Managers' Ratings of Skills Needed by Business Education Graduates for Entrepreneurial Development in Southwest Nigeria

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Abstract

This study was necessitated by the need to ensure that business education graduates acquire adequate skills for entrepreneurial development by determining small and medium enterprises managers' ratings of skills needed by business education graduates for entrepreneurial development in southwest Nigeria. Three research questions guided the study and three hypotheses were tested. The design of the study was descriptive survey. The population for the study was 540 out of which 230 was sampled. A 30 item structured questionnaire in a five point rating scale which was duly validated by experts in the field was used to collect data. It was structured into 5 point rating scale. The reliability coefficient of the instrument was determined using test re-test method which yielded coefficient value of 0.75 using Cronbach Alpha. Mean and standard deviation were used to analyze data in respect of research questions and to determine the cohesiveness or otherwise of respondents' ratings. Z-test was used to test the hypotheses at 0.05 level of significance. Findings revealed that small and medium enterprises managers rated human relation skills, innovative skills and problem-solving skills as highly needed by business education graduates for entrepreneurial development in the area. Based on these findings, it was recommended among others that the skills identified in this study needed for entrepreneurial development should be included in the course content of business education programme and be taught to all business education students irrespective of their preferred option. Also, institutional authorities should make entrepreneurial skills training development compulsory for all teachers of business education to enable them update and meet with challenging needs of skills needed for entrepreneurial development and that the regulatory agencies (NUC, NCCE, NBTE) should restructure the instructional content of business education programme in order to meet the needs of the students and the society at large.

Keywords: *Small and medium enterprises, Managers' rating and Entrepreneurial development*



Electrical Fault in Power Transmission Line in Nigeria: a Case Study of Enugu-New Heaven 132kv Transmission Line


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Abstract

This paper highlights the faults analysis on Enugu-New heaven 132kv transmission line. Data used for analysis cover a period of six months (March 2015 to August 2015). The causes of this analysis revealed the different types of faults and power outages experienced in 132kv Enugu-New heaven transmission line. These are as a result of Single line to ground fault, line to line fault, double line to ground fault and Open circuit fault, faulty equipment with the transmission system and poor maintenance culture. A total of 39 faults occurred in six months; faults A: has the highest frequency of occurrence. The month of March has the highest faults. The total duration of power outage in a month was 67.94hr and also the month of September has the highest duration of power outage followed by July. The causes of faults on an electrical power transmission line and the possible solution to reduce these faults will be of relevance to PHCN and power system Engineers.

Keywords: *Transmission line faults, Substation load, Transmitting station and Distribution network substation.*



A Dynamic Analysis of The Relationship Between Human Development and Economic Growth in Nigeria

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Abstract

This study is an attempt to investigate the role of human development in terms of education and health on economic growth in Nigeria using annual data during the period 1995-2015. ADF, PP and Ng-Perron unit root tests are utilized to check the stochastic properties of the variables or otherwise. The unit root results reveal that the variables in the study are a mixture of $I(0)$ and $I(1)$, which necessitate the use of the ARDL model to analyse the relationship. The paper relies on the ARDL-ECM bounds testing approach to co-integration and granger causality to ascertain the long run relationship as well as speed of adjustment and direction of causality among the variables. Findings revealed the existence of a long run relationship between human development and economic growth in Nigeria and that education index and health index as measures of human development are found to have a short run and long run negative impact on the economic growth over the period. Also, the estimated models performed well as the speed of adjustment is quite fast for the expected negative sign. This is further confirmed by the results of Granger causality test which indicated the existence of unidirectional causality running from health index to economic growth, whereas no causal relationship exist between education index and economic growth. The paper recommends that government should formulate and implement effective economic policies related to the provision of education and health facilities to support the innovative technological progress which increases productivity and thus accelerates the economic growth. Also, policy makers should prioritize these sectors and devote attention to policy determinants of education and health as a mechanism for promoting economic growth in Nigeria. The Ministries of Education and Health must cooperate in promoting importance of health and spreading health care information to the people on priority basis.

Keywords: *HD (Human Devt), HDI (Human Dev. Index), EINX (Education Index), HINX (Health Index), RGDP (Economic Growth)*

The Influence of Emotional Intelligence on the Adaptive Performance of Entrepreneurs in Jos-North

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Abstract

Adaptive performance being a set of behaviours that drive entrepreneurs to adequately handle uncertainties, emergencies/crises situations, work stress, interpersonal adaptability and cultural adaptability, was applied to the context of a polarized post-conflict commercial space – Jos-North LGA of Plateau State. The sectarian conflicts within the State created an emotional state comprised of fear, lackluster passion for entrepreneurial actions and security consciousness that contributed to the dwindling entrepreneurial intentions within the State. The objective of the study was to examine the influence of Emotional Intelligence on the Adaptive Performance of entrepreneurs in Jos-North LGA. Primary data were collected using questionnaires issued to a sample size of 248 entrepreneurs (from an estimated population of 700). However, only 210 questionnaires were returned for analyses. A Cronbach Alpha test with coefficient 0.741 showed that the instrument was reliable; therefore, the five hypotheses formulated were tested through the use of Structural equation modelling technique. The study concluded that Emotional Intelligence does not significantly influence how Entrepreneurs handle crises situations, demonstrate interpersonal adaptability and adapt to changing cultures. However, Emotional Intelligence significantly influences how entrepreneurs handle work stress and unpredictable work situations in Jos-North LGA. The study recommends that entrepreneurs should develop high emotional intelligence with a view to developing efficiency in handling work stress and coping with unpredictable situations in business.

Keywords: *Adaptive Performance, Emotional Intelligence, Entrepreneurship*



The Applicability of Supply Chain Management in Nigerian Small and Medium Scale Enterprises

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Abstract

There has been a massive surge of interest in supply chain management (SCM) due to its innovative approach to business and competitive advantage. Large companies have well recognized the benefits of SCM, but small and medium enterprises (SMEs) are lagging behind in appreciating how integrated supply chain drives remarkable changes in business processes and work with positive results in better quality services, cost reduction and efficiency. Specifically, SMEs in Nigeria have insufficient knowledge on SCM and they underestimate the potential benefits of SCM. As SMEs are important growth engines in Nigeria, therefore, a great potential can be discovered to develop Nigerian SMEs through SCM. As such, this article includes a discussion of the applicability of SCM to SMEs by highlighting the needs and challenges of SMEs. The paper concludes that implementation of SCM could deliver a number of potential benefits to SMEs.

Keywords: *Supply Chain Management; Small and Medium Enterprises; Nigeria*



Determinants of Sales of Foundry Products in Nigeria: a Discriminant Function Analysis

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Abstract

Major components of machine tools, power plants, industrial machinery and equipment, automobile, agricultural and textile industry and several others are products of the foundry industry. The development of foundry technology therefore, should be of strategic concern to planners of rapid industrialization of any nation. The study evaluates the determinants of sales of foundry products in Nigeria using Discriminant Analysis. The focus is to analyze the relationship between non-metric dependent variable; sales and metric or dichotomous independent variables; innovation, technology and government policy, using data collected from 68 foundries. The results revealed that innovation, with a calculated correlation value of -0.150 less than the significance benchmark of 0.300, is not a good predictor of sales of foundry products, while technology and government policy on the other hand with correlation values of 0.950 and 0.466 respectively, and greater than the significance level of 0.300 are both good predictors of sales. The study recommends among others, the need for foundries to urgently do more than pay lip service to technological changes and government policies. If they must compete favorably with foreign manufacturers and induce sales, state of the art machines and equipment for production must be acquired.

Keywords: *Industrial machinery, Foreign manufacturers and Products*



Impact of Innovation on the Performance of Small and Medium Scale Enterprise in Gwagwalada, Abuja

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Abstract

The study examines the impact of innovation on the performance of small and medium scale enterprises in Gwagwalada-Abuja. The major problem is that small and medium scale enterprises in Gwagwalada-Abuja do not developed new business, new product, new market and new process to market their businesses in Gwagwalada-Abuja in order for them to achieved performance in terms of sales volume. The study sought to out how innovation (marketing innovation, process innovation, product innovation and process innovation) enhances performance (sales volume) of SMEs Gwagalada-Abuja. A Point in time data was collected from primary source covering a period of 5 years from 2010 to 2015. The population of this study is 2690 SMEs owners. A simple size was derived using Taro Yamane and the size was 348. Ordinary least Square method of multiple regressions with a statistical package of e-view was adopted and findings reveal that there is significant relationship between innovation and performance SMEs in Gwagalada-Abuja. Other findings were that there is a significant relationship between product innovation, process innovation, marketing innovation, process innovation and performance (sales volume) of SMEs in Gwagalada, Abuja. The study recommends that SMEs in Gwagalada-Abuja should try to improve on their businesses or adopted new innovation in their business since it significantly contribute to the performance of SMEs in Gwagalada-Abuja. They should bring a new perceived benefit or value to a customer, employee, or shareholder since it contributes to the performance of SMEs in Gwagwalada-Abuja.

Keywords: *Marketing innovation, Product Innovation, Process Innovation, product innovation and sales volume*

Government Expenditure and Human Capital Development in Nigeria: an Auto-Regressive Distributed Lagged Model Approach (ARDL)

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Abstract

The concept of human capital refers to the abilities and skills of human resources of a country, while human capital development refers to the process of acquiring and increasing the number of persons who have the skills, education and experience that are critical for economic growth. This study empirically studied the relationship between human capital development and government expenditure. Data were collected over the period 1990-2014. ARDL and impulse response function were adopted for the estimation. The Bound Test was used to determine that a long run relationship exists between HDI and GOVEXP. The results demonstrated that both in the long and short run, government spending has remained positive but to a very large extent insignificant to human capital development in Nigeria. This is why Nigeria's per capita income has remained low for a long time in the world ranking. This study therefore strongly recommends that government spending should largely be focused on human development through specialized high technology-driven schools and efficient and effective health facilities.

Keywords: *Human capital, Development Index and Distributed Lagged model*



Effects of Training on Employees' Performance

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Abstract

Overtime, technological advancements have moulded the need of capabilities and competencies required to perform a particular tasks. Thus, to cope with these challenges, more improved and effective training programs are required by all corporate for improved employee productivities. The study thus examines the influence of training and development on employee productivity using selected firms in Nasarawa state as study. The study employed descriptive research design, while product moment co relational technique was employed in carrying out the analysis as well as testing the hypothesis. Findings from the study revealed that training and development have a have had positive and significant correlation on the productivity of employee's. Career development training was also found to have a significant correlation with employee job effectiveness. It has proven that effective career development training saves money that is wasted on cheap but inefficient training. The study thus recommends that there is the need to ensure adequate budget for training and development activities, utilizing the allocated resources in efficient manner shall be maintained for employee productivity and overall organizational success.

Keywords: *Employee Productivity, Training and development,
Career development and employee effectiveness*

The Influence of Motivational Antecedents on the Entrepreneurial Actions of Female Fashion Designers in Plateau State

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Abstract

The Fashion industry in Nigeria (an industry which employs a larger percentage of women than men) is fast growing; accounting for 0.47 percent (N380 Billion) of Nigeria's rebased Gross Domestic Product (GDP). Be that as it may, the level of female involvement in entrepreneurial activities (self-employment) is still significantly lower than that of men in Nigeria. The objective of this paper is to examine the motivational antecedents (Attitude, empathy and self-efficacy) of female entrepreneurial actions within the fashion industry in Plateau State. Primary data was collected and analysed using multiple regression. The Results reveal that there is a positive and significant relationship between the attitude toward entrepreneurship and entrepreneurship action with coefficient of $\beta = 0.178$, P-value = 0.012, at 0.05 level of significance. Also, the relationship between Self-efficacy and entrepreneurship action is positive with coefficient of $\beta = 0.047$, P-value = 0.399, at 0.05 level of significance, but with a p-value of 0.399, Entrepreneurial self-efficacy does not significantly influence entrepreneurial action of female fashion designers in Jos-North LGA. Finally, the result revealed a negative effect of Empathy on entrepreneurship action with coefficient of $\beta = -0.019$, P-value = 0.74, at 0.05 level of significance. The research concludes that the development of the right attitude towards entrepreneurship and self-efficacy of females should be encouraged, to stimulate self-employment within the fashion industry.

Keywords: *Motivational antecedents, Entrepreneurial and Employment*



Delivering Inclusive Growth for Economic Development in Nigeria

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Abstract

The paper title “Delivering Inclusive Growth for Economic Development in Nigeria.” Aimed at, examining economic development in Nigeria with a view to proposing measures for delivering inclusive growth to achieve economic development. This was achieved through examining the condition of economic development in Nigeria, explaining the concept of inclusive growth, describing delivery of inclusive growth and proposing measures for delivering inclusive growth to achieve economic development in Nigeria. The method used in the study was pure literature research and consulted journals, internet materials, conference and seminar papers among others. The findings of the paper are Inadequate power supply, Lack of infrastructure, Delay in the passage of legislative reforms, Inefficient property registration system, Restrictive trade policies, Inconsistent regulatory environment, Slow and ineffective judicial system, Unreliable dispute resolution mechanism, Insecurity, Pervasive corruption and High level of poverty. The paper described key ingredient elements that included investment in human capital, job creation, structural transformation, progressive tax policy, social protection, impartiality in dealings, establishment of institutions and good governance in delivery of inclusive growth and recommended Empowerment of capable leadership, prioritization of inclusive growth programmes, intensification of pressure on performance, establishment and utilization of inclusive growth entity, development of essential skills, encouragement of external stakeholders and spiritual development of the people to ensure delivering inclusive growth and achievement of economic development in Nigeria.

Keywords: *Delivering, Inclusive, Growth and Development economic*



Parking Pattern System and Sustainable Urban Development in Akure, Nigeria


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Abstract

The provision of access and mobility is fundamental to economic and social activities such as agriculture, manufacturing, commerce, recreation and tourism and the likes. However, parking facilities as an important component of transportation infrastructure seems to be overlooked in the face of increasing car ownership and increasing commuting activities which generate enormous parking demand. The paper examined the parking patterns, problems and their causes in Akure urban with a view to reducing the challenges. The data used were collected through direct field survey of selected road intersections covering traffic volume and composition, traffic delay and causes and land use activities. On-street parking surveys were also carried out along selected roads in the city while off-street parking surveys were carried out at some selected locations. The analysis of data collected revealed that variations exist in traffic flows and delays at the studied intersections while parking problems were found to be the greatest causes of delays at the road intersections followed by traffic control problems in the city. Chi-square method was employed to measure the relationship between parking demand and parking space capacity per activity area. The result shows that while parking space demand is very high, the activity areas with less parking facilities, receives less patronage. The study recommends off-street parking facilities and discourages on-street parking to reduce traffic congestions and delays at road intersections.

Keywords: *Transportation, Parking pattern, Intersection, Congestion, Sustainability*



Budgeting and Building Maintenance Culture in Higher Education Institutions: a Case Study of Selected Public Higher Institutions in Edo State, Nigeria

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Abstract

Nigeria as a developing country is seriously confronted with insufficient resources for establishment of new capital infrastructures which are essential for harnessing the available scarce resources for efficient productivity. Therefore, this study assessed the budgeting system as it affects maintenance of higher education institutions building and factors affecting maintenance culture with a view to proffering ways of improving building maintenance culture in higher institutions in Nigeria. The study research method includes physical observation and administration of structured questionnaire to respondents within the study areas (University of Benin, Ambrose Alli University, and Auchi Polytechnic) management staff, maintenance/physical planning staff, and users of the buildings, covering staff of the respective institution. Out of the 50 questionnaire administered to respondents on each study area, only 39 questionnaire from University of Benin, 42 questionnaire from Ambrose Alli University, and 46 questionnaire from Auchi Polytechnic respectively were retrieved and found suitable for the analysis. Stratified sampling technique, a type of probability sampling technique was adopted. Percentage and mean score ranking were the statistical tool used to analyze the data collected. The study identified low level of overall maintenance budget, misappropriation of fund for maintenance, delays in releasing fund, shortage of technical in-house staff, altitude of the government, lack of efficient maintenance department/unit, were identified as major causes of low maintenance culture in public higher education institutions. Based on these findings, the study recommended that yearly maintenance cost covering the life span of assets/infrastructure be included in budget and appropriated for accordingly; use of environmental sustainability toolkit; the maintenance unit should be overhaul, and finally award of maintenance contract should be transparent and awarded to competent firm.

Keywords: *Budgeting, Building, Culture, Maintenance, Resource.*

Data on the Pattern and Distribution of Rainfall: a Potential Strategy towards Mitigating the Effects of Global Warming and Climate Change

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Abstract

The field work aimed at accessing and generating data on the pattern and distribution of rainfall in Afikpo North Local Government Area (LGA) of Ebonyi State, Nigeria, for the years 2011, 2012, 2013 and 2014. The LGA is made up of Twelve (12) Autonomous Communities (ACs) out of which 10 ACs were randomly selected. Research Assistants (RAs) were needed for the field work and Two (2) RAs were purposefully selected from each of the randomly selected 10 ACs to give Twenty (20) RAs. A Self-designed recording instrument was used in the field work and data were collected and analyzed using frequency Tables and graphs. The result will offer the platform on which to suggest to farmers on how to probably plan their farming activities in the future to, among others, minimize losses of farm produce on the farm. Results revealed that there has been deviation from the usual pattern of rainfall and distribution in the years covered. The results equally revealed that there was absence of the usual "August break" in the month of August of the years covered and heavy downpours were experienced between the months of August and October in the same periods covered (2011-2014). There was also absence of the usual "double maxima" in the month of July and September of the years covered. The recommendations, among others, include that; farmers should not cultivate their crops with the coming of the first set of rains which now start early in the year, not to allow crops, as had been the usual practice, to dry up in the farm between the months of October and November in order to avert losses that may occur on the farm due to rains experienced around this time of the year, farmers to cultivate edible cover crops as "must crops" during the cropping season.

Keywords: *Data, Global Warming, Climate Change, Rainfall, Distribution.*

Synthesizing the Models of Entrepreneurship for All-Inclusive Effect in Nigeria

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Abstract

Three models of entrepreneurship; classic, social, and spiritual entrepreneurship stands out in today's contemporary societies of the world. In Nigeria, it is supposed that entrepreneurs /business men imbibe all of these three models in their entrepreneurial endeavours to stimulate a holistic well-being of the Nigeria entity but the reality is far from it. Entrepreneurs in Nigeria seem to be inclined to the classic model which is profit oriented and self-enriching than embracing all the three models in the conduct of their businesses which is more liberal and inclusive-enriching. This is a problem that has robbed the country of all-inclusive development that should have reduced the subsisting gap between the endowed and less endowed, poverty and its associated snags, and rich /poor perception attitude. This study examines the relevance of synthesizing the models of entrepreneurship for a more liberalized, comprehensive achievement, and well-being of Nigeria. The study anchors on pragmatist research philosophy with prejudice on subjectivism. The study applied a mixed methods research design. The use of mixed method helps to reap the benefits of quantitative and qualitative approaches while avoiding their limitations through triangulation. A survey of ten richest Nigerian entrepreneurs based on last Forbes rating of 2016 formed the sample size of this work. A structured questionnaire was used as research instrument while secondary data obtained from relevant agencies and published about these entrepreneurs were considered. Data generated were analyzed using parametric statistics tools for correlation and regression. The findings revealed that relationship existed between models of entrepreneurship and all-inclusive effect in Nigeria but in different magnitude. An entrepreneurial practice which combines all the models is more effective in achieving all-inclusive effect in Nigeria and is hereby recommended for Nigerian entrepreneurs.

Keywords: *Synthesizing, models, Entrepreneurships, All-inclusive, Well-being*

Education Financing, Labour Productivity and Economic Development in Nigeria

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Abstract

Education at all levels and in all places contributes to economic development through imparting general attitudes and discipline, improving the quality and quantity of labour force. It is regarded as a vital tool in increasing the productive capacity of the workforce of a nation. It contributes to economic growth through capacity building by way of providing the required knowledge, skills and competencies. However, the above can only be said of a qualitative and functional education that largely depends on adequate financing. The financing of education as an aspect of public finance embraces all aspects of funding of education including the sources of funding and how the money earmarked for education is spent especially for the purchase of goods and the services of men and materials (Agbobu 1983, Borokhovich, Bricker, Zivney and Sundaram, 1995). Thus, the financing of education is a vital area of Economics of Education (Akangbou, 1986, Adeyemi, 1998). According to UNESCO, the minimum amount to be spent by a country on education is 26% of a country's annual budget. In Nigeria however, the allocation has been consistently below the minimum, from 5.49% in 2010, to 10.13% in 2011, to 10.48% in 2012, to 10.58% in 2013 and 12.30% in 2014. In Nigeria, the rate of illiteracy is very high. Most of the workers are unskilled and they make use of traditional equipment and methods of production and as a result, their marginal productivity is extremely low thereby leading to low real income, low savings, low investment, and consequently low rate of capital formation and under development. Literature is less consensual on the impact of education financing on economic development. While several studies such as Isola and Alani, 2012; Adawo, 2011, Oluwalobi and Ogunrinola, 2011 supports the view that, education financing affects economic growth positively, Ndiyo, 2002 and Adebisi, 2005 are on the contrary. Moreso, none of these studies have used labour productivity as a conduit in the determination of the effect of education financing on economic growth. These therefore make this study novel and significant, especially now that the advocacy is more on improving the productive base of the economy as the era of petrol dollar is gone for good. The study made use of the both descriptive and econometrics tools for the data analysis. Basically, the stationarity properties of the data set were tested for using the ADF test while the Vector Error Correction Model (VECM) proposed by Engel-Granger (1981) was used in testing for both the long run and the short run dynamics of the model. The study found a positive and significant relationship between education and labour productivity, a positive but insignificant relationship between education financing and economic growth in Nigeria, and a positive and significant relationship between labour productivity and economic growth in Nigeria.

Keywords: *Education, Labour productivity and Economic development*

Analysis of Nigerian Electric Power System Frequency using FDR Measurements

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Abstract

This paper presents the result of prolong measurements and statistical data analysis of Nigerian power system frequency, obtained from Frequency Disturbance Recorder (FDR), the FDR installation experience, and also provides a comparative study between previous findings by other researchers and the present, in order to establish the current control status of the system. To assess the validity of the measurement, some part of the data were validated with data collected from Transmission Company of Nigeria (TCN). The result of 2016 indicates that the control action is worst as compared with the 2006, 2007, and 2011 results.

Keywords: Electric power, Measurements and installation



Industrial Development Potentials and Mineral Resources Sector Generation in Nigeria

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Abstract

The solid mineral sector is very strategic to industrialization and development of the Nigerian economy. In addition to its macroeconomic importance, the sector has major roles to play in reducing poverty, improving productivity and enhancing the general quality of lives. The sector is greatly linked to other sectors of the economy, contributes to a stable growth of economy and the realization of social and political objectives. Nigeria is blessed with rich and vast variety of conventional and mineral sources. Despite these potentials Nigeria's mineral sector has been dominated by fossil fuels and is been faced by various challenges, which have undermined its industrialization process and development over the years. The fundamental issue addressed in this paper is the extent to which Nigeria has restructured her industrial and energy systems for effective industrialization within the on-going trade globalization process. Generally, enough incentives for efficient resource allocation in order to promote processed raw materials within the on-going process of globalization, coupled with economic liberalization mid deregulation paradigms have not been created. It was proposed that a mixture of the invisible hand of the market with the visible hand of the State should guide the process of industrialization, economic diversification, trade and development similar to the case of East Asian Tigers. Nigeria needs to diversify its mining and mineral sectors and the utilization of these will reduce the country's dependence on fossil fuels and provide an economically stable source of income and employment in the sectors. Therefore, Nigeria needs to develop a technologically driven mineral sector that will harness the nation's resources to complement its fossil fuel consumption and guarantee solid mineral resources security.

Keywords: *Industrial Development, Potentials, Mineral Resources, Nigeria*

Tarsands and Bitumen Exploration Opportunities along Dahormey Basin, Nigeria

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Abstract

In this present study, the analysis of the bituminous bearing sediments show extreme lithofacies variation and bitumen concentrations, indicating that the singular control on bitumen saturation and distribution relate to facie changes as influenced by depositional condition. Bitumen saturation for successive oil foot interval range between 16wt % to as low as 2wt %. Four (4) litho-facies types have been recognized within the outcrop band and to depths of 130m. Parameters for characterization include: dominant grain size, clay percentage and degree of bitumen saturation, which are silty sands, coarse to medium-grained sands, clayey sands, and arkosic sands. Thus, litho-facies distribution maps are important in maximizing mining and extraction technologies to be applied which were also supplied. The methodology applied for the study was mainly primary data based on the field survey and the samples gathered and interpreted. It is recommended that the government must invite foreign investment into the country to patronize our home-made raw materials, and it must also review the entire sales and purchase procedure for blocks to make participation easier and development achievable.

Keywords: *Tar sands, Bitumen, Exploration, Opportunities, Nigeria*



Investigating the Role of Risk Management on Prevention of Fraud in Nigerian Commercial Banks

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Abstract

Risk management is a concept that has changed the performance of banking activities in the area of detection and prevention of frauds in commercial banks. It tries to ensure employee and customer service satisfaction, so as to discourage fraud among bank employees and customers. This study therefore aims to investigate the role of risk management on prevention of fraud among Nigerian commercial banks with specific reference to credit risk, liquidity risk and operational risk, using United Bank for Africa PLC. Minna Branch as case study. The study is premised on quantitative analysis through the use of well-structured questionnaire. A sample size of seventy (70) respondents was drawn from total population size of hundred (100) staffs of the bank. Three hypotheses were developed to test the relationships between credit risk, liquidity risk, operational risk and fraud prevention in commercial banks in Nigeria. The finding of the study reveals that there exist significant relationships between the three independent variables and the dependent variable. The study concludes that Nigerian commercial banks should strongly enshrine risk management portfolio into banking operations in order to prevent and/or reduce fraud in commercial banks. Finally, the study recommends that bank staff should be undergoing periodic training on risk management and fraud prevention strategies.

Keywords: *Risk Management, Bank Fraud Prevention, Credit Risk, Liquidity Risk and Operational Risk*



Utilization of Agro Waste (Rice Husk) for Sustainable Engineering Material in Nigeria Future


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Abstract

Agro waste natural fibers were used in reinforcement materials for over three centuries. In recent time they were employed in combination with polymer and plastic. Various classes of natural fibers were investigated for use in plastics including Flax, hemp, jute, straw, wood fiber, rice husks, wheat, barley, oats, rye, cane (sugar and bamboo), grass reeds, kenaf, ramie, oil palm empty fruit bunch, sisal, coir, water hyacinth, pennywort, kapok, paper-mulberry, raphia, banana fiber, pineapple leaf fiber and papyrus. Agro waste Natural fibers have the advantage that they are renewable resources. The African have been using agro waste natural fibers for many years e.g., jute is a common reinforcement in northern Nigeria. Natural fibers are increasingly used in automotive and packaging materials in developed and developing countries. Thousands of tons of different crops are produced but most of their wastes do not have any useful utilization. Agricultural wastes include wheat husk, rice husk, and their straw, hemp fiber and shells of various dry fruits. These agricultural wastes can be used to prepare fiber reinforced polymer composites for commercial use. This study examines rice husk fibers availability and the current status of research in Nigeria. Several literature assessments to the latest work on properties, processing and application have been referred in this report.

Keywords: *Rice, Husk, Composite, Agro waste*



The Exposure of Cash Flow Statement and Management in this Dispensation of Business Challenges

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Abstract

This article understudied and exposed better understanding of Cash Flow Statement & Management for entrepreneurs of both professionals and non-professionals in this economic competitive period of business and administrative activities to enhance innovation and productivity. Failure in today's competitive markets had been linked to poor uncoordinated understanding of cash flow statement and management preparation, presentation and implementation. Professionals/quarks have continuously and consistently deviated from the norms. Research methodology was by ways of reviewing journals, books, accessing internet and personal observations. Findings showed that the importance of cash flow statement and management cannot be ignored in any set establishment. Recommended were: operating-cash-flow ratio, ability to pay bills, prompt collections from debtors/bills payment with mentor/adviser leveraging professionals, learning from peers/experts, prudent expenses, delay capital spending, constant knowledge of available cash balance, figuring out burn rate, avoid panic when cash is out, but know-well how and when it will come back, forestall business failure, adopting the applicable standards with little or no deviation from the standard using electronic spreadsheet were variables that must always be watched-out in practising cash flow statement and management in any establishment.

Keywords: *Exposure, Cash, Flow, Statement, Management, Business and Development*

Evaluating the Potentials of Developing a Business Model for Promoting Nigerian Indigenous Crafts on a Hybrid e-Commerce Retail Platform

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Abstract

This paper provides an insight into the concept of online retailer-ship in Nigeria. It enunciated the flexibility and dynamisms of e-retailing in relative to conventional retailership. E-commerce stores specifically aimed at promoting indigenous crafts seem not to be thriving well in Nigeria. Therefore, the study sought to address the unlikeliness of shopping for these indigenous crafts on an e-commerce platform, by developing a business model that can be adopted as a framework for an e-commerce retail platform targeted at advancing the patronage of Nigerian indigenous crafts in enhancing sales and delivering values to shoppers through innovative management strategies. The business model structure is anchored on four different dimensions which are value prepositions, value architecture, value network, and value financing.

Keywords: *Business model, Potentials, patronage and Indigenous crafts*



Viability Analysis of a Photovoltaic-Hydro-Diesel Hybrid Renewable Energy System for Katsira Village

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Abstract

Off-Grid rural electrification with the help of Renewable Energy Sources (RES) has become a cost-effective and convenient option for areas where grid connection is neither available nor feasible in the near future. This paper focuses on creating a model for electricity generation from a mix of renewable energy resources to satisfy the electrical needs of an off-grid remote village of Katsira, located in north western state of Sokoto in Nigeria. The selected solution is based on the system cost and the availability of the renewable energy resource at the location. The monthly average daily global solar radiation for the village is about 5.919 kWh. With an estimated primary energy demand of 189KWh/day and 33kW peak load demand for the village, an economic feasibility and assessment of a proposed hybrid system to supply this requirement was carried out. The simulation using NREL's Homer software indicate that for the proposed hybrid system comprising of PV, Diesel and Small Hydro Power (SHP), the cost of generating energy (COE) is 0.045\$/kWh. This cost is 40% lower than that of the public utility supply company in Nigeria. The optimized hybrid system realized has a Net Price Cost of \$39,828.00 and no storage battery is necessary.

Keywords: *Small Hydro Power, Cost of Energy, Net Price Cost, Renewable Energy, hybrid system*



A Pilot Study on the Applicability of New Urbanism Principles to Provide Affordable Housing in Abuja


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Abstract

In a developing country like Nigeria, the housing problem basically relates to quantitative and qualitative insufficiencies. In Abuja, the Federal Capital Territory of Nigeria, the efforts geared towards providing affordable housing have not been impactful on low-income earners. Affordable housing is generally referred to as any housing scheme which costs no more than 30% of the income level of its beneficiaries. 87% of the existing stocks within Abuja do not meet the minimum quality requirement in terms of design and desired functions, including satisfactory livable neighbourhoods and quality housing typologies suitable for every cadre of income earners. The available 13% are either very expensive, not accessible or both. Hence, there was a need for a holistic research on these housing stock and design neighbourhoods, as well as the houses that are affordable and readily available. The aim of the research was to explore the Principles of New Urbanism, as a viable solution to provide affordable housing in Abuja, Nigeria through the development of houses in an entire district, Apo Tafyi. The study adopted a mixed method of data analysis, that is, both qualitative and quantitative approaches were used. To derive data, the research involved an evaluative approach of case studies, principles of new urbanism peculiar to housing design. Purposive sampling technique was employed to select the buildings to be studied. A total of three housing estates were surveyed based on Item 3.5 namely; Gwarimpa Housing Estate, Federal Housing, Lugbe and Apo Resettlement scheme. A Questionnaire survey was conducted and respondents were required to fill in information with regard to their use of the buildings in these areas. A total of 50 questionnaires were distributed with 39 (79.0% response rate) retrieved and 11 invalid. The results of the research revealed that there is a variety of housing types in the housing environments, but the variety only satisfies the high and middle income earners for the Gwarimpa estate; the upper and middle income groups in the Lugbe estate and the low income groups in the Apo Resettlement Scheme. In conclusion, it was recommended that houses within cities should be designed to inspire other than just being places to live and/or work alone.

Keywords: *Housing problem, insufficiencies and Affordable*



The Impact of Electronic Data Interchange (EDI) on Purchasing: a Case of Midgal Product Ltd

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Abstract

Electronic data interchange (EDI) is possibly the most promising application of information technology witnessed in recent years. It is revolutionizing supply-chain management and has enormous potential for this paper. We have attempted to define EDI and examine major EDI elements that link organizational systems. The application of EDI in manufacturing, retailing and service operations is examined, and a framework for describing EDI components and their role in different areas of an organization is proposed. This research focuses on electronic data interchange (EDI), an important class of IT used for inter organizational information transfers in the supply chain. Data from a survey of the roofing sheet manufacturing industry issued to examine the use of EDI with respect to interfirm coordination activities involving suppliers and customers. The influence of demographic characteristics on EDI use is also investigated. The results suggest that firms view EDI as a tool for improving effectiveness, efficiencies and also as a tool for facilitating supply chain integration. There is also a surprising difference in firms' use of EDI with suppliers. Firms tend to be much more accommodating of the desires of their customers than of their suppliers. Finally, we summarize our finds and conclusions.

Keywords: *Electronic Data Interchange, Trading Partner,
Value-added Networks, Purchasing.*



An Assessment of Business Students' Attitude towards Entrepreneurship and Entrepreneurial Education

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Abstract

The study adopted a quantitative research approach with a survey design to examine the attitude of final year students of the department of business administration in Gombe State University towards entrepreneurship and entrepreneurship education. Population for the study comprised of 67 final year students of the department and the entire population was adopted for the study. A 5-point likert scale questionnaire was used as instrument for the collection of data. Both validity and reliability tests were carried out prior to the administration of questionnaire to respondents. In the aspect of validity, face and content validity tests were conducted and feedbacks were incorporated into the questionnaire's final draft. In ascertaining the reliability of the instrument for data collection, a Cronbach Alpha test was also conducted which shows a value of 0.74. Whilst the study aligns its self with the theory of planned behavior (TPB), descriptive statistics were employed for analyses and SPSS version 21 was used for that purpose. Corded responses were weighted to calculate for mean score. As for criterion for acceptance, responses with mean score of 3 and above were accepted to represent marginal or very positive attitude of the students towards entrepreneurship and entrepreneurship education. Findings of the study generally showed that most of the final year students in the department of business administration in GSU have a positive attitude towards entrepreneurship and entrepreneurship education and many of them would prefer to be entrepreneurs upon completion of their undergraduate study. The study however recommends (among others) that the university and its entrepreneurship staffers should endeavor to bring into the lecture environment a number of successful entrepreneurs to share their experiences with the students. This can motivate and positively influence the attitudes of students to venture into entrepreneurship.

Keywords: *Entrepreneurship, Entrepreneurship education and Attitude*

Effect of Corporate Religion Inefficiency and Effectiveness of African Manufacturing Firms

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Abstract

This study sought to establish how the spirit of corporate religion (CR) can be injected into African work organizations (A focus on Manufacturing firms) as a measure of improving efficiency and effectiveness. Two research questions were asked and answered. It was hypothesized that there is no significant relationship between CR and operational efficiency; and that there is no significant relationship between CR and overall effectiveness. Using a sample of seventy-five managers drawn from manufacturing firms in Rivers and Bayelsa States, it was found that there is a positive and significant relationship between CR and operational efficiency; and that there is a positive and significant relationship between CR and overall effectiveness. Based on this, it was concluded that, firms can use CR to improve their efficiency and effectiveness if they adopt the process steps itemized in the body of this work. Consequently, the study recommended that manufacturing firms should learn to articulate concise and well-defined visions; and as well develop corporate cultures that represent their desired values and beliefs; organizational members should be encouraged to own these visions and propagate them to the external environment so as to form a bond of integrated believers in their organization and reach brand heaven (brand religion brand); they should use the created brand heaven to achieve and strengthen their desired market position as well as a strategy for survival and improvement in operational efficiency and overall effectiveness.

Keywords: *Corporate Culture, Overall Effectiveness, Operational Efficiency, Brand Religion Brand, African Manufacturing Firms.*



Assessment of Compliance with Nigeria's Public Procurement Act, 2007 in Kaduna Polytechnic

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Abstract

The issue of public procurement non-compliance has triggered a lot of debate in recent years. Despite this, in many developing countries, public procurement has not been viewed as having a strategic impact in the management of public resources. This paper aims at contributing to the debate on the factors influencing compliance with public procurement regulations in Nigeria. The study considered Kaduna Polytechnic a public institution covered by the Public Procurement Act, 2007. Data was collected from 80 respondents using a structured questionnaire and data collected was analysed using the Statistical Package for Social Sciences (SPSS). The study adopted the purposive sampling technique in selecting the sample size. The empirical findings indicate that of the three variables which are familiarity with procurement regulations, professionalism and institutional factors, only one variable, institutional factor is a significant predictor of compliance. The study revealed that institutional factors influence compliance. It was however noted that the influence of professionalism and familiarity with the procurement regulations have a weak relationship with compliance and not statistically significant. The result of the statistical test notwithstanding, the study recommends that the management of Kaduna Polytechnic should ensure that staff, especially those in charge of procurement activities is made to undergo workshops and conferences on public procurement rules and regulations from time to time.

Keywords: *Public Procurement, Compliance*



Assessment of Factors Influencing Customers' Restaurant Choice and Satisfaction in North Eastern Nigeria

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Abstract

This paper examines the factors perceived which influence customers' decision in choosing suitable restaurant for their meals. Since the restaurant sector is one of the fastest growing sectors, it is of great significant for this paper to objectively examine the overall customer perception and satisfaction of the restaurant service, to determine which is the most significant determinant factor of customers' choice and satisfaction of a restaurant and lastly to establish the relationship between the factors and customers' Satisfaction. The method used will be purposive random sampling technique on 240 customers from 20 restaurants with 5 restaurants each from Bauchi, Gombe, Taraba and Potiskum. The survey will gather the perception of customers on quality of restaurant service using the Likertscale from (5) strongly agreed and (1) strongly disagreed. Data collected will be analyzed using the descriptive statistics, Spear man correlation analysis will also be used to find out the most significant factor while multiple regressions will respond to the hypothesis. The research findings will be used to draw conclusion and recommendations will be made for policy and practice.

Keywords: *Factors, Customer, Restaurant Choice, Satisfaction, North-East Nigeria.*



Participation of Indigenous Construction Companies in Corporate Social Responsibilities for Economic Development

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Abstract

The study assesses the participation of indigenous construction companies in fulfilling Corporate Social Responsibility (CSR). That was achieved through the examination of the level of awareness of indigenous construction companies on Corporate Social Responsibility, evaluation of the degree of participation of indigenous companies in Corporate Social Responsibility activities and the examination of their input in the provision of social infrastructural facilities within their area of operation. Secondary data were obtained through the review of relevant literature on the subject area and primary data were obtained through questionnaire survey. Out of the 100 questionnaires administered to construction professionals working in the construction companies and members of host communities, 75 were filled and returned representing 75% of valid response rate. The data collected were analysed using descriptive and inferential analytical tools with the help of Software Package for Social Science (SPSS). The results obtained reveal that most indigenous construction companies are aware and involved in Corporate Social Responsibility. It also reveals that companies surveyed in this study view Corporate Social Responsibility as not mandatory while some companies consider it as both mandatory and voluntary. The study also found that companies surveyed tend to make effort in performing the legally required Social Responsibility activities. The study concludes that companies should consider social responsibility as essential for healthy business, regardless of their size, geopolitical coverage and equal level. Lastly, companies should contribute their own quota for the betterment of the community and the society at large.

Keywords: *Indigenous construction companies, Economic development, Social responsibilities*

Why the Need for Effective Performance Management in Nigeria's Public Higher Education Institutions (HEIs)

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Abstract

Academic literature and studies on the standing of higher education in Nigeria indicated that the quality of public HE in Nigeria has deteriorated attributable to among other things, deficient employee motivation, shortages/loss of a lot of competent academics, poor pay and bad working environment. Therefore, this pose the critical question; could these be a reflection of ineffective and inefficient performance management System (PMS) being part of the problems public HEIs are faced with? This paper discusses relevant literature and studies on performance management in HEIs especially that of Nigeria and scholars' arguments on how certain factors affected the quality of the country's higher education.

Keywords: *Performance Management, Higher education, Quality, Academics*

