

# Entrepreneurial Practices as a Panacea for Unemployment in Nigeria

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## Abstract

This study investigated whether entrepreneurial practices serve as a panacea for unemployment in Nigeria using the descriptive survey design. Primary data (questionnaire) was the major instrument of data collection, which was administered on 276 respondents out of which 263 questionnaire were fully retrieved. The respondents were made up of successful listed entrepreneurship ventures in Bayelsa and Delta States, Nigeria. The dependent variable is management of unemployment while the independent variables are entrepreneurial practices (such as time management, strategic thinking, resilience and trend adjustment). Cronbach alpha ( $\alpha$ ) reliability test was used in validating the research instrument of the study, yielding a Cronbach Alpha of 0.78. Data obtained were analyzed using descriptive statistics (simple percentages and mean responses). Given the analysis, it was found that entrepreneurial practices serve as a panacea for unemployment in Nigeria. Based on the findings of this study, it was recommended among others that entrepreneurs should acquire time management skill because it is a core quality of all successful businesses and entrepreneurs should practice long-range planning and have good time attitudes in opening and closing time of their businesses. Also, entrepreneurs should not take decision quickly when confronted with unpleasant situation affecting their businesses; they should apply strategic thinking and foresights in order to make right decisions.

**Keywords:** Entrepreneurship; Time management; Strategic thinking; Resilience; Trend adjustment;

**JEL Classification:** L26; M10; M12

## 1. Introduction

The exacerbating issues of population explosion and unemployment rate and the lackadaisical attitude of the government and those in authority has become a matter of great concern in the country. The economic development slowed down as a result because each year, the educational institution of higher learning keeps on turning out graduates and these individuals are loitering and dumped at the labour market. There has also been migration from the rural to the urban area for search of white-collar jobs. Unemployment is defined as “the facts of a number of people not having a job; the number of people without a job; the state of not having a job” (Hornby, 2010).

In this study context, unemployment is a general phenomenon of joblessness or not being engaged as many jobless individuals chase few existing jobs where the individual are willing to work with the prerequisite. Thus, the position of the populations now at the level of active labour force which could be used for harnessing the national outputs and turns out to promoting economic growth and development. But the reverse is the case in the country where the government and those in authority never show concern. Unemployment has been a universal issue which governments and leaders in nearly every country had and are being tackled (Ogujiuba & Cornelissen, 2020).

In Ogujiuba and Cornelissen (2020) while making Comparison between the Keynesian and New Classical Model, pointed out that United States of America being viewed as one dominant economy in the globe is faced with this monster of Unemployment. The issue has raised concerns from country to country until the

globe is on fire because of the rate at which unemployment is increasing. The International Monetary Fund (IMF) and World Bank have introduced many schemes to combat unemployment (Okoro & Egbunike, 2016). In Nigeria, government has introduced different training agencies, workshops and symposia to see to it that unemployment is reduced all to no avail (Odiri, 2016; Odiri, 2016)

Noting further, unemployment is a macroeconomic problem that does no good to individuals and the effect is debilitating in the society as it is unquantifiable. They noted that unemployment is a threat to future lives of Nigerian youths as it causes vices such as dejection, frustration, poverty and family dependency (Nwachukwu and Ogbo, 2012). The National Bureau of statistics in Nigeria, noting the report from National Institute for Labour and Productivity (2020) reported that the rate of Nigerian youth unemployment increased to 53.40% in the fourth quarter of 2020 from 40.80% in the second quarter of 2020. Thus, by now it has increased far beyond the stated rate if no unprecedented check is carried out. This now brings to mind the role of managing unemployment.

Unemployment also arises where there are low skills and untrained mindsets. Training and education is an indispensable means of transmitting the skills and knowledge needed by individuals to unrestricted entrepreneurial boost by participation and contribution to the economic development of a nation while also engaging in social and/or political activities (Onyali & Akinfolarin, 2017). Functional and productive education implies the expression of skills and knowledge acquired. It aimed at acquiring the appropriate knowledge or skills for societal realities. The National policy on education (Federal Government of Nigeria, 2004) noted that functional and productive education relevance is practical acquisition of appropriate skills and development of competencies are required for the individual to live and contribute to the development of his society. On the backdrops, managing unemployment in the Bayelsa and Delta States, Nigeria poses a huge task.

In curbing unemployment, the knowledge of types of unemployment must be considered. Beggs (2012) pointed that there are five types of unemployment that are prevalent in the country presently. They are structural, frictional, seasonal, cyclical and residual unemployment. Thus, the knowledge of the types of unemployment is mostly applied in talking about unemployment. Meanwhile, Asogwa & Dim (2016) sees entrepreneurship as best tools for managing unemployment in Nigeria. He noted that Government come up with numerous policies, at all levels designed to arouse entrepreneurship mindset and development through small and medium scale enterprises with levels of technology transfer as it led to the indigenous entrepreneurs turning up entrepreneurship and distribution agents of both local and foreign products in contrast to building in-country entrepreneurial capacity for manufacturing, and mechanized agriculture.

Furthermore, if 50 percent of Nigerian population could be taken by entrepreneurship and on the other hand has been beneficial because the Nigerian private sector comprising of small and medium enterprises provides diverse employment opportunities, unemployment could be reduced to its barest minimum (Oyelola, Ajiboshin, Raimi, Raheem & Igwe, 2013). Thus, from the foregoing, this study seeks to investigate the effect of entrepreneurial practices such as time management skills, strategic thinking skills, resilience skills and trend adjustment skills as they affect unemployment in Nigeria.

## **2. Review of Related Literature**

### **2.1 *Entrepreneurship and Entrepreneurial Practices***

Entrepreneurship is bordered on the willingness and the ability of an individual or a firm to identify an environmental change and opportunity exploitation to produce goods and services for public consumption (Nwangwu, 2006). Entrepreneurial practice is the totality of those attributes that enables a person to identify hidden business opportunities along with the capacity to organize needed resources with which to profitably take advantage of such opportunities in the face of calculated risk and uncertainty (Essien, 2006). The prosperity and progress of a nation depends on the quality of its people and the skills they possess to actualize goals in the mist of odds. If they are enterprising, ambitious and courageous enough to bear the risk, the society will develop quickly. Such people are identified as entrepreneurs and their character reflects entrepreneurship (Adeniyi, Derera & Gamede, 2022).

Entrepreneurship development refers to the process of enhancing entrepreneurial skills and knowledge through structured training and institution-building programs (Osemeke, 2012). Entrepreneurship development has aims and one of which is to enlarge the base of entrepreneurs in order to hasten the pace at which new ventures are created. This accelerates employment generation and economic development. Entrepreneurial development focuses on the individual who wishes to start or expand a business. Moreover, entrepreneurship development in Nigeria concentrates more on growth potential and innovation.

Entrepreneurship has remained undying because as an entrepreneurship comes up, another one is linked to it. Nwankwo & Ifejiolor (2014) opined that the combined efforts of individuals and the government at the federal and the state level and the world at large to articulate lasting strategy to arrest the menace of unemployment could affect the psychological well-being of the youth. They see job as unimportant and uninteresting especially the type that can divert their attention. The provision of entrepreneurial mindset would help youth when they are leaving services to finding a succor in entrepreneurial activities. According to Eze (2014), the several strategies being developed by the government have been in all spheres of human endeavours and are found in entrepreneurship.

Taiwo (2014) stated that in any given economy, entrepreneurship development continuously give birth to job creation that will empower people to do something that would better their lives and the country at large. Looking at the economic environment in the country and the Bayelsa and Delta States in Nigeria particularly, there are rising entrepreneurship activities but the underlining is that there are variables to be considered to make entrepreneurship activities combat unemployment in Nigeria. They are the variables considered in entrepreneurship venture and are time management skills, strategic thinking skills, resilience skill managing and trends adjustment skills. These skills are basics and they underpinned the activities of entrepreneurship.

Personal characteristics such as previous work experience, family tradition, financial status, personal motivation of entrepreneurs are very important in talking about their practices. The founder of a new firm is heavily influenced based on practices regarding his/her individual background, with particular reference to previous job experience may trigger the start-up of a new business as an escape route from unemployment (Reynolds et al., 2001; Vivarelli, 2007).

## **2.2 Unemployment**

Unemployment is seen as woes of our time and it is being dreaded by government and individuals but on a lighter note, it should not have been so. If the exertion we have on unemployment is put to managing the effect, the whole thing would have been history. In the beginning of the 21<sup>st</sup> century, matter of unemployment became the talk of the day especially with the developing economy and the irreversible streaming of rural to urban migration. Unemployment is when people are without jobs especially when they have actively searched for it for weeks and months (Ilo, 2015). Whereas Fajana (2000) an earlier writer considered it to be a situation where people who are willing and capable of working are unable to find suitable paid jobs.

Patterson, Okafor, and Williams, (2006) opined that when persons with will to work at the prevailing wage rate are unable to find jobs, they are considered unemployed. They considered unemployment as a macro-economic problem which governments are supposed to monitor and control. Thus, they revealed that the higher the unemployment, the higher will be the poverty level and associated social vices. The Bureau of Labor Statistics (BLS) (2020) defines unemployment as persons with the following three qualities such as one who is not working, neither part time nor temporarily; they are available and willing to work and are actively searching for work. Also, if the unemployed has stopped searching for work, he or she will no longer be counted by BLS as being part of the unemployed. Thus, they are considered separately as category of marginally attached to the labor force.

The level of unemployment spans across ages of working class made up of youths within ages of 30 and 45 and those 45 and 65 years. Therefore, the youths occupy a major place in the society. According to Salami (2013), they are the leaders of tomorrow and also greatest assets nations can have. Therefore, they are the

major group facing this devil of unemployment. In the view of Anasi (2010) the most productive life of citizens is the youth and if the youthful period elapsed without jobs, it deadens the nation's economy and retards development.

### **2.3 Time Management skills as a Panacea for Unemployment**

Time is still largely neglected in entrepreneurship research, with two exceptions: (Lévesque and Stephan (2020); McMullen & Dimov, 2013; Joglekar & Lévesque, 2013). Teaching skill acquisition is one thing but the other thing is time management skills. This skill is lacking in the pattern Nigerian entrepreneurship are being operated. Hence, many entrepreneurial businesses go into extinction. So, Lévesque and Stephan (2020) said time-sensitive processes play a key role in entrepreneurship. Hence, from the timing of startup decisions, growth activities, and market entry to the management of entrepreneurs', time is considered the "most valuable and scarcest resource of all".

Meanwhile Locke (2018) observed that entrepreneurial business in the technological venture cannot do without time. Time means survival. Thus, Locke further stressed that lacking time in early-stage development can also threaten a startup by making it appear less promising than entrepreneurs or investors initially thought and, as a result, it could "die" prematurely. This could be one of the factors that makes many of the entrepreneurship ventures not to stand the test of time and weathers off early at the startup.

Time matters at the individual (micro), firm (meso) and cultural (macro) context level. These they termed as entrepreneurial phenomena considerable when an individual is choosing the best entrepreneurial career to embark upon and it has for long stood for policy makers while supporting the formation and growth of novel firms (Lévesque and Stephan, 2020). In Lévesque and Stephan (2020) explanation of time management they connected time as a combination of time pressure and time affluence. The entrepreneurship activities lack time management skills, hence many business die as soon as they enter into operations.

### **2.4 Strategic Thinking Skills as a Panacea for Unemployment**

Given meaning to strategic thinking skills, Mahdavian, Mirabi and Haghshenas (2014) considered it as vital role in the modern global entrepreneurial activities and it affects organization, including centers of planning and decision-making. On the other hand, strategic thinking skills is an organization's ability to systematically develop a shared view of the future that can bring about equivocal and radically strategic change to the organization and enterprise alike.

Mintzberg (2003) defines strategic thinking as a synthesizing process that boost creativity and intuition. Thus, the radical change in organizational environment has persuaded organizations to adapt to modern environment and still survive, grow and develop. Most entrepreneurship activities that dies as soon as it is setup, lack the strategic thinking skills. Without strategic thinking, there will be no strategic planning (Alshehhi, 2018). A stereotype entrepreneur cannot conveniently initiate strategic planning that will help the entrepreneurship to withstand all odds in the business environment.

### **2.5 Resilience Skill as a Panacea for Unemployment**

Resilience is a word used to characterize a person that has been able to overcome certain setbacks related to their life and career and aspirations and are still undaunted by life challenges and experiences. This word resilience has been introduced in the entrepreneurial adventures as a unique skill needed for a successful entrepreneurial engagement. According to Hedner, Abouzeedan and Klofsten (2017), resilience has been referred to as the positive ability of a system or company to adapt itself to the consequences of a catastrophic failure caused by power outage, fire, bomb, or similar event.

Entrepreneurial resilience can be augmented by enhancing networking and forming a team of professional network while monitoring and accepting that changes are bound to occur a part of life. Resilience is not avoiding seeing crises but is the ability to expect crises and with the strategic thinking ability synergizes ways to overcome when crises arose (Zautra et al., 2010).

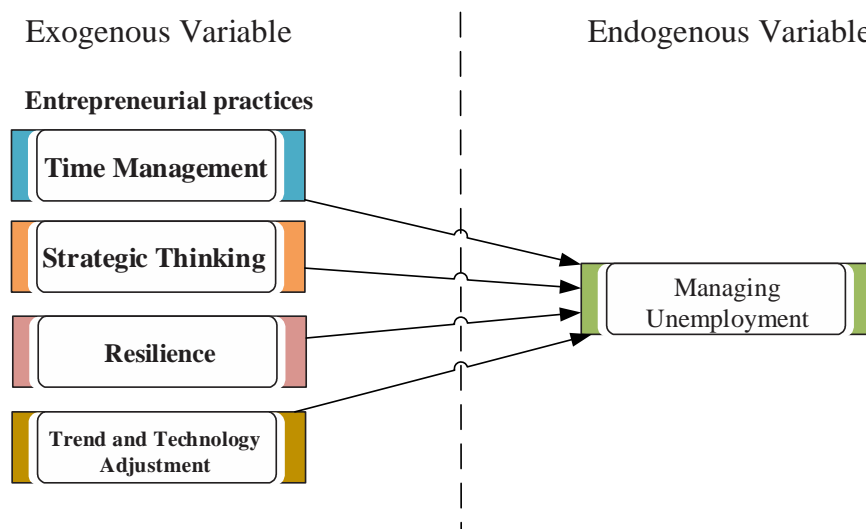
### **2.6 Trend Adjustment skills as a Panacea for Unemployment**

There has been unfolding trends in the economic world today with regards to the way and pattern entrepreneurial activities are carried out. In modern days, any entrepreneur whether an entrant or already existing entrepreneur requires the trend adjustment skills, for instance, one may be doing a particular business or just started, all off a sudden there is new emergence in the business, trends adjustment skills helps the entrepreneur to quickly adjust in the new trends of doing business while those lacking the skill soon weather away. According to McDonnell (2014) creativity skills help in the adjustment. He pointed out that there are many well-known case studies of individuals who display high levels of “creativity” alongside emotional instability, personality conflicts, and mania, which has led to a common public perception that creativity and mental illness and maladjustment are linked (Mousavi, Shojaee, Shahidi, Cui, & Kutcher).

There are several challenges to this. First, creativity is a broad construct, which can include seeing creativity as a personality trait, a cognitive process or a product. The creative genius of a selected few individuals who make remarkable discoveries and invention and are able to meet up with the trends shifts in business enterprise. A trend adjustment skill was also under study by Boca and Mukaj (2013) and they developed the 4r<sup>s</sup> that improve trends adjustment in entrepreneurship, namely they are:

- a) Research access to key information about markets, customers and competitors to improve marketing focus message;
- b) Relationship of one to one or one to many with individual customers that generate sale opportunities, the virtuous leader is depicted in specific organization context;
- c) Reputation interest in company by target market based on company’s and market understanding of its capabilities and expertise;
- d) Recognition awareness of company and its value proposition by market position, results the attitudes and actions of the virtuous leader are depicted as link to outcome over time.

Arising from the above discussion, a model was developed by the researcher as shown in figure 1:



**Figure 1: Conceptual Model of the Study**  
*Source: Conceptualized by the Researchers (2022)*

## 2.7 Theoretical Framework

### Theory of Entrepreneurial Persistence

The theory of Entrepreneurial Persistence (EP) of mediating–moderating model of perceived institutional support and small venture performance by Ahsan, Adomako and Mole (2021) in the University of Bradford when they studied the mediating role of Entrepreneurial persistence (EP) as a perceived institutional support and small venture performance was adopted for this study because it is one of the theoretical framework models that included persistence as a skill requirement for small venture survival.

Entrepreneurial persistence is demonstrated by an entrepreneur’s continued positive maintenance of entrepreneurial motivation and constantly-renewed active engagement in a new business venture despite

counter forces or enticing alternatives. It is thus a crucial factor for entrepreneurs when pursuing and exploiting their business opportunities and to realize potential economic gains and benefits.

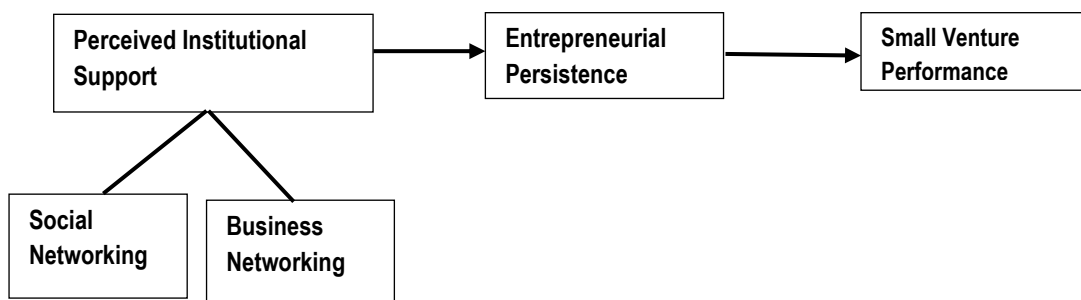


Fig. 2.2 The theory of Entrepreneurial Persistence (EP) of Mediating–Moderating Model of Perceived Institutional Support and Small Venture Performance (Ahsan, Adomako and Mole (2021)

The application of the above theory is based on the entrepreneurial persistence as one of the skills for sustaining small venture performance.

**Unified Theory of Acceptance and Use of Technology (UTAUT)**

Venkatesh; Morris; Davis and Davis (2003) developed the unified model through reviewing eight models which explain ICT usage, namely Theory of Reasoned Action, Technology Acceptance Model, the motivational model, Theory of Planned Behavior, a model combining Technology Acceptance Model and Theory of Planned Behavior, the model of Personal Computer utilization, Diffusion of Innovations, and the social cognitive theory. The purpose of UTAUT is to explain a user’s intention to use ICT and the subsequent user behavior.

The model considers four constructs as direct determinants of user acceptance and usage behavior, namely performance expectancy, effort expectancy, social influence, and facilitating conditions. There are four key moderating variables: gender, age, experience, and voluntariness of use. The authors stated that UTAUT provides a tool for managers to assess the likelihood of success of technology introductions and to understand the drivers of acceptance in order to design interventions, which include, e.g., training or marketing. UTAUT focuses on users who may be less willing to adopt and use new systems.

**3. Research Methods**

This study adopted a descriptive survey design in order to examine entrepreneurial practices as a panacea for unemployment. The study population was made up of successful listed entrepreneurship ventures in Bayelsa and Delta States, Nigeria. From the Corporate Affairs Commission (CAC) operational checklist of 2021, the population of registered enterprises in Bayelsa State is 501 and that of Delta State is 703 (see Table 1):

**Table 1: Summary of CAC Operational Checklist, 2021**

Bayelsa		Delta		Total
Number of Listed enterprise with CAC	Stopped Operation	Number of Listed enterprise with CAC	Stopped operation	
501	135	703	182	
501 – 135 = 366		703 – 182 = 521		366 + 521 = 887

Source: CAC operational Checklist, 2021

From Table 1, the researcher used the Taro-Yamane formular to determine the sample size of the study. Using the Taro-Yamane formulae, a sample size of 276 entrepreneur owners in Bayelsa and Delta was obtained study. Furthermore, the proportional sampling technique was used in selecting the sample size from each States as shown in Table 2:

**Table 2: Sample Size**

S/N	States	Number
1.	Delta	162
2.	Bayelsa	114
Total		276

Source: Compiled by the Researchers (2022)

The instrument of data collection was questionnaire developed by the researcher. A five-point Likert scale of *Strongly Agree (SA)*, *Agree (A)*, *Strongly Disagree (SD)*, *Disagree (D)* and *Undecided (U)* was used. Test-retest method was done using 30 respondents who were not of the sample size, thereafter, the instrument was tested using the Cronbach's alpha ( $\alpha$ ), yielding a Cronbach Alpha of 0.78. 276 copies of questionnaire were administered out of which 263 copies of questionnaire were fully retrieved. Data obtained were analyzed using descriptive statistics (simple percentages and mean responses).

### 3. Results

#### 4.

**Table 3: Responses on Time Management Skills and Unemployment in Bayelsa and Delta States**

S/N	Statement/Items	SA	A	SD	D	U	$\bar{x}$	DECISION
<b>Entrepreneurial practices: Time Management (TM)</b>								
1.	The entrepreneurial practice of time management is a core quality of all entrepreneurs	85 (32%)	130 (49%)	20 (8%)	23 (9%)	5 (2%)	4.02	Agreed
2.	Many of the entrepreneurial practice in the state are Short-Range Planning	75 (29%)	64 (24%)	72 (27%)	41 (16%)	11 (4%)	3.57	Agreed
3.	The time Attitudes of our entrepreneurs are not encouraging (Business opening and closing time are poor)	70 (27%)	64 (24%)	48 (18%)	75 (29%)	6 (2%)	3.44	Agreed
4.	The entrepreneurial practice of Long-Range Planning is low in the state	133 (51%)	90 (34%)	18 (7%)	17 (6%)	5 (2%)	4.25	Agreed
5.	I have attended entrepreneurship symposia and workshop where time management were taught	64 (24%)	50 (19%)	71 (27%)	65 (25%)	13 (5%)	3.33	Agreed

Source: Compiled by the Researchers (2022)

From Table 3, item 6- 10 show the frequencies, percentages and mean responses of the respondents with respect to "Entrepreneurial Practices and Time Management". In item 6, 85(32%) of the total respondents strongly agreed that the entrepreneurial practice of time management is a core quality of all entrepreneurs. 130(49%) agreed to the statement, 20(8%) and 23(9%) strongly disagreed and disagreed respectively, while 5(2%) undecided. In item 7, 75(29%) of the total respondents strongly agreed that Many of the entrepreneurial practice in the state are short-range planning. 64(24%) agreed to the statement, 72(27%) and 41(16%) strongly disagreed and disagreed respectively, while 11(4%) undecided.

In item 8, 70(27%) of the total respondents strongly agreed that time Attitudes of entrepreneurs are not encouraging (Business opening and closing time are poor). 64(24%) agreed to the statement, 48(18%) and 75(29%) strongly disagreed and disagreed respectively, while 6(2%) undecided. In item 9, 133(51%) of the total respondents strongly agreed that entrepreneurial practice of Long-Range Planning is low in the state.

90(34%) agreed to the statement, 18(7%) and 17(6%) strongly disagreed and disagreed respectively, while 5(2%) undecided. In item 10, 64(24%) of the total respondents strongly agreed that they have attended entrepreneurship symposia and workshop where time management were taught. 50(19%) agreed to the statement, 71(27%) and 65(25%) strongly disagreed and disagreed respectively, while 13(5%) undecided.

From the response order as seen above, based on the higher percentages of responses of respondents and mean values, it can be concluded that, entrepreneurial practice of time management is a core quality of all entrepreneurs; entrepreneurial practice in the states are short-range planning; time Attitudes of entrepreneurs are not encouraging (Business opening and closing time are poor); entrepreneurial practice of long-range planning is low in the states and the entrepreneurs have attended entrepreneurship symposia and workshop where time management were taught

**Table 4: Responses on Strategic Thinking Skill and Unemployment in Bayelsa and Delta States**

S/N	Statement/Items	SA	A	SD	D	U	$\bar{x}$	DECISION
<b>Strategic Thinking (ST)</b>								
6.	Many entrepreneurship practices lack strategic thinking and foresights	56 (21%)	80 (30%)	44 (17%)	70 (27%)	13 (5%)	3.37	Agreed
7.	I take decisions quickly when confronted with unpleasant situation affecting my business and I also have inquisitive mindset.	70 (27%)	75 (29%)	46 (17%)	66 (25%)	6 (2%)	3.52	Agreed
8.	In planning for success of my enterprise, I also plan for eventualities such as failure with a reflective flexibility attitude.	61 (23%)	70 (27%)	71 (27%)	50 (19%)	11 (4%)	3.46	Agreed
9.	Strategic thinking is important because it gives life to business survival and connects points to dots	122 (46%)	105 (40%)	18 (7%)	15 (6%)	3 (1%)	4.25	Agreed
10	My business has stood the test of time and has stayed this long with various contextual information I have.	69 (26%)	84 (32%)	40 (15%)	60 (23%)	10 (4%)	3.54	Agreed

Source: Compiled by the Researchers (2022)

From Table 4, item 11- 15 show the frequencies, percentages and mean responses of the respondents with respect to “Strategic Thinking”. In item 11, 56(21%) of the total respondents strongly agreed that many entrepreneurship practices lack strategic thinking and foresights. 80(30%) agreed to the statement, 44(17%) and 70(27%) strongly disagreed and disagreed respectively, while 13(5%) undecided. In item 12, 70(27%) of the total respondents strongly agreed that they take decisions quickly when confronted with unpleasant situation affecting their businesses and they also have inquisitive mindset. 75(29%) agreed to the statement, 46(17%) and 66 (25%) strongly disagreed and disagreed respectively, while 6(2%) undecided.

In item 13, 61(23%) of the total respondents strongly agreed that in planning for success of their enterprises, they also plan for eventualities such as failure with a reflective flexibility attitude, 70(27%) agreed to the statement. 71(27%) and 50(19%) strongly disagreed and disagreed respectively, while 11(4%) undecided. In item 14, 122(46%) of the total respondents strongly agreed that strategic thinking is important because it gives life to business survival and connects points to dots. 105(40%) agreed to the statement, 18(7%) and



15(6%) strongly disagreed and disagreed respectively, while 3(1%) undecided. In item 10, 69(26%) of the total respondents strongly agreed that their businesses have stood the test of time and has stayed that long with various contextual information they had. 84(32%) agreed to the statement, 40(15%) and 60(25%) strongly disagreed and disagreed respectively, while 10(4%) undecided.

From the response order as seen above, based on the higher percentages of responses of respondents and mean values, it can be concluded that, many entrepreneurship practices lack strategic thinking and foresights; they take decisions quickly when confronted with unpleasant situation affecting their businesses and they also have inquisitive mindset; in planning for success of their enterprises, they also plan for eventualities such as failure with a reflective flexibility attitude; strategic thinking is important because it gives life to business survival and connects points to dots and their businesses have stood the test of time and has stayed that long with various contextual information they had.

**Table 5: Responses on Resilience Skill and Unemployment in Bayelsa and Delta States**

S/N	Statement/Items	SA	A	SD	D	U	$\bar{x}$	DECISION
<b>Entrepreneurial Resilience (RES)</b>								
11	I don't allow life challenges to interfere in my enterprise because of my level of Empathy.	75 (29%)	102 (39%)	45 (17%)	32 (12%)	9 (4%)	3.77	Agreed
12	I don't quit and have never quit my business to another, I maintain self-control.	81 (31%)	84 (32%)	45 (17%)	46 (17%)	7 (3%)	3.71	Agreed
13	I understood the environmental interactions and am able to stand out amidst odds	90 (34%)	85 (32%)	50 (19%)	20 (8%)	18 (7%)	3.79	Agreed
14	I constantly monitor needs of customers and quickly work towards ensuring their loyalty and continual patronages	112 (43%)	99 (38%)	27 (10%)	14 (5%)	11 (4%)	4.09	Agreed
15	I am optimistic and take advantage and exploring new opportunities to overcome disadvantaged situation	96 (37%)	98 (37%)	17 (6%)	40 (15%)	12 (6%)	3.86	Agreed

Source: Compiled by the Researchers (2022)

From Table 5, item 16- 20 show the frequencies, percentages and mean responses of the respondents with respect to "Entrepreneurial Resilience". In item 16, 75(29%) of the total respondents strongly agreed that they don't allow life challenges to interfere in their enterprises because of their level of empathy. 102(39%) agreed to the statement, 45(17%) and 32(12%) strongly disagreed and disagreed respectively, while 9(4%) undecided. In item 17, 81(31%) of the total respondents strongly agreed that they don't quit and have never quit their businesses to another, they maintain self-control. 84(32%) agreed to the statement, 45(17%) and 46 (17%) strongly disagreed and disagreed respectively, while 7(3%) undecided.

In item 18, 90(34%) of the total respondents strongly agreed that they understood the environmental interactions and able to stand out amidst odds. 85(32%) agreed to the statement, 50(19%) and 20(8%) strongly disagreed and disagreed respectively, while 18(7%) undecided. In item 19, 112(43%) of the total respondents strongly agreed that they constantly monitor needs of customers and quickly work towards ensuring their loyalty and continual patronages. 99(38%) agreed to the statement, 27(10%) and 14(5%) strongly disagreed and disagreed respectively, while 11(4%) undecided. In item 20, 96(37%) of the total

respondents strongly agreed that they are optimistic and take advantage and exploring new opportunities to overcome disadvantaged situation. 98(37%) agreed to the statement, 17(6%) and 40(15%) strongly disagreed and disagreed respectively, while 12(6%) undecided.

From the response order as seen above, based on the higher percentages of responses of respondents and mean values, it can be concluded that, entrepreneurs don't allow life challenges to interfere in their enterprises because of their level of empathy; they understood the environmental interactions and able to stand out amidst odds; they constantly monitor needs of customers and quickly work towards ensuring their loyalty and continual patronages and they are optimistic and take advantage and exploring new opportunities to overcome disadvantaged situation.

**Table 6: Responses on Trend Adjustment Skill and Unemployment in Bayelsa and Delta States**

S/N	Statement/Items	SA	A	SD	D	U	$\bar{x}$	DECISION
<b>Trend Adjustment (TA)</b>								
16	I have done research to key information about the business I am doing now	101 (38%)	99 (38%)	28 (11%)	32 (12%)	3 (1%)	4.00	Agreed
17	I have relational attitude and passion for the enterprise	80 (30%)	91 (35%)	60 (23%)	32 (12%)	0 (0%)	3.83	Agreed
18	I have mechanism of retaining customers of the enterprise.	71 (27%)	111 (42%)	59 (22%)	7 (3%)	15 (6%)	3.82	Agreed
19	My enterprise adjust to new development in the market share	65 (25%)	97 (37%)	35 (13%)	39 (15%)	27 (10%)	3.51	Agreed
20	I understand the trend of my business and able to adjust whenever there is economic downtime.	82 (31%)	90 (34%)	37 (14%)	34 (13%)	20 (8%)	3.68	Agreed

Source: Compiled by the Researchers (2022)

From Table 6, item 21- 25 show the frequencies, percentages and mean responses of the respondents with respect to Trend Adjustment Skill. In item 21, 101(38%) of the total respondents strongly agreed that they have done research to key information about their businesses. 99(38%) agreed to the statement, 28(12%) and 32(12%) strongly disagreed and disagreed respectively, while 3(1%) undecided. In item 22, 80(30%) of the total respondents strongly agreed that they have relational attitude and passion for their businesses. 91(35%) agreed to the statement, 60(23%) and 32(12%) strongly disagreed and disagreed respectively, while 0(0%) undecided.

In item 23, 71(27%) of the total respondents strongly agreed that they have mechanism of retaining their customers. 111(42%) agreed to the statement, 59(22%) and 7(3%) strongly disagreed and disagreed respectively, while 15(6%) undecided. In item 24, 65(25%) of the total respondents strongly agreed that their enterprises adjust to new development in the market share. 97(37%) agreed to the statement, 35(13%) and 39(15%) strongly disagreed and disagreed respectively, while 27(10%) undecided. In item 25, 82(31%) of the total respondents strongly agreed that they understand the trend of their businesses and able to adjust whenever there is economic downtime. 90(34%) agreed to the statement, 37(14%) and 34(13%) strongly disagreed and disagreed respectively, while 20(8%) undecided.

From the response order as seen above, based on the higher percentages of responses of respondents, it can be concluded that, entrepreneurs, research key information about their businesses; have relational attitude and passion for their businesses, have mechanism of retaining their customers, adjust their enterprises to

new development in the market share and understand the trend of their businesses and adjust whenever there is economic downtime.

## 5. Conclusion And Recommendations

Unemployment has led many to various crimes, corruption and disgusting sharp practices in the Nigeria. Base on the findings of this study, it can be concluded that entrepreneurial practices is one of the major tool to fight, curb and minimize to the barest, unemployment in our society. Time management skill, strategic thinking skill, resilience skill and trend adjustment skill are inevitable by an entrepreneur. Entrepreneurs have to acquire these skills to excel and be successful in their business. Given the analysis, it was found that entrepreneurial practices serve as a panacea for unemployment in Nigeria. Based on the findings of this study, the following recommendations were given:

- i. Entrepreneurs should acquire time management skill because it is a core quality of all successful businesses and entrepreneurs should practice long-range planning and have good time attitudes in opening and closing time of their businesses.
- ii. Entrepreneurs should not take decision quickly when confronted with unpleasant situation affecting their businesses; they should apply strategic thinking and foresights in order to make right decisions.
- iii. Entrepreneurs should not allow life challenges to interfere in their enterprises but understand the environmental interactions so they can stand out amidst odds.
- iv. Entrepreneurs should research key information about their businesses; have relational attitude and passion for their businesses. And be optimistic and take advantage and exploring new opportunities to overcome disadvantaged situation.

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