

## The Role of National Directorate of Employment (NDE) in Entrepreneurship Development in Nigeria

**Azihs Alfred Iliya & Samuel T. Achie**

*Department of Business Administration and Management Studies, Federal Polytechnic Damaturu Yobe State  
Nigeria*

### ABSTRACT

The study is carried out to ascertain the role of the National Directorate of Employment (NDE) in entrepreneurship development in Nigeria with a specific consideration of Kaduna State office of the NDE and some entrepreneurs. Data for the study was sourced from both primary and secondary source. Some findings were arrived at a far reaching recommendations made by the researcher. This research exposed some traits of entrepreneurs and also the efforts of government to encourage young entrepreneurs to make good use of their training opportunities into securing jobs or loan into productive self-employment.

**Keywords:** unemployment, Role, Development, Directorate, Entrepreneurship.

### BACKGROUND OF THE STUDY

In a system where a mixed economy operates like in Nigeria, both the public and the private sector participate in building up the economy towards the achievement of full employment opportunities to ensure that high standard of living per head in the economy is attained.

However, it seems the present worldwide economic depression is grossly affecting the Nigerian economy with the industrial output shrinking to an all-time low and commercial activities consequently reducing on a daily basis, therefore leading to massive loss of employment opportunities for millions of Nigerians.

The government move on curtailing the effect of the economic depression of the 80s led to the establishment of the National Directorate of Employment in 1986 and statutorily mandated by the decree 24 of 1989 to among others, design and implement programme to combat mass unemployment and articulate policies aimed at developing work programme with the labour intensive potentials. It is to tackle unemployment problem in both short and long term perspective by formulating and administering job creation as well as employment related training programme. (National Directorate Annual Report 2000)

### STATEMENT OF THE PROBLEM

Right from the time in memorial, unemployment has always been a problem, how effective government in Nigeria could manage unemployment has always been the concern of successive administrations. Unemployment is a very critical issue that should not be overlooked by any reasonable government, as it neglect can lead to disruption of work process, government policies, loss of confidence in governance and consequently financial losses.

The problem at hand, therefore, is to examine the government in Nigeria to see whether they really meant well in fighting unemployment which will transform to high or appreciative standard of living.

### OBJECTIVE OF THE STUDY

The overall aim of this study is to evaluate the role of NDE in Entrepreneurship Development in Nigeria. The specific objectives of the study are as follows:

1. To look at the benefits that the Small Scale Industries could derive from the various services rendered by NDE such as agency services like school on the wheel and other consultancy services.

*\*Address for correspondence:*

chakubvae@hotmail.com

2. To look at the facilities provided by NDE in the development of entrepreneurship in Nigeria.
3. To look at the expected role of government in improving the workforce of NDE
4. To look at the merit of small scale enterprises in entrepreneurship development.
5. To shade more light on the causes of small scale business failure in Nigeria

## **RESEARCH QUESTIONS**

Based on the problems in focus in the objective above, this work will seek to answer the following questions:

1. What factors militate against the operation of NDE in Nigeria?
2. What are the causes of Small Scale Business failure in Nigeria?
3. How can employment generation be carried out effectively in Nigeria.
4. What factors can ensure effective service delivery by NDE

## **STATEMENT OF HYPOTHESIS**

Given the statement of problem and the research questions raised, this study will draw hypothesis with which we will be able to answer the questions raised as follows:

**HO:** entrepreneurship education does not contribute to Entrepreneurship Development in Nigeria

**HI:** Entrepreneurship education contributes to entrepreneurship development in Nigeria.

**HO:** self-employed entrepreneurs do not need assistance of NDE in order to survive

**HI:** self-employed entrepreneurs need assistance of NDE to survive

## **SIGNIFICANCE OF THE STUDY**

The study tries to examine the role of NDE in job creation in Nigeria. The study will provide a thought provoking insight for studies, and serve as an additional material for future research in the field. It will also widen the scope of the researcher's knowledge in the subject matter. Researchers, the general public and government will gain from the outcome of the study.

## **SCOPE OF THE STUDY**

The scope of this study covers the role of NDE in entrepreneurship development in Nigeria with specific interest in Kaduna State. By choosing Kaduna State, the researcher will be able to ascertain the contribution and impact of NDE in entrepreneurship development in the state

## **LITERATURE REVIEW**

The problem of unemployment as highlighted in this study is not totally new. There has been increasing efforts by successive governments and now at finding more effective ways of managing job creation through entrepreneurship development in Nigeria.

### **Who is an Entrepreneur?**

Oshagbemi, (1983) posited that an entrepreneur is a person who perceives business opportunities and takes advantage of the scarce resources to use them. Timothy O (2002) sees Entrepreneur as a person who bears the non- insurable risk in his enterprise.

Asika N (1991) posits that entrepreneur is a person who directs the human and material resources in his business objective.

Encyclopedia America vol. 10 stated that an entrepreneur is a business man who assumes the risk of bringing together the means of production, including capital, labour and material and receives his reward in profit form.

Schumpeter (1912) viewed an entrepreneur as primarily an innovator whose dynamic creative response to the economic environment make central to the promotion of material growth.

### **Conditions that Hinders Entrepreneurship Development in Nigeria**

Jen S.U (2002) raised some questions which the researcher would like to identify at this juncture:

- What conditions influence the emergence of entrepreneurship?

## Azihs Alfred Iliya & Samuel T. Achie “The Role of National Directorate of Employment (NDE) in Entrepreneurship Development in Nigeria”

- Does entrepreneurship appear primarily in response to a particular set of economic, social, political, psychological and cultural conditions present within society?

The researcher for the purpose of clarity shall base the response to these questions on the Nigerian situation.

### What is Entrepreneurship?

Kirkpatric (1998) believe that entrepreneurship is perceived market opportunities or needs and gaining command over sources to meet these opportunities and needs.

Margret A.P (2002) says entrepreneurship is just a term used broadly in connection with the innovation of modern industrial leaders.

### Factors that Hinders Entrepreneurship Development

Kirkpatric Et'al (1984) has identified the following factors that hinder entrepreneurship development in Nigeria:

- Unwillingness to provide continues supervision of business operation by government
- General lack of interest in productive efficiency and the possibility for improving quality
- Failure to maintain equipment regularly
- Disinclination to utilize written records for control purpose
- Snowlines of creation when operations come up against problems
- Limited propriety to undertake innovation
- Unwise employment practices
- Poor organization and lay out of plant
- The alien economic and social problems
- Excessive indigenouss competition
- Difficulties in acquiring capital
- Problems regarding the availability of human resources
- The attitude of government personnel which are often no accommodating
- Lack of necessary infrastructural facilities

### METHODOLOGY

Osuala E.C (2001) sees methodology as all the necessary style and actions taken by a researcher to come up with a perfect and complete work from the conceptual to the report of the work. The paper, attempted to look at the role of NDE in entrepreneurship development. The government agencies dealing with unemployment are so many, but the researcher is restricting his work to the entrepreneurship development programme of NDE. The data for this study will be collected through primary and secondary source. The primary will be through the use of questionnaires and interview to the staff of NDE and some entrepreneurs, while the secondary will be through NDE Annual Report and other published works in reputable journals. Also the data analysis will purely depend on the nature of the original data collected.

### DATA ANALYSIS

**Table4.1.1.** majority of unemployed citizens of Nigeria have been encouraged by NDE to become gainfully employed

Alternatives	respondents	% of response
Strongly agree	8	25.8
Agree	13	41.9
Strongly disagree	7	22.6
Disagree	3	9.7
Total	31	100

**Source:** field survey 2016

**Azihs Alfred Iliya & Samuel T. Achie “The Role of National Directorate of Employment (NDE) in Entrepreneurship Development in Nigeria”**

From the table above it shows that over 60% of the respondents agreed that NDE encourage Nigerian unemployed citizens to be gainfully employed

**Table4.1.2.** *NDE play a vital role in reducing unemployment problems in Nigeria*

Alternative	Respondents	% of respondents
Strongly agreed	8	25.8
Agreed	12	38.7
Strongly disagreed	4	12.9
Disagreed	7	22.6
Total	31	100

**Source:** *Field Survey 2016*

It shows from the table above that NDE has at least reduced the unemployment problem of this country

**Table4.1.3.** *NDE contribute towards the economic development of Kaduna State*

Alternatives	Respondents	% of respondents
Strongly agreed	8	25.8
Agreed	12	38.7
Strongly disagreed	4	12.9
Disagreed	7	22.6
Total	31	100

**Source:** *field survey 2016*

From the table above it shows that over 60% of respondents agreed that NDE contribute greatly to the economic development of Kaduna State.

**Testing of Hypothesis**

To test the hypothesis, tables 1, 2, & 3 will be use. The test is carried out at 10% level of significance and computed as follows:

**Assumed Frequency Table**

Alternative	Table 1	Table2	Table 3	total
S/agreed	4	8	8	20
Agreed	7	13	12	32
s/disagreed	13	7	4	23
Disagreed	8	3	7	18
Total	31	31	31	93

$$E F = \frac{RT \times CT}{GT}$$

Where:

EF = expected value      RT = row total      CT = column total      GT = grant total

TABLE (1)	TABLE (2)	TABLE (3)
$\frac{20 \times 31}{93} = 6.61$	$\frac{20 \times 31}{93} = 6.61$	$\frac{20 \times 31}{93} = 6.61$
$\frac{32 \times 31}{93} = 10.67$	$\frac{32 \times 31}{93} = 10.67$	$\frac{32 \times 31}{93} = 10.67$
$\frac{23 \times 31}{93} = 7.6$	$\frac{23 \times 31}{93} = 7.6$	$\frac{23 \times 31}{93} = 7.6$
$\frac{18 \times 31}{93} = 6$	$\frac{18 \times 31}{93} = 6.61$	$\frac{18 \times 31}{93} = 6$

**RESULTS OF EXPECTED FREQUENCY**

Alternative	Table 1	Table 2	Table 3	Total
Strongly agreed	6.66	6.66	6.66	19.98
Agreed	10.67	10.67	10.67	32.01
Strongly disagreed	7.67	7.67	7.67	23.01
Agreed	6	6	6	18
Total	31	31	31	93

Computing chi – square test statistics for the hypothesis

$$X^2 = \frac{E}{1} = \frac{(O.E)}{E}$$

0	E	0 – E	(0 - E)	$\frac{(O - E)^2}{E}$
4	66.6	- 2.66	7.0756	1.06
7	10.67	-3.67	13.4689	1.26
12	7.67	4.33	18.7489	2.44
8	6	2	4	0.07
8	6.66	-2.66	7.0726	1.06
13	10.67	-3.67	13.4689	1.26
7	7.67	4.33	18.7489	2.44
3	6	2	4	0.67
8	6.66	-2.66	7.0756	1.06
12	10.67	-3.67	13.4689	1.26
4	7.67	4.33	18.7489	2.44
7	7	2	4	0.67

The chi-square table with 9 degree of freedom at 10% gives 16.9, with a table value of 10.6, the calculated value is 16.29.

Decision rule: since the computed value of 16.29 is greater than the table value of 10.6, you accept the alternate hypothesis and reject the Null hypothesis.

### **DISCUSSION OF FINDINGS**

Based on the data analysis above, the following findings were arrived at:

1. That NDE is contributing to entrepreneurship development in Kaduna State through organizing workshops, lectures and seminars for young entrepreneurs
2. That despite the NDE contribution to entrepreneurship development, the unemployment figure is on the increase yearly
3. It was discovered that there is no data bank by NDE that keeps records of unemployed youths in Kaduna State
4. That much is not done by NDE to link job seekers with existing vacancies in other agencies

### **SUMMARY**

The economic depression of the early 80s, leads to the development of programme for the reactivation of self- employment. These programme are executed by the government various agencies like NDE, SURE-P, and UWIN of recent. The participation of federal government can be traced back to the advised of the United Nations in the early 60s, that if entrepreneurship and Small Scale Industries are adequately assisted, they will provide a solid base for industrial development in the country.

### **CONCLUSION**

In conclusion, the roles of NDE in this research were found to include managerial training of interested individuals, provision of tools to entrepreneurs, and rendering of financial assistance to interested groups or individuals. It was also discovered that a lot of other roles which NDE claimed to perform are not actually implemented.

### **RECOMMENDATIONS**

Based on the findings of this study, the following recommendations become inevitable:

1. That NDE should continue to sustain and improve on their contribution to the development of entrepreneurship.
2. That effort should be made by NDE and the government to explore other areas that can reduce the unemployment rate in the country, like the diversification of the economy from oil dependence to agriculture and solid minerals, advancing Nigeria from a consuming nation to a manufacturing giant.
3. That NDE should try and establish a data bank of the unemployed and employed people in the country.
4. That NDE should do more to link the job seekers with the available jobs from other agencies.

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