



BAYERO JOURNAL OF MANAGEMENT SCIENCES (BAJOMS)

Islamic Administrative Ethics under the Sokoto Caliphate: The Revelance of Abdullahi Bn Fodiyo's thought on Leadership in Nigeria: **Abubakar Salihu**

A Comparative Analysis on male and Female Youth Empowerment in Nigeria: the Role of Entrepreneurial Trait: **Akintan Akinyemi Akindele, Oladipo Ganiyu Taiwo, Ph.D, Aliyu Mustapha & Olatunde olawaseyi Ideraola**

The Effect of Invocation on the Performance of Small and Medium Enterprises in Gombe Metropolis: **Abubakar Ahmed Lamu & Bala Ado K/Mata**

The Moderating Effect of Organizational Agility on the Relationship Between E-HRM and the Performance of the Public Sector in Kano, Nigeria: **Mustapha Shehu Maigari, Mukhtar shehu Aliyu, Ph.D & Talatu Muhammed Barwa, Ph.D**

The Quest for a Democratic Local Government system in Nigeria and the Challenges of Participation and Control: **Linus Ugwu Odo, Ph.D**

The Credit Quality and Financial Performance Deposit Money Bank in Nigeria: **Mohammed Aminu Bello, Ph.D & Kabiru Umar, Ph.D**

The effect of Entrepreneurial Orientation on the Performance of Micro-Enterprise in Nigeria: **Bello Kasim Sanusi & Murtala Aminu Ibrahim, Ph.D**

Mediating the Role of Leverage on the Relationship Between Firm's Growth and Performance: A Review: **Ahmad Adamu Ibrahim & Shukurat Moronke Bello, Ph.D**

Emerging tax issues in E-commence: The Nigeria experience: **Joseph Fineboy Ikechi, Okezie Uzochi & Omodero Cordelia Onyinyechi**

Review of the IFRS Adoption and Accounting Quality literature: **Agbonrha-Oghoye Imas Iyoha, Ph.D & Meshack Aggreh, Ph.D, ACA**

Corporate Governance Indicators and Financial Performance in a Cross-Section of Commercial Banks in Nigeria: **Ibrahim Shaibu, Ph.D & Ibrahim Hassan Dankwambo, Ph.D, FCA**

Bayero Journal of Management Sciences (BAJOMS)

Volume 2: July, 2019

ISSN 2141-9450

Editorial Board

Prof. Kabiru Isa Dandago	Editor-in-Chief	Chairman
Dr. Ahmad Audu Maiyaki	Secretary, Editorial Board	Member
Dr. Mukhtar Musa Bako	Business Editor	Member
Mal. Abubakar Salihu	Circulating Editor	Member
Dr. Nabil Bello	Dept. of Banking & Finance	Member
Dr. Baffa Sani	Dept. of Bus. Admin. & Ent.	Member
Dr. Zaharadden S. Maigoshi	Dept. of Accounting	Member
Dr. Habibu Muhammad Hizqil	Dept. of Public Administration	Member

Editorial Advisers (Reviewers)

Professor Aminu S. Mikailu: Department of Accounting Usmanu Danfodio University, Sokoto.

Professor Kabir T. Hamid: Department of Accounting, Bayero University, Kano.

Professor A. S. Kantudu: Department of Accounting, Bayero University, Kano

Professor Shehu Rano: Department of Economics, Bayero University, Kano.

Professor M. S. Sagagi: Department of Business Administration and Entrepreneurship, Bayero University, Kano.

Professor Ibrahim Magaji Barde: Department of Accounting, Bayero University, Kano.

Professor Dije Muhammad Suleiman: Department of Accounting, Bayero University, Kano.

Professor Hannatu S. Ahmad: Department of Accounting, Bayero University, Kano.

Professor Aminu Kado Kurfi: Department of Business Administration and Entrepreneurship, Bayero University, Kano.

Table of Contents

Table of Contents	iv
Islamic Administrative Ethics under the Sokoto Caliphate: The Revelance of Abdullahi Bn Fodiyo's thought on Leadership in Nigeria by <i>Abubakar Salihu</i>	1
A Comparative Analysis on Male and Female Youth Empowerment in Nigeria: the Role of Entrepreneurial Trait by <i>Akintan, Akinyemi Akindele, Oladipo Ganiyu Taiwo PhD, Aliyu Mustapha & Olatunde Oluwaseyi Ideraola</i>	21
The Effects of Innovation on the Performance of Small and Medium Enterprises in Gombe Metropolis by <i>Abubakar Ahmed Lamu & Bala Ado K/Mata</i>	30
The Moderating Effects of Organizational Agility on the Relationship between E-HRM and the Performance of the Public Sector in Kano, Nigeria by <i>Mustapha Shehu Maigari, Mukhtar Shehu Aliyu, PhD & Talatu Muhammad Barwa, PhD</i>	43
The Quest for a Democratic Local Government System in Nigeria and the Challenges of Participation and Control by <i>Linus Ugwu Odo, PhD</i>	56
The Credit Quality and Financial Performance of Deposit Money Banks in Nigeria by <i>Mohammed Aminu Bello, PhD & Kabiru Umar, PhD</i>	68
The Effects of Entrepreneurial Orientation on the Performance of Micro-Enterprises in Nigeria by <i>Bello Kasim Sanusi & Murtala Aminu Ibrahim, PhD</i>	79
Mediating The Role of Leverage on the Relationship between Firm's Growth and Performance: A Review by <i>Ahmad Adamu Ibrahim & Shukurat Moronke Bello, PhD</i>	90
Emerging Tax Issues in E-Commerce: The Nigerian Experience by <i>Joseph, Fineboy Ikechi, Okezie Uzochi & Omodero, Cordelia Onyinyechi</i>	105
Review of the IFRS Adoption and Accounting Quality Literature by <i>Agbonrha-Oghoye Imas Iyoha, PhD & Meshack Aggreh, PhD, ACA</i>	121
Corporate Governance Indicators and Financial Performance in a Cross-Section of Commercial Banks in Nigeria by <i>Ibrahim Shaibu, PhD & Ibrahim Hassan Dankwambo, PhD, FCA</i>	158
<i>Note to Contributors</i>	177

A Comparative Analysis on Male and Female Youth Empowerment in Nigeria: the Role of Entrepreneurial Trait

¹Akintan, Akinyemi Akindele

Department of Business Administration,
Rufus Giwa Polytechnic, P.M.B 1019, Owo, Ondo State, Nigeria.
akintanakinyemi@gmail.com

²Oladipo Ganiyu Taiwo PhD

Department of Business Administration, University of Ilorin.
oladipoganiyutaiwo@gmail.com

³Aliyu Mustapha

Department of Industrial Relations and Personnel Management,
University of Ilorin.
aliyu.om@unilorin.edu.ng

⁴Olatunde Oluwaseyi Ideraola

Department of Business Administration,
Rufus Giwa Polytechnic, P.M.B 1019, Owo, Ondo State, Nigeria.
oluwaseyiideraolaolatunde@gmail.com

Abstract

The paper examined and analyzed the role of entrepreneurial trait on male and female youth empowerment in Nigeria using secondary data from the National Bureau of Statistics (NBS). The data were extracted from the six (6) states in the south-western part of Nigeria between 2013 and 2014. The collected data were analyzed using t-test and bar-chart tool with the aid of Microsoft Excel 2007. The findings revealed that there is a statistical significant difference between male and female youth empowerment in Nigeria because the calculated t-test value of -0.3040 is greater than the tabulated t-test value of -2.131 at the 5 percent significant level. The implication of the findings is that male and female youth empowerment differs in terms of it low percentage contributing effect of 30.40 percent of entrepreneurial traits with the female gender having the most advantageous effect due to inadequate entrepreneurship training centres that can cover wide varieties of training for youth in the country.

Keywords: Male, Female, Youth empowerment, Entrepreneurship, Trait

1. Introduction

Africa's most populous nation and the largest economy has a youth unemployment challenge. In Nigeria, nearly a quarter of the population is out of work and 20 percent is underemployed.

Young people between the age group of 15 and 35 years are without work at a percentage of 55.4 percent. Graduates from tertiary institutions have a great deal of difficulty in getting themselves

established. People that didn't attend higher institutions of learning who should be getting vocational training are not getting it; they are not getting into formal employment. Given the scale of Nigeria, it's a challenge not just for it, but for Africa and the whole world. However, oil over the last 30 years in this country has meant people have taken their eyes off other industries, that is, there is a lack of diversification that we should have (Nevin, 2019). There is the need to recognize this as a crisis so that youth can have something gainful to do through entrepreneur skills, which they may acquire through necessary trainings by the government or non-governmental agencies.

The development of entrepreneurial trait is vital to the sustainability of a competitive advantage in a global economy that is catalyzed by adequate youth empowerment. The role of entrepreneurial trait in identifying and nurturing this entrepreneurial potential among youth is becoming apparent to the government and policy makers. Research has theorized that the supply of entrepreneurs can be increased by developing a positive perception about the feasibility and desirability of entrepreneurship through educational preparation at an early age (Kourilsky, 1995). When rooted in solid learning theory, entrepreneurial education develops entrepreneurs by increasing business knowledge and promoting psychological attributes associated with entrepreneurs (Kruegar & Brazeal, 1994; Kourilsky & Walstad, 1998; Walstad & Kourilsky, 1999). In the direction of this present study, there is the need to investigate youth empowerment among males and females in the south-west region of Nigeria through their entrepreneurship trait acquired. This

present research study looks differently compared to other studies (Veras, 2015; Okyireh and Simpeh, 2016; Mazumdar and Ahmed; 2015) in the sense that it makes use of secondary data source in its investigation.

2. Literature Review

Conceptual Review

Empowerment can be viewed as the means of creating a social environment in which one can make decisions and make choices either individually or collectively for social transformation. It strengthens the innate ability by way of acquiring knowledge, power and experience (Hashemi, Schuler and Riley, 1996). Also, empowerment is the process of enabling or authorizing individuals to think, take action and control work in an autonomous way. It is the process by which one can gain control over one's destiny and the circumstances of one's life. It includes control over resources (physical, human, intellectual and financial) and over ideology (beliefs, values and attitudes) (Baltiwala, 1994). It is not merely a feel of greater extrinsic control, but also grows intrinsic capacity, greater self-confidence and an internal transformation of one's consciousness that enables one to overcome external barriers to accessing resources or changing traditional ideology (Pinto, 2001).

Gender

Gender refers not to male and female, but to the masculine and the feminine that is, to qualities or characteristics that society ascribes to each sex. People are born female or male, but learn to be women and men. Perceptions of gender are deeply rooted, vary widely both within and between cultures and change over time. But in all cultures, gender determines power and resources for

females and males (FAO, 2011). It is a central organizing factor in societies and can significantly affect the processes of production, consumption and distribution. In fact, the influence of gender on rural people's lives and livelihoods is so substantial that "by any indicator of human development, female power and resources are lowest in rural areas of the developing world. Rural women make up the majority of the world's poor people. Notwithstanding recent improvements in their status, they have the world's lowest levels of schooling and the highest rates of illiteracy. In all developing regions, female-headed rural households are among the poorest of the poor" (FAO, 2011).

Entrepreneurship

Davis (1983, as cited in Igbo 2005) sees entrepreneurship as the creation and running of one's own business. Timmons (1987 cited in Igbo 2005) sees it as the creation, building and distribution of something of value from practically nothing to individuals, groups, organizations and society. It was summed up by stating that it involves planning and organizing small business ventures through the mobilization of people and resources to meet people's needs. Schumpeter (1995) posited that entrepreneurship is a process of change where innovation is the most vital function of the entrepreneur. It is the basic requirement for economic development in a free enterprise or mixed economy where innovation is the basis of development. Innovation in a system can increase the marginal productivity of the factors of production. UNIDO (1999) defined entrepreneurship as the process of using initiative to transform business concept to new ventures, diversify existing ventures or enterprises to high growing venture potentials. The above definitions and

discussions point to the fact that entrepreneurship involves innovation, development, recognition, seizing opportunities and converting opportunities to marketable ideas and values while bearing the risk of competition.

Entrepreneurial development is a catalyst for economic, social and industrial development. Peter and Clark (1997 as cited in Egai 2008) affirms that entrepreneurial development is a disposition to accept new ideas, new methods and make people more interested in present and future than the past. The entrepreneurial class provides leadership in resource change, innovation, technical progress and capital formation to produce new knowledge, new production techniques/possibilities, profits and economic growth. Historically, entrepreneurship development Nigeria has remained excluded from industrial policy until changes began to occur in 1980s due to the am-bivalency of competition and the increasing service sector. Audretsch and Thurik (2001) argued that the role of the entrepreneurial sector changed when industrial comparative advantages shifted towards knowledge-based economic activities. Large firms lost their competitive edge while smaller and more flexible entrepreneurial ones gained new importance in the increasing knowledge-based economy. New dynamic ventures are acknowledged to be the drivers of innovation.

Empirical Review

Veras (2015) investigated empirically on female entrepreneurship, women's enterprise development and the opportunities to create share value. The framework of the study arose due to the fact that, although women are making relevant advancements in entrepreneurship, yet, if compared to men,

they lack access to finance, training and rights, besides differing in terms of economic opportunities. The initiative of the study aims to locate women-owned businesses, certify and introduce them to business opportunities. Okyireh and Simpeh (2016) explored on the meaning, competence, choice and impact of psychological empowerment in a sample of six rural entrepreneurial women at Amhrahia-Otinibi, a village in rural Greater Accra Region, Ghana. The findings in the study indicated that the rural women who engaged in entrepreneurial activities found their job more important and meaningful. The findings also revealed that the women had a greater level of autonomy, independence and freedom to manage their business.

Morshed and Haque (2015) conducted a study to find out how entrepreneurship increases empowerment of women through the use of a structured questionnaire for the collection of data. The collected data in the study were analyzed using descriptive statistics. The study findings revealed that entrepreneurship has increased women decision taking ability when comparatively analyzed between housewife and entrepreneur and housewife. James (2012) demonstrated the success of women in microenterprise development to represent issues relevant to women's success in the sector. The study tended to use gender simply as a variable to explain success vis-avis relevant understanding of gender as a social construct. The study demonstration showed that gender and microenterprise development theorists do better at incorporating power relations into explanations of why women start microenterprises and why their performance differs from that of men.

Meenakshi, Subrahmanyam and Ravichandran (2013) gave a brief idea about the importance of entrepreneurship and its influence on the empowerment of rural women. The study threw light on the constraints of rural women entrepreneurs with solutions to overcome it. The expository part of the study revealed that entrepreneurship among women no doubt improved the wealth of the nation in general and of the family in particular. Pounder (2016) identified areas of gender disparity among entrepreneurs, as well as the means of empowering female entrepreneurs, with special reference to the Caribbean. The findings of the study showed that many female entrepreneurs were literate, married, accepted lower salaries and generated smaller revenues when compared to male entrepreneurs.

Ayebuomwan, Popoola and Adeoti (2016) assessed the empowerment status of women in rural Nigeria, using the 2013 demographic and health survey data and statistically analysed them using the logit regression technique. The study findings revealed that while the age of women, the age of the household head and employment in skilled and unskilled sector significantly increased the probability of rural women's empowerment, the gender of the household head, employment in agriculture and allied sectors, household size and the location of rural women in the Northern region of Nigeria reduced the probability of women economic empowerment in rural Nigeria. Aluko and Okuwa (2018) analyzed the pattern of university interaction for innovation that engenders inclusive development in Nigeria, specifically for innovative solutions for women empowerment that occurred through interaction between the University of Ibadan and the Ile-Ogbo community and its implication for

study findings concluded that entrepreneurship development was influenced by different factors, basically entrepreneurs' personal traits and socio-economic conditions.

3. Methodology

The data for this research study is basically a secondary source, collected from the National Bureau of Statistics (NBS) for the Social Statistics Report (SSR), December edition, 2016. The collected data comprises a number of trained youth that have been provided with tools and equipment to establish and run their own business from the South West Region of Nigeria, which is one of the six geopolitical zones of the major division of modern Nigeria which are Ekiti, Lagos, Ogun, Ondo, Osun and Oyo States respectively between 2013 and 2014. The collected data as shown in Table 1 were analyzed manually using t-test and bar-chart as the statistical tool with the aid of Microsoft Excel, 2007.

sustainable development goals. The findings identified a well-defined pathway that connected innovation to empowerment and how marginalized women could improve and control their earnings.

Mazumdar and Ahmed (2015) discussed some important aspects of women empowerment through micro-entrepreneurship development and self-help groups. The discussions included the status of women self-help groups, the advantages of micro-enterprises in building women empowerment and the scope of micro-enterprise development, etc. The study investigation revealed that women had broken the monopoly of men and proved that they were not inferior to them. Islam (2012) identified why entrepreneurs became motivated and compelled to establish business enterprises using a structured questionnaire consisting of both the male and female respondents in Dhaka and Rajshahi divisions, in Bangladesh. The

Table 1: Number of trained youths provided with tools and equipment

State	2013		2014	
	Male	Female	Male	Female
Ekiti	0	0	28	22
Lagos	0	0	14	36
Ogun	0	0	18	36
Ondo	04	0	23	27
Osun	02	10	11	39
Oyo	0	0	49	01

Source: National Directorate of Employment (NDE) in SSR, NBS (2016)

4. Data Analysis

The collected data for the research paper were analyzed using t-test as the statistical tool, as mathematically expressed below, as shown on Table 2:

$$t = \frac{\frac{\sum d^2 - \frac{(\sum d)^2}{N}}{N(N-1)}}{\sqrt{\frac{\sum d^2 - \frac{(\sum d)^2}{N}}{N(N-1)}}}$$

where:

$\sum D$ = sum of the differences;

$\sum D^2$ = sum of the squared differences;
 $(\sum D)^2$ = sum of the differences squared.

Table 2: t-test analysis of gender differences of trained youth between 2013 & 2014

State	Male (X)	Female (Y)	X-Y	$(X - Y)^2$
Ekiti	28	22	6	36
Lagos	14	36	-22	484
Ogun	18	36	-18	324
Ondo	27	27	0	0
Osun	13	49	-36	1296
Oyo	49	01	48	2304
				$(\sum D)^2 = 4444$

Source: Author Manual Computation

Substituting the values into the above equation, we have:

$$t = \frac{-22/6}{\sqrt{\frac{4444 - \frac{(-22)^2}{6}}{(6-1)(6)}}} \approx -0.3040$$

Therefore, the t-test value calculated is -0.3040, the degree of freedom $(C-1)*(R-1) = (4-1)*(6-1) = 3*5 = 15$, from the t-test rule and Tabulated $t_{15,0.05} = -2.131$
 Therefore, t-test calculated = -0.3040
 t-test tabulated = -2.131

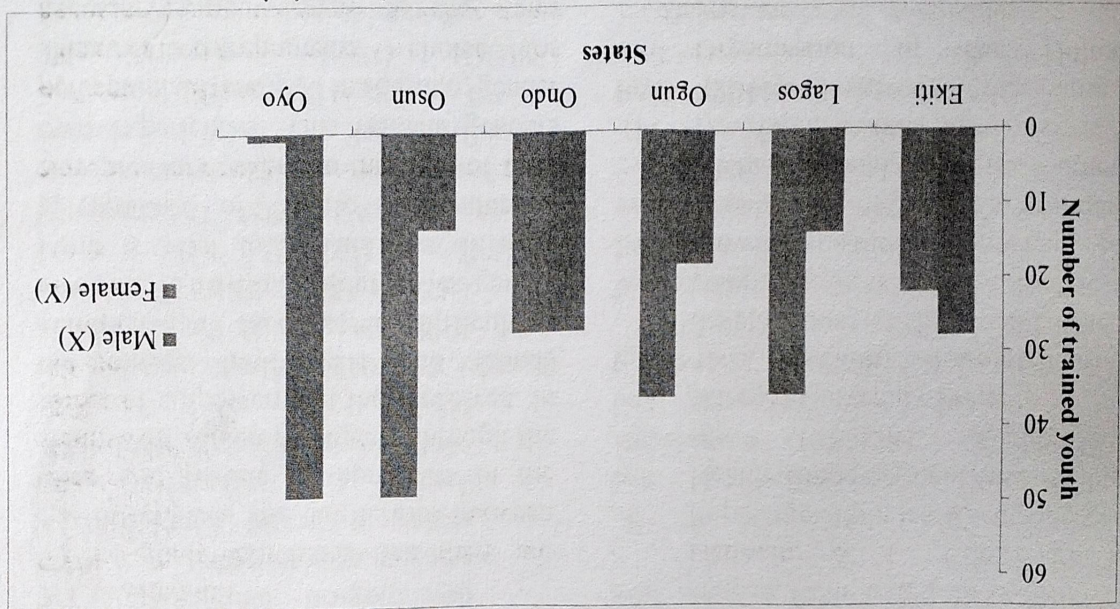


Figure 1: Bar-chart of number of trained youth with respective to their states

Discussion of Results

Table 2 shows that the calculated value of the t-test (-0.3040) is greater than the tabulated t-test value (-2.131) at the 0.05 significance level. We therefore reject the null hypothesis and conclude that there are significant differences between male and female youth

empowerment in Nigeria based on their role of entrepreneurship trait in the south-west region of Nigeria, with more attention given to the female gender, as shown on Figure 1. This implies that the number of trained youth in the south-west region differs in terms of their entrepreneurship traits through the forms of empowerment they have received between the periods considered at a percentage of 30.4% due to an insufficient number of trained youth through the inadequate manpower provided. The results revealed that, despite the government claimed effort on youth empowerment, its impact on the male and female youth in terms of it entrepreneurship trait differs based on its desire productivity, which is very low. This shows a similar agreement with the study of Kargwell (2012) conducted in the United Arab Emirate that there are significant differences between male and female entrepreneurs that affect their start-up and business sustainability.

3. Conclusion

The study concludes that there are differences and similarities between male and female entrepreneurs in the south-west region of Nigeria through the forms of empowerment they received. In the outset, both male and female entrepreneurs face some difficulties, however, to a different degree. The gender issue is vital to explain the different perception of male to female entrepreneurs' gains on the light of their own experiences. This reflects genders perceptual differences. In addition, gender enhances entrepreneurs' choice for necessary empowerment in the states which in turn show that gender is a critical factor that influences and determines the entrepreneurs' trait and youth empowerment in the south-west region of Nigeria which should, however,

necessitate government attention about it by giving it a keen consideration.

References

- Aluko, Y. A., and Okuwa, O. B., (2018). Innovative solutions and women empowerment: implications for sustainable development goals in Nigeria. *African Journal of Science, Technology, Innovation and Development*, 1-10, DOI: 10.1080/20421338.2018.1471028
- Audretsch, A., and Thurik, G., (2001). Role of government policy on entrepreneurial activities. en.wikipedia.org/wiki/entrepreneurship Retrieve May 11, 2009.
- Ayevbuomwan, O.S., Popoola, O.A., & Adeoti, A.I., (2016). Analysis of women empowerment in rural Nigeria: a multidimensional approach. *Global Journal of Human-Social Science: C, Sociology & Culture*, 16(6), 19-32
- Batliwala, S., (1994). The meaning of women's empowerment: New concept from action. In G. Sen, A. Germain, & L. Chen (Eds.), *Population Policies Reconsidered: Health Empowerment and Rights* (pp. 127-138). Cambridge: Harvard University Press.
- Egai, N.A., (2008). Entrepreneurial development: for increased competitiveness and Business growth .Institute of Chartered Economists of Nigeria's Seminar. Abuja: National Centre for Women Development. 6th June
- FAO (2011). Food and Agriculture Organization of the United Nations. Available at: <http://www.fao.org/climatechange/3173402e69e384b4ef76bd49477a9650ef4db6.pdf>
- Hashemi, S., S. Schuler, and A. Riley. (1996). Rural credit programs and

- women's empowerment in Bangladesh. *World Development*, 24(4), 635 – 653.
- Igbo, C., (2005). Modern institutional techniques and their application in technical vocational education programs of polytechnic and Monotechnics. ETF capacity Building Workshop, Auch, Nov
- Islam, S., (2012). Pull and push factors towards small entrepreneurship development in Bangladesh. *Journal of Research in International Business Management*, 2(3), 65-72
- James, H., (2012). Success of women micro-enterprise development. *International Journal of Scientific and Research Publications*, 2(9), 1-9
- Kargwell, S.A., (2012). A comparative study on gender and entrepreneurship development: still a male's world within UAE cultural context. *International Journal of Business and Social Science*, 3(6), 44-55
- Kourilsky, M.L., & Walstad, W. B., (1998). Entrepreneurship and female youth: Knowledge, attitudes, gender differences, and educational practices. *Journal of Business Venturing*, 13(1), 77-88
- Kourilsky, M.L., (1995). Predictors of entrepreneurship in a simulated economy. *The Journal of Creative Behaviour*, 14(3), 175-199
- Krueger, N., & Brazeal, D., (1994). Entrepreneurial potential and potential entrepreneurs. *Entrepreneurship Theory & Practice*, 19(2), 91-104
- Mazumdar, M., & Ahmed, M., (2015). Empowerment of rural women through entrepreneurship-an overview. *International Research Journal of Interdisciplinary & Multidisciplinary Studies (IRJIMS)*, 1(1), 165-172
- Meenakshi, S.P., Subrahmanyam, V., & Ravichandran, K., (2013). Entrepreneurship as a tool for the empowerment of rural women in India. *IOSR Journal of Humanities and Social Science (IOSR-JHSS)*, 13(5), 7-12
- Morshed, F., & Haque, E., (2015). Impact of women entrepreneurship on women empowerment in Bangladesh. *Journal of Economics and Sustainable Development*, 6(1), 74-81
- Nevin, A., (2019). Youth unemployment. Advisory Partner & Chief Economist, PWC Nigeria. Available at: <https://www.aljazeera.com/programmes/countingthecost/2019/02/youth-unemployed-nigeria-190216073358024.html>
- Okyireh, M.A.A., & Simpeh, K.N., (2016). Exploring the nature of psychological empowerment of women entrepreneurs in a rural setting in greater Accra, Ghana. *Journal of Business and Management Sciences*, 4(6), 138-141
- Pounder, P., (2016). Entrepreneurship and gender disparity in the Caribbean. *Journal of Research on Women and Gender*, (6), 4-23
- Schumpeter, J.A., (1995). The theory of economic development. New Brunswick, New Jersey: Transaction Publishers.
- UNIDO (1999). Report on: www.unido.org
- Versa, E.Z., (2015). Female entrepreneurship: from women's empowerment to shared value creation. *RISUS- Journal of Innovation and Sustainability*, 6(2), 110-123

Walstad, W., & Kourilsky, M.L., (1999),
Entrepreneurial Attitudes and
knowledge of black youth.

*Entrepreneurship Theory &
Practice*, 23(2), 5-18