

ENTREPRENEURSHIP KNOWLEDGE AND ORIENTATION: PERFORMANCE INDICATORS FOR INCOME GENERATION AMONG UNDERGRADUATE STUDENTS OF FEDERAL INSTITUTIONS IN NORTH CENTRAL NIGERIA

ENWUCHOLA Helen Anthony
Department of Business Administration, Faculty of Management Sciences,
Kogi State University, Anyigba.
helenenwuchola@yahoo.com
+2348067960044

OLUWADE Dorcas Omany
Department of Business Administration, Faculty of Management Sciences,
Kogi State University, Anyigba.
dorcasoluwade@gmail.com, igonoh_do@yahoo.com
+2347031959283

SULEIMAN, Olusegun
Department of Business Administration, Faculty of Management Sciences,
Kogi State University, Anyigba.
Suleiman.o@ksu.edu.ng
+2348061575816

ABSTRACT

Not much appears to have been accomplished in Nigeria despite ten years of attempts by successive governments to address the problem head-on through various programs aimed at reducing poverty and creating wealth. The rising rate of poverty in Nigeria's North Central region makes this clear. Thus, this study aimed at examining the effect of entrepreneurship on wealth creation of selected Federal institutions in North Central, Nigeria. The specific objectives were to: determine the effect of entrepreneurial orientation on job creation among undergraduate students of Federal institutions in North Central, Nigeria; and to examine how entrepreneurial knowledge affects income generation among undergraduate students of Federal institutions in North Central, Nigeria. The study employed cross sectional survey design. Structured questionnaire was used to collect data from the respondents. Four (4) Federal Universities were selected across the North Central, Nigeria. A sample of 364 University students were selected from a population of 7,102 using Krejcie and Morgansample size determination formula, and a multi-stage sampling technique. Data collected were analysed using descriptive statistics and multiple regression analysis at 0.05% significant level. The findings of the study were that: Entrepreneurial orientation has significant effect on job creation:(Risk Taking) $\beta = 0.489$, $t = 13.615$, $p = 0.002$ (Proactiveness) $\beta = 0.393$, $t = 0.096$, $p = 0.000$, (Innovativeness) $\beta = 0.213$, $t = 0.045$, $p = 0.003$ and Entrepreneurial knowledge has a significant effect on income generation: (Apprenticeship) $\beta = 0.329$, $t = 3.166$, $p = 0.001$, (Business Planning Knowledge) $\beta = 0.291$, $t = 3.227$, $p = 0.000$, (Self-Motivation) $\beta = 0.185$, $t = 1.510$, $p = 0.000$. The study concluded that among undergraduate students at Federal universities in North Central Nigeria, entrepreneurship creates substantial earnings, jobs, and investment prospects. Therefore, the study recommended that all levels of government should create a business-friendly environment that will promote entrepreneurship and that policymakers should not only implement programs for the practical acquisition of skills but also design them to encourage creativity and innovation in this period of economic decline.

Keywords: Entrepreneurship orientation, Knowledge, wealth creation, income generation

INTRODUCTION

Entrepreneurship has been vital to a country's progress over the years. Despite being a relatively new area of management sciences, emerging countries are becoming more interested in it. Finding business possibilities, allocating resources, running businesses, and taking on related risks are all part of entrepreneurship (Bouchikhi, 2019).

Due to persistent and growing economic issues, particularly unemployment, the idea of entrepreneurship has become crucial in recent decades (Suleiman, 2022 & García-Rodríguez, 2017). In order to advance social and economic well-being, nations are encouraged to boost the rate of entrepreneurship (Peng et al., 2012). Many nations have made entrepreneurship and innovation a top priority on their political agendas (Bleaker et al., 2006). In Nigeria, there is growing interest in entrepreneurship education. While public colleges are including entrepreneurial education into their general studies curricula, more private universities are doing the same. Nigeria's population is currently over 200 million, and the country's high unemployment rate makes it imperative that the government support the development of entrepreneurial skills (Suleiman et al., 2022).

The capacity and willingness to look for investment possibilities, launch a business, and see it through to success are all part of entrepreneurship. The competencies needed for traditional work are not the same as those needed for entrepreneurship. They entail learning the concepts, abilities, and business management know-how required to promote independence and self-employment (Grant, 2018).

Given its multifaceted character, Nigeria's unemployment issue is a hydra-headed situation. The Nigerian labor market is now characterized by underemployment, unemployment, and unrelenting rural-urban movement (Ann & Agu, 2012). This has been made worse by an alarming amount of new hires as educational institutions such as colleges and universities produce graduates in a geometric fashion.

Kenedy (2022) asserted the importance of entrepreneurship and its capacity to raise people's standards of living and generate jobs. However, none have specifically examined how entrepreneurship affects the creation of wealth among undergraduate students at a few Federal universities in North Central Nigeria, such as Federal University, Lokoja, University of Ilorin, University of Jos, and University of Abuja. The following research questions were formulated for the study.

To what extent does entrepreneurial orientation affect job creation among undergraduate students of Federal institutions in North Central Nigeria.

What is the effect of entrepreneurial knowledge on income generation among undergraduate students of federal institutions in North Central Nigeria.

The main objective of this study is to determine the effect of entrepreneurship on wealth creation among students in selected Federal institutions in North Central Nigeria. The specific objectives were to: determine the effect of entrepreneurial orientation on job creation among undergraduate students of Federal institutions in North Central Nigeria and to examine how entrepreneurial knowledge affect income generation among undergraduate students of Federal institutions in North Central Nigeria.

Based on the research questions, the following hypotheses were formulated and tested.

Ho₁: Entrepreneurial orientation does not have significant effect on job creation among undergraduate students of Federal institutions in North Central Nigeria.

Ho₂: There is no significant relationship between entrepreneurial knowledge and income generation among undergraduate students of Federal institutions in North Central Nigeria.

REVIEW OF RELATED LITERATURE

The Concept of Entrepreneurship

Entrepreneurship attracts young people who have dropped out of school, it creates jobs in any nation, lowers the crime rate to a manageable level, and lessens immorality. Entrepreneurship is also important because of the significant contribution that SMEs make to the GDP, the creation of jobs, the growth of local value added, and the advancement of technology in Nigeria (Ahmed & McQuaid, 2018).

Entrepreneurial Orientation (EO)

Entrepreneurial orientation (EO) is a firm-level strategic orientation which captures an organization's strategy-making practices, managerial philosophies, and firm behaviors that are entrepreneurial in nature (Kenedy, 2022). One of the most well-established and extensively studied concepts in the literature on entrepreneurship is entrepreneurial orientation. The inclusion of innovativeness, proactiveness, and risk-taking as essential distinguishing characteristics or elements of the orientation is a prevalent theme among earlier conceptualizations of EO. A meta-analysis of previous studies revealed a correlation in magnitude almost equal to the prescription of using sleeping medicines and improving sleep, demonstrating that EO is a powerful predictor of business performance. However, some studies contend that EO does not improve every firm's performance (Ahmed & Quaid, 2018).

The Concept of Entrepreneurial Knowledge

Entrepreneurial knowledge describes the ability to spot or generate an opportunity and act to bring an innovative knowledge practice or product to market (Danjuma & Rebecca, 2021). An individual's understanding of the principles, abilities, and mindset necessary to be an entrepreneur is referred to as entrepreneurial knowledge (Jack & Anderson, 2019).

Concept of Income Generation

Income Generation comprises the establishing new, tiny industrial facilities or growing already-existing ones. It entails supporting or permitting individuals to launch their own market-oriented businesses in a collaborative, group, or solo setting. According to Baron (2018), it also refers to the creation of economic activity, whether through small-scale individual enterprise or association/cooperation.

Wealth Creation

A key component of entrepreneurship is wealth creation, which is the process of producing economic value and amassing assets. In order to improve the prosperity and well-being of people and societies, it entails the

development of new goods, services, markets, and industries. Oladeye et al. (2021) reference Schumpeter (1934) as saying that entrepreneurship is essential to the generation of wealth since it introduces new goods, procedures, and market opportunities. Entrepreneurs support economic expansion and wealth creation by spotting and seizing creative ideas. The accumulation of monetary and non-monetary assets as a result of entrepreneurial activities, such as opportunity recognition and exploitation, innovation, and value creation, is known as wealth creation. Venkataraman and Shane (2023)

Theoretical Review

Resource-Based View Theory

Jay B. Barney first put forth the Resource-Based View (RBV) theory in 2021, and it provides insightful information on the connection between wealth growth and entrepreneurship. This idea focuses on how entrepreneurial enterprises' unique resources and talents are important for creating and maintaining a competitive edge. A strong basis for researching the relationship between entrepreneurship and wealth development is provided by an understanding of the RBV theory and its consequences (Barney, 2021).

Innovation and Diffusion Theory

Everett Rogers developed the innovation and diffusion theory, which offers a thorough framework for understanding how entrepreneurship, innovation, and wealth development interact (Rogers, 2023). This theory investigates how novel concepts, goods, and behaviors are created, embraced, and spread throughout society. Studying the connection between entrepreneurship and wealth development requires an understanding of the fundamentals and ramifications of this notion. The theory posits that innovation plays a pivotal role in driving economic growth and wealth creation. Innovations can manifest as technological, organizational, or social advancements, leading to enhanced productivity, cost reductions, and market expansion (Rogers, 2015). Additionally, the theory assumes that the adoption and diffusion of innovations transpire through a social process, involving interactions among individuals and groups. The rate of adoption can vary across different segments of society.

Adopted Theory

The Resource-Based View theory was adopted for this study because the theory assumes that resources and capabilities vary across firms and are not easily transferable or tradable. Each entrepreneurial firm possesses a unique combination of resources that contribute to its competitive advantage. For resources to serve as a source of sustained competitive advantage, they must possess three key attributes: value (enhancing performance), rarity (limited availability), and inimitability (difficult to replicate by competitors) (Barney, 2021).

Review of Empirical Studies

France and Uke (2023) conducted research on entrepreneurial knowledge and revenue generation in Enugu State, Nigeria. The study made the case that a country's ability to advance depends on how resourceful its

citizens are, which is closely related to the standard of training and the deliberate advancement of education in that country. Only when every member of society has a gainful job and per capita income is increased can such advancement or development take place. Only when government educational programs are focused on a functional education that can result in self-reliance and job creation will this be feasible. The government could achieve this kind of social growth through entrepreneurship education. Therefore, the paper examined the role of entrepreneurship knowledge and education on job creation in Nigeria. The challenges of quality entrepreneurship education were also discussed. Sample survey was adopted for the study while regression was used for data analysis. Finally, the paper suggested that government should encourage entrepreneurial education in order to overcome the challenges affecting employment so as to enhance job creation in Nigeria.

Kennedy (2022) used Nigeria as a case study to investigate how the development of entrepreneurship knowledge contributes to the economic success of third-world countries. Questionnaires were created and distributed to 80 randomly chosen business owners in the Edo North, Edo Central, and Edo South senatorial districts of Edo state, Nigeria, in order to achieve the goal. Using chi-square analysis, the questionnaires were utilized to gather data on entrepreneurship, job creation, and growth stimulation. The outcome showed that entrepreneurship promotes economic growth and plays a major role in creating jobs. The study's conclusion demonstrates that the growth of entrepreneurship always results in the creation of jobs, which in turn spurs economic development. It was suggested that Nigeria take advantage of the different economic opportunities available to them and that the government and other organizations focus their efforts on fostering the growth of entrepreneurship.

METHODOLOGY

The cross-sectional survey research design method was used in this study. By distributing a questionnaire to a group of respondents, a cross-sectional survey research design gathers and analyzes sample data or data from the complete population. This has aided in the accomplishment of the study's goal, which is to evaluate how entrepreneurship affects the generation of wealth at particular Federal institutions in North Central Nigeria. This include University of Ilorin, Ilorin, University of Jos, Jos, University of Abuja, and Federal University, Lokoja. The target population of this study consist of all final year students of some selected Federal institutions in north central Nigeria which totals 7,102 as at 2022/2023 academic session. They include University of Abuja – 1,267, University of Ilorin- 2,400, University of Jos – 2,453 and Federal University, Lokoja – 982 (Registry Units, (2024). The justification for selecting four Universities in North Central Nigeria is because they have entrepreneurial development centres. These centres have sophisticated and modern equipments for entrepreneurial studies for students. They are also equipped with entrepreneurial tools that make learning easy for students.

In choosing the sample size and securing representative responses, this study adopted Krejcie and Morgan (1970) formula stated below:

$$S = \frac{X^2NP(1-P)}{d^2(N-1) + X^2P(1-P)}$$

S = Required sample size

X² = The table value of chi-square for 1 degree of freedom at the desired confidence level (3.841)

N = The population size

P = The population proportion (assume to be .50 since this would provide the maximum sample size

D = the degree of accuracy expressed as a proportion (.05)

Thus, a population of 907 has a sample size of

$$S = \frac{X^2NP(1-P)}{d^2(N-1) + X^2P(1-P)}$$

$$S = \frac{3.841 \times 7,102 \times 0.50(1-0.50)}{0.0025(7,102-1) + 3.841 \times 0.50(1-0.50)}$$

$$S = \frac{27,278.782 \times 0.25}{17.7525 + 0.96025}$$

$$S = \frac{6,819.6955}{18.71275}$$

$$S = 364$$

Thus, a total of three hundred and sixty four (364) students were used across the selected Federal Universities in North Central Nigeria.

Table 3.2: Allocation of Copies of Questionnaire to various selected Federal Institutions in North Central, Nigeria.

S/N	Federal Universities	Population	Allocation of Questionnaire
1	University of Ilorin	2,400	2,400/7,102 x 364 = 123
2	University of Jos	2,453	2,453/7,102 x 364 = 126
3	University of Abuja	1,267	1,267/7,102 x 364 = 65
4	Federal University, Lokoja	982	982/7,102 x 364 = 50
	Total	7,102	364

Source: Author's Conceptualization, (2025)

Out of 364 copies of questionnaire distributed, 349 copies were rightly filled and returned for the analysis.

The multi-stage sampling technique, which includes stratified random sampling, simple random techniques, and purposeful sampling, was used in the study.

The literature on entrepreneurship and revenue generation served as the basis for the questionnaire's design. Both primary and secondary sources of data were gathered for this investigation. The study employed multiple regression analysis.

Model Specification

Model for Hypothesis 1

Regression Analysis

The mathematical model that describes how entrepreneurial orientation affects job creation among selected Federal institutions in North Central Nigeria is given in equation 1 below:

$$JC = f(EO) \dots\dots\dots$$

Given that $EO = RIT + PRO + AUT$

Therefore,

$$PP = \beta_0 + \beta_1 RIT_i + \beta_2 PRO_i + \beta_3 AUT_i + \mu_i \dots\dots\dots (1)$$

Where:

JC is Job Creation

RIT is Risk Taking

PRO is Proactiveness

AUT is Autonomy

$\beta_1 - \beta_3$ are the coefficient values of Risk Taking, Proactiveness and Autonomy respectively.

Model for Hypothesis 2

Regression Analysis

The mathematical model that describes the effect of entrepreneurial knowledge on income generation in selected Federal institutions is given in equation 2 below:

$$IG = f(EK) \dots\dots\dots$$

Given that $EK = APP + BPK + SM$

Therefore,

$$IG = \beta_0 + \beta_1 APP_i + \beta_2 BPK + \beta_3 SM_i + \mu_i \dots\dots\dots (2)$$

Where:

IG is Income Generation

APP is Apprenticeship

BPK is Business Planning Knowledge

SM is Self-Motivation

$\beta_1 - \beta_3$ are the coefficient values of Apprenticeship, Business Planning Knowledge and Self-Motivation respectively.

DATA ANALYSIS AND DISCUSSION OF FINDINGS

The Effect of Entrepreneurial Orientation on Job Creation of Selected Federal Institutions in North Central Nigeria.

As for the first objective, the dependent variable is job creation and the independent variables are the items used to measure of Entrepreneurial Orientation such as, risk taking, proactiveness and innovativeness.

Table 1. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.692 ^a	.568	.541	.33924

a. Predictors: (Constant), RT, PRO, INN

The R-square value of .568 in table 1 indicates that the components of independent variable have a combined effect of 57% on the dependent variable while the adjusted r square value of .541 also indicates the accurate influence of the combined effect of risk taking, proactiveness, and innovativeness of 54.1% on job creation among Federal institutions. The remaining 45.9% was not captured by variables in this model.

Table 2: ANOVA Result

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2649.447	3	883.149	4205.348	.004 ^b
	Residual	64.515	345	.187		
	Total	2713.962	348			

a. Dependent Variable: JC

b. Predictors: (Constant), RT, PRO, INN

Table 2's sig. level of.004 and F-Statistics value of 4205.348 indicate that the model is significant at the (0.05) 5% level and is well-fitting. This indicates that the outcome is acceptable for use in making decisions.

Table 3: Coefficients

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	.306	.117		5.311	.004
RT	.489	.061	2.319	13.615	.002
PRO	.393	.096	.618	2.656	.000
INN	.213	.045	.129	6.297	.003

a. Dependent Variable: JC

Again table 3 presents the coefficients of the effect of entrepreneurial orientation on job creation, the result revealed that risk taking, proactiveness and innovativeness have significant effect with B (0.489, 0.393, and 0.213). and the variables have p-values of 0.002, 0.000, and 0.03 which are lower than 0.05 significance level.

Risk taking, proactiveness and innovativeness all have positive coefficients, signifying that they all have positive effect on job creation. This implies that an increase in each of these variables of entrepreneurial orientation will lead to increase in job creation in Federal institutions.

Specifically, a point increase in risk taking will lead to 0.489 points increase in job creation in Federal institutions. Similarly, a point increase in proactiveness will lead to 0.393 points increase in job creation in Federal institutions. Also, a point increase in innovativeness will lead to 0.213 points increase in job creation in Federal institutions.

The Effect of Entrepreneurial Knowledge on Income Generation of Selected Federal Institutions in North Central Nigeria.

As for the second objective, the dependent variable is income generation and the independent variables are the items used to measure Entrepreneurial knowledge such as, apprenticeship, business planning knowledge and self-motivation.

Table 4

Model	R	R square	Adjusted square	Standardized error of the estimate
1	.902 ⁹	.857	.737	234.307

i. Predictor: (Constant), APP, BPK, SM

Source: SPSS Result, 2024

The R-square value of .857 in table 4 indicates that the components of independent variable have a combined effect of 86% on the dependent variable while the adjusted r square value of .857 also indicates the accurate influence of the combined effect of apprenticeship, business planning knowledge and self-motivation of 85.7% on income generation among Federal institutions. The remaining 14.3% was not captured by variables in this model.

Table 5: ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	223.658	3	74.553	94.153	.000 ^b
	Residual	2415.337	349	13.127		
	Total	2638.995	347			

c. Dependent Variable:

d. Predictors: (Constant), Customer Patronage

Additionally, the model's analysis of variance (ANOVA) is shown in table 5. The stated F-statistic is significant, suggesting that the model is fit, as indicated by the F-statistic's value of 94.153 and probability value of 0.000.

Table 6 Coefficient Table

Model	Unstandardized co-efficient	Standardized co-efficient error	Standardized co-efficient beta	t	Sig.
Constant	21.971	3.635		6.044	.000
APP	.329	.104	.250	3.166	.001
BPK	.291	.090	.233	3.227	.000
SM	.185	.122	.117	1.510	.000

- a. Dependent Variable: income generation
- b. Independent Variables: APP, BPK, SM

Source: SPSS Result, 2024.

Table 6 presents the coefficients of the effect of entrepreneurial knowledge on income generation, the result revealed that apprenticeship, business planning knowledge and self-motivation have significant coefficients (0.329, 0.291, and 0.185). All variables have significant coefficients because they have p-values of 0.001, 0.000, and 0.000 which are lower than 0.05 significance level. Apprenticeship, business planning knowledge and self-motivation all have positive coefficients, signifying that they all have positive effect on income generation. This implies that an increase in each of these variables of entrepreneurial knowledge will lead to increase in income generation in the selected Federal institutions.

Specifically, a point increase in apprenticeship will lead to 0.329 points increase in income generation in the selected Federal institutions. Similarly, a point increase in business planning knowledge will lead to 0.291 points increase in income generation in the selected Federal institutions. Also, a point increase in self-motivation will lead to 0.185 points increase in income generation in the selected Federal institutions.

Discussion of Findings

The study investigated the effect of entrepreneurship on wealth creation in selected Federal institutions in North Central Nigeria. Discussion was presented in line with the objectives and the hypotheses of the study.

The first finding established the significance of entrepreneurial orientation on job creation in the selected Federal institutions in North Central, Nigeria. The hypothesis proved that there is a significant effect between entrepreneurial orientation and job creation. The independent variables (risk taking, proactiveness and innovativeness which represent entrepreneurial orientation variables were all found to have a significant effect on job creation. Entrepreneurial Orientation (EO) is regarded as a set of a firm’s innovative, risk-taking, and proactive behavior, it is among the most widely known construct in the strategic entrepreneurship. The finding is in line with the ability of small and medium-sized businesses (SMEs) to generate wealth from the perspective of individual business owners was examined by Kenedy (2022) and Umar (2021). According to

the report, Nigeria's lack of or insufficient adoption of entrepreneurial practices is linked to the country's problems with poverty, youth restlessness, income inequality, social inequality, and unemployment. The resource-based perspective (RBV) was used in the study as the theoretical basis to direct and improve a deeper comprehension of the EO and employment creation. According to the RBV, instead of attempting to manage and control outside forces on the company, organizations should proactively and creatively concentrate internally on their unique resources to obtain a competitive edge if there are indications of volatility and uncertainty in the business environment.

The second finding established the significance of entrepreneurial knowledge and income generation in selected Federal institutions in North Central Nigeria. The hypothesis proved that there is a significant effect between entrepreneurial knowledge and income generation in the selected Federal institutions in North Central, Nigeria. In particular, the importance of apprenticeship, business planning knowledge and self-motivation are the most notable in generating income. The study is in consonance with the study of France & Uke (2023) and Uchehara (2019) used a descriptive survey approach to investigate how social entrepreneurship affects wealth creation in Nigeria. The results of the study showed that social entrepreneurship helps create jobs and revenue. The Institutional theory is supported by this finding. The theory offers a thorough framework for comprehending how institutional structures—such as formal and informal laws, customs, and cultural values—affect wealth creation and entrepreneurship. Understanding this theory's essential components and ramifications is essential for researching the connection between entrepreneurship and wealth creation. It looks at how institutions influence entrepreneurial behavior and results. According to the notion, societal expectations, cultural norms, and legal frameworks make up the institutional environment in which entrepreneurship operates.

CONCLUSION AND RECOMMENDATIONS

This study comes to the following conclusion in light of the facts mentioned above:

The development of jobs at a few Federal institutions in North Central Nigeria is significantly impacted by entrepreneurial orientation, which includes taking risks, being proactive, and being inventive. This suggests that entrepreneurship has aided in economic expansion by creating jobs, housing individuals from all backgrounds, reducing rural-urban migration, and acting as a platform and training ground for the populace.

Additionally, self-motivation, business planning skills, and entrepreneurial knowledge—which includes apprenticeship—are fundamental mental attributes required to succeed in company. Before launching a company to follow a large, passionate concept, some young entrepreneurs choose to voluntarily complete an apprenticeship and learn how to write a business plan. Since they typically have records of methodical preparation for their business venture, they are more likely to be informed about high quality and dedicated to business success. Due to self-motivation, entrepreneurs view economic downturns as the ideal opportunity to enter new markets.

The following recommendations were made based on the findings of the study

- i. The study found that universities and other postsecondary institutions' lack of entrepreneurial focus is linked to the problems of poverty, youth restlessness, income inequality, social inequality, and

unemployment. Therefore, in order to lower unemployment and increase wealth creation in North Central Nigeria and throughout Nigeria, the study suggested that the government develop and put into effect policies aimed at enhancing entrepreneurial orientation in universities and other tertiary institutions.

- ii. Through apprenticeship, the formulation of company plans, and self-motivation, entrepreneurial knowledge has the ability to improve human capacity and development. These concepts have the potential to boost revenue generation and the expansion of micro, small, and medium-sized businesses (MSMEs) in Nigeria. The study made the following recommendations: modifications in the educational curriculum to better prepare students with the information and mindset for self-reliance; and appropriate policy coordination and stability to foster an environment that is favorable for entrepreneurial activities.

REFERENCES

- Adeyeye, A. A., Ajagbe, A. M., Awe, A. A., Ismail, K. B. & Umar, A. (2021). Entrepreneurship and wealth creation: A conceptual framework. *International Journal of Academic Research in Business and Social Sciences*, 5(6), 42-57
- Adrianna, S. (2017). Entrepreneurship Development in Nigeria: Problems and Prospects. Content writer at legit.ng. Ahmadu Bello University, Zaria.
- Anderson, B., Covin, J., & Slevin, D. (2009). Understanding the Relationship between Entrepreneurial Orientation and Strategic Learning Capability: An Empirical Investigation". *Strategic Entrepreneurship Journal*, 3(3), 18-40. [Doi:10.1002/sej.72](https://doi.org/10.1002/sej.72).
- Antai and Agness (2012). Assessing the Prospects and Problems of Entrepreneurship.
- Barney, J. B. (2021). Firm resources and sustained competitive advantage. *Journal of Management*, 17(1), 99-120.
- Barney, J. B. (2019). Is the resource-based "view" a useful perspective for strategic management research? Yes. *Academy of Management Review*, 26(1), 41-56.
- Baron, R. A. (2018). *Entrepreneurship: A process perspective*. Thomson South-Western.
- Balogun, B. B. (2020). Challenges Facing Entrepreneurship Development in Nigeria: An Empirical Review. *African Scholar Publications & Research International*, 19(2), 2010-1086.
- Bass, F. M. (2018). *The innovation diffusion theory in marketing research*. In Handbook of Marketing Research. Sage Publications.
- Bouchikhi, H. & Kimberly, J. R. (2019). Escaping the identity trap. *MIT Sloan Management Review*, 44(4), 20-26.
- Brian S.A. et al (2014). Reconceptualizing Entrepreneurial Orientation, Published Online, Early View, *Strategic Management Journal*, [Doi.10.1002/smj.2298](https://doi.org/10.1002/smj.2298).

- Burt, R. S. (2019). Social contagion and innovation: Cohesion versus structural equivalence. *American Journal of Sociology*, 92(6), 1287-1335.
- Dacin, M. T., Dacin, P. A., & Matear, M. (2023). Social entrepreneurship: Why we don't need a new theory and how we move forward from here. *Academy of Management Perspectives*, 26(3), 37-57.
- Damanpour, F. (2021). Organizational innovation: A meta-analysis of effects of determinants and moderators. *Academy of Management Journal*, 34(3), 555-590.
- Danjuma, A. O. & Rebecca, I. U. (2021). Entrepreneurship skill acquisition for wealth creation of youths in Agidi development area, Nasarawa State. *International Journal of Academia*, 4(1), 1-11
- Drucker, P. F. (2022). *Innovation and entrepreneurship: Practice and principles*.
- Decarlo, J.F. & Lyons, P.R. (1979, A Comparison of Selected Personal Characteristics of Minority and nonminority Female Entrepreneurs. *Academy of Management Journal Proceedings*, 3(1), 23-34.
- Harper Business. Gedajlovic, E., Carney, M., Chrisman, J. J., & Kellermanns, F. W. (2023). T adolescence of family firm research: Taking stock and planning for the future. *Journal of Management*, 40(5), 1269-1291.
- Grant, R. M. (2019). The resource-based theory of competitive advantage: Implications for strategy formulation. *California Management Review*, 33(3), 114-135.
- Kraaijenbrink, J., Spender, J. C., & Groen, A. J. (2018). The resource-based view: A review and assessment of its critiques. *Journal of Management*, 36(1), 349-372.
- Lumpkin, G. T., & Dess, G. G. (2021). Clarifying the entrepreneurial orientation construct and linking it to performance. *Academy of Management Review*, 21(1), 135-172.
- Mahoney, J. T., & Pandian, J. R. (2022). The resource-based view within the conversation of strategic management. *Strategic Management Journal*, 13(5), 363-380.
- North, D. C. (2020). *Institutions, institutional change, and economic performance*. Cambridge University Press.
- Ochepa, A. A., Sule, J. G., Adeyeye, M. M. & Kolo, R. F. (2019). Effect of entrepreneurship on wealth creation in Niger State. *Journal of Intellectual Discourse*, 1(1) 175-184.
- Peng, M. W., Ahlstrom, D., Carraher, S. M., & Shi, W. (2018). An institution-based view of global business strategy. *Journal of International Business Studies*, 48(6), 713-739.
- Rogers, E. M. (2023). *Diffusion of innovations*. Simon and Schuster.
- Scott, W. R. (2022). *Institutions and organizations: Ideas, interests, and identities* (4th ed.). Sage Publications.