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ISTANBUL GELISIM UNIVERSITY  
INSTITUTE OF GRADUATE STUDIES**

Department of Business Administration

**ARE ENTREPRENEURS MADE OR BORN?  
INVESTIGATING ITS USEFULNESS TO NIGERIAN  
POLICY MAKERS**

Master Thesis

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Supervisor

Asst. Prof. Dr. Hüseyin ÖCAL

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## THESIS INTRODUCTION FORM

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**Turkish Abstract** : "İster yapabileceğini düşün, ister yapamayacağını düşün, haklısın." - Henry Ford

Son otuz yılda "girişimcilik" kelimesi ortaya çıkmış ve ekonomiyi yönlendiren en önemli ekonomik faktör olduğu tartışılmıştır (Bruyat ve Julien, 2001). Yeni iş

yaratma, iş geliştirme ve refahta ekonomiyi canlandıran bir "motor" (Kuratko, 2005) olarak anılmıştır (Gorman, Hanlon, & King, 1997). Girişimciliğin önemini vurgulayan Global Entrepreneurship Monitor (GEM), “girişimcilik eksikliğinin inovasyon odaklı ekonomiler için büyüme potansiyeline ulaşmada bir darboğaz olduğunu” vurguladı (2008, s.9). Bu inanç, Taatila (2010) tarafından “girişimci bir tutum olmadan toplumlar durgunlaşabilir ve bu da bir bölgenin uzun vadeli büyümesini ve refahını engelleyebilir” diyerek tamamlanmaktadır.

Bu çalışmanın amacı, önceki teorileri geliştirmek ve desteklemek ve Girişimci Doğur mu Yoksa Yapılır mı sorusuna cevap vermektir. Bunu ilerletirken, hem birincil hem de ikincil veriler dahil olmak üzere çeşitli farklı kaynakları araştıracağım. İkincil bilgi, daha sonra birincil araştırmanın odaklandığı bir dizi farklı hipotezi içerecektir. Araştırma, girişimcilik özelliklerinin diğerlerine kıyasla girişimcinin kişiliğinde daha belirgin olduğunu belirterek, girişimcilerin esas olarak doğuştan değil, yaratıldığı sonucuna varacaktır.

Anahtar Kelimeler: Girişimcilik, Girişimcinin Karakterleri, Girişimcilik Araştırması, İşletme Girişi, İşletme Planlaması, İşletme Yönetimi.

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## **DECLARATION**

I thusly declare that in the arrangement of this thesis, scientific moral and ethical standards have been adhered to, articles by different scholars have been referred to as per the scientific standards whenever utilized, there is no distortion in the pre-owned information, any piece of the thesis has not been submitted to this school or some other school as another thesis.

Victor Chidiebele OBIEKWE

.../.../2023

**TO ISTANBUL GELISIM UNIVERSITY  
THE DIRECTORATE OF GRADUATE STUDIES**

The thesis study of Victor Chidiebele OBIKWE titled as ‘‘Are Entrepreneurs Made or Born? Investigating Its Usefulness to Nigerian Policymakers’’: has been accepted as MASTER THESIS in the department of Business Administration by our jury.

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**APPROVAL**

I approve that the signatures above signatures belong to the aforementioned faculty members.

... / ... / 2023

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Prof. Dr. Izzet GÜMÜŞ

Director of the Institute

## SUMMARY

Henry Ford once said “Whether you think you can or you think you can’t, you are both right”. The most important factor considered to be driving the economy by the many in the last three (3) decades is the word “Entrepreneurship” (Bruyat & Julien, 2001). It is also seen as an “Engine” of the economy (Kuratko, 2005) that stimulates the creation of new businesses and result to job creation and wellbeing (Gorman, Hanlon, & King. 1997). The importance of Entrepreneurship cannot be overemphasize; it has been discovered by the Global Entrepreneurship Monitor (GEM) that one of the hindrances to actualizing growth potential through economies that are driven by innovation is lack of Entrepreneurship (2008, P.9). Taatila (2010) corroborated with this discovery by stating that the prosperity and long-term growth of a region can be hinder as a result of stagnation of societies due to lack of entrepreneurial attitudes.

**Keywords:** Entrepreneurship, Entrepreneur Characteristics, Entrepreneurship Research, Business Entry, Business Planning, Business Management



## ÖZET

Henry Ford bir keresinde "Yapabileceğinizi de düşünseniz yapamayacağınızı da düşünseniz, ikiniz de haklısınız" demişti. Çoğu kişi tarafından son üç (3) yılda ekonomiyi yönlendirdiği düşünülen en önemli faktör,

—Girişimcilik (Bruyat & Julien, 2001). Aynı zamanda, yeni işlerin yaratılmasını teşvik eden ve iş yaratma ve refahla sonuçlanan bir “ekonominin motoru” (Kuratko, 2005) olarak görülmektedir (Gorman, Hanlon, & King. 1997). Girişimciliğin önemi fazla vurgulanamaz; Küresel Girişimcilik Monitörü (GEM) tarafından, inovasyon tarafından yönlendirilen ekonomiler yoluyla büyüme potansiyelini gerçekleştirmenin önündeki engellerden birinin Girişimcilik eksikliği olduğu keşfedilmiştir (2008, S.9). Taatila (2010), bir bölgenin refahının ve uzun vadeli büyümesinin, girişimci tutum eksikliğinden dolayı toplumların durgunluğunun bir sonucu olarak engellenebileceğini belirterek bu keşfi doğruladı.

Bu çalışmanın arkasındaki fikir, geçmiş hipotezleri oluşturmak ve desteklemek ve aynı zamanda “Girişimciler Doğulur mu, Yapılır mı?” Sorusuna cevap vermektir. Bunu ilerletirken, birincil ve ikincil bilgiler dahil olmak üzere çeşitli kaynakları araştırdım. İkincil bilgiler, spekülasyonlar dahil olmak üzere çeşitli kaynaklardan alınırken, birincil inceleme, yanıt verenlerle yapılan görüşmelerden elde edilir. Keşif, girişimcilerin doğuştan değil ağırlıklı olarak yaratıldığını varsayacak ve girişim/girişimcilik niteliklerinin diğerlerine kıyasla girişimcinin karakterinde daha belirgin olduğunu ifade edecektir.

**Anahtar Kelimeler:** Girişimcilik, Girişimci Özellikleri, Girişimcilik Araştırması, İşe Giriş, İş Planlaması, İş Yönetimi

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# CHAPTER ONE

## 1.1. Introduction

Business has been recognized to be one of the essential structures of the society since the eighteenth century. Many individuals have ventured into entrepreneurship for the purpose of profit and gains because of the successes recorded by notable entrepreneurs like Bill Gate, Warrant Buffet and Steve Jobs. Many of the entrepreneurs have been succeeding daily while many others have failed and gone bankrupt. This has resulted in the question whether entrepreneurs are born. You might believe that entrepreneurs are born to be successful and they possessed vast business acumen. Nonetheless, entrepreneur is not characterized as the person who has made their business enormous, however the person who begins his own organization and employ himself (Mariotti and Glackin, 2010).

In view of this, anybody can turn into an entrepreneur assuming the individuals starts their own businesses and works for themselves. There are no limitations for any individuals becoming an entrepreneur, however your functions and positions decide if you are an entrepreneur. Entrepreneurs are normally born not made and business venturing and entrepreneurship is actually a thing of destiny, and not as a result of capability. In the exploration “Nature or Nurture; Decoding the Entrepreneurs”, it shows that the business people share a few normal qualities (Monte and London, 2011). Entrepreneurs’ character (attitudes) make entrepreneurs successful and these characters are natural, and superior to training, education and encounters alone. The story of entrepreneurship will be revealed in this study. The findings will portray this general understanding yet will likewise express that for these outcomes to be totally reliable then further exploration might be required going forward.

## 1.2. Study Significance

The aim of this research is to expand on endorsed previous theories, as well as addressing the subject of whether entrepreneurs made or born. I will conduct research into a number of sources, including both primary and secondary data, as I move forward with this. The secondary data will provide a variety of theories on which primary analysis will be based.

With this finding, entrepreneurs are primarily born rather than made, with entrepreneurial characteristics being more evident in the entrepreneur’s personality than in the personality of

others and to offer practical recommendations to entrepreneurs, the Nigerian government and business educator.

### **1.3. Research Plan**

#### **1.3.1 Problem Statement**

The subject of whether entrepreneurs are born or made has been an interrogative sentence for long as both confronting propositions are supported by sophisticated theories.

Regardless of the potential fierce debate, my standpoint is that entrepreneurs are born and not made as these seemingly opposing ideologies are in fact coexisting with each other. This study will attempt to critically discuss the reality of the above opinion.

#### **1.3.2. Study Limitation**

A few limitations were encountered by the researcher over the period of this study. This includes restricted time, funds and access to data. The limitation associated with time was because of the time frame required to complete the study. This poses a serious challenge to the researcher and made it impossible to interview more than five respondents. Also the length of the interview was impacted because of the busy schedule of the respondents. Furthermore, their busy schedule also resulted in changing of interview times and dates and consequently increasing the budget as a result of more cost on phone calls since the researcher's main means of communications with the respondents was phone communication across worldwide boundary with huge cost. Another limitation was the issue of non-availability of data both from the developed nations and developing nations. Accordingly, this will prompt limited research around this particular research area (Stevenson and Lundstrom, 2005). The researcher believe that in the future, more research areas relating to this subject, which this research did not cover may be uncovered.



### **1.3.3. Chapters Overview**

This research will contain five (5) chapters. The Chapter (2) deals with basic survey and assessment of Western scholarly articles to distinguish key hypothesis and thought (Saunders et al, 2007) regarding entrepreneurship, entrepreneur and the associated policies and strategies. According to Hart (1998), this will fulfill the reason for handling the research issue and to further put the research in verifiable historical context. This will also provide the readers with sound information on the qualities of entrepreneurs, utilizing character models and to further analyze whether entrepreneurs are made or born. Consequently, it will provide the foundation upon which entrepreneurship strategies and policies are authorized. The chapter 3 of the research will be dealing with the research methodologies. According to Saunders et al, 2007, methodologies t depicts the plans and strategies utilized in the research. Research onion structure by Saunders et al (2007) will be utilized to explain the cycles of the study. The section illuminates the sort of research reasoning, procedure and techniques that are utilized. The chapter four (4) of the research will introduce a conversation and assessment regarding the discoveries of this research. Within the framework of this study, entrepreneurs will be characterized. The chapter will be examining some attributes relating to entrepreneur; using Nigerian as viewpoint, it will determine if entrepreneurs are made or born, and investigates if this subject is of any importance to policymakers in Nigerian. Lastly, the chapter assesses the idea of enterprising approaches in Nigeria and the premise under which the strategies are planned. The chapter five (5) will introduce the conclusion drawn from the author based on the key research strategies are examination of the findings. The chapter will likewise give a proffers suggestion to policymaker in Nigeria and other developing and non-industrial nations.

## **CHAPTER TWO**

### **REVIEW OF LITERATURE**

#### **2.1. Review of Literature**

According to Watson and Webster (2002), one of the systemically basic endeavour of any stochastic study is the survey of exiting verifiable literature. It was advocated again by Gartner (1989) that entrepreneurship research cannot contribute genuinely to the field except if they know about what exists already. He further contends that a decent researcher in entrepreneurship ought to be deliberately connected to existing studies in similar subject of interest; this according to him, can avail the researcher with adequate and functioning information, which can prompt fresh experiences through elaborate reviews (p.28). The Researcher choice to direct interest in reaching literature of similar subjects is not a long way from the perspectives of the earlier referenced writers. The researcher will be reviewing available and accessible literature in this section about the subject “Are Entrepreneurs Made or Born and its pertinence to policymakers and teachers. The investigation will cover the qualities of an entrepreneur as well as the fundamental variables that formed these qualities. The researcher will also be investigating the approaches to writing on the subject of entrepreneurship, making sense of the premise whereupon they are authorized. This part will also take a gander at the different kinds of entrepreneurship policy and strategy and how it is not quite the same as the approach to Small and Medium Enterprises (SMEs) strategies. The researcher will be auditing the advancement of entrepreneurship venture in Nigeria with regards to the social-political atmosphere as well as the capacity of entrepreneurs in the Country. At long last, an end is drawn in view of the result of the literature explored. The inquiry concerning whether entrepreneurs are born or made cannot be investigated without characterizing entrepreneurs and who entrepreneurs are. We start by defining entrepreneurship and who is an Entrepreneurs? The question if entrepreneurs are born or made has been a topic debated over the years Kamari (2018).

#### **2.2. Definition of Entrepreneurship**

According to (Leo, 2001; Sarri and Trihopoulou, 2005), the word entrepreneurship and entrepreneurs does not have a generally accepted definition; this has resulted in contention

(Drucker, 1985; Willard and Bull, 1993; Low, 2001; Lischeron and Cunningham, 1991) for a genuinely significant stretch period, which the word has been in used over and beyond the last two centuries (Morris et al, 1996). Definitions are significant in the subject of entrepreneurship, Henry et al (2005) because of few terms such entrepreneurs and SMEs, which are conversely used. Though conversely used, Hebert and Link (1989) notice that researcher have recommended many definitions, which have delivered fluctuated measures when placed into impact. It is thusly an overall conviction that the headway of innovative examination or slowed down research as a result of the absence of consensus meaning of the term (Marimala, 1999) has prompted an absence of a lucid group of explorative literature because of misdirected research endeavours (Casrud et al, 1986). There are so many irregularities in the meaning of the term entrepreneurship due to the way researchers concentrate on the peculiarities of the degree of examination, which is steady with the bottom-line of discipline of their origin. Some researcher however, believe that the diverse meanings of the term entrepreneurship are fundamental, but Jennings (1994) contends in his underneath explanation that few meaning of the term are rather important; numerous ideal models are needed in entrepreneurship field that are fundamentally unique in light of the fact that enterprising exploration and research fills various needs.

### **2.3. Characteristics of Entrepreneurs**

What makes certain individuals more enterprising or more of an entrepreneurs that others is one thing that is difficult for researchers to figure out Bridge et al (2003). It was stated by Manimala (1999) that examination of entrepreneurs' qualities ended up being uncertain, with various investigative finding support for various attributes and not a single one being shown to be critical. It has been believed that some characteristics of entrepreneurs make them different from one another (Hughes, 1986, Cromie, 2000, Silver, 1985). Researchers have put forth an attempt to find out the forces that shape the qualities, mentality and ways to deal with life that lead certain individual to become entrepreneur. According to the investigation by Bridge et al (2003), a few speculations and approaches for example, character hypotheses, financial and humanistic speculations including various incorporated and different ways to deal with answer the inquiry why certain individuals are more entrepreneur that others. These hypotheses will be reviewed in the following segment.

### **2.3.1. Theories of Personality**

Bridget, et al (2003) examination of character theories, sees it as activities of people because of their character and qualities owned by them (the response attribute, for example, “motivation of accomplishment, risk-taking, affinity and craving for to be in charge” (p.59) etc leads to fruitful entrepreneurship. It was also revealed that speculations are also connected with psychological methodologies, social-mental and psychodynamic, (Bridge et al, 2003). Thus, we will now investigate further the earlier mention character approached in the next segments

#### **2.3.1.1. The Trait Approach**

Individuals who act innovatively are believed to be impacted by some attributes and characteristics according to the available literature. It is believed also that ability, style, thought process and disposition are connected with attributes (McKenna, 1987).

It was demonstrated in the study by Johnson and Caird (1998) that most entrepreneurs have serious requirement to face sensible challenges, desire for accomplishment, an interior element of control; they are imaginative, they desire independence and they emphatically think ahead and free. Nonetheless, this conversation will narrow down to entrepreneurs’ desire for accomplishment, affinity for risk-taking and their desire for control. The researcher choice depends for the selected attributes is hinged on how they are being frequently referenced in many literature as it relates to the qualities of these prospective entrepreneurs.

##### **2.3.1.1.1. High Need for Achievement**

Passionate desire for accomplishment is one of the factors that drive successful entrepreneurs according to McClelland (1961). He contended further that an individual displaying the attribute of a high accomplisher is fearless, appreciates proceeding with potentially dangerous courses of action, explores his current circumstance effectively, and is a lot of intrigued by substantial degree of how successful he is currently (McClelland, 1965). A significant contributory factor towards the development of accomplishment

characteristics is parental impact (Wilson & Stokes, 2006). One thing these hypotheses featured is the way people who have high accomplishment inspiration choose entrepreneurship and tends to do better than other entrepreneurs. In any case, a few researches have pointed out that accomplishment isn't valuable in portraying successful enterprisers (Schrage, 1965, Brockhaus, 1980). It was contended by Julien (1998) that straightforwardness in the hypotheses of accomplishment is the most ideal reason while its reacts. McClelland embraced two elements in explaining Prosperity and social turn of events according to Julien, which is unimaginable in actuality. The relationship between culture and accomplishment was brought up be Chell et al (1991). It was inferred that the mentalities for accomplishment might differ between countries; furthermore, various perspectives might exist about the type of career that successful people ought to engage in (Cromie, 2000, p.17).

#### **2.3.1.1.2. Propensity for Risk-Taking**

Prospective entrepreneurs are known to have high inclination for taking risk (Cantillon, 1755, Mill, 1848). In any case, different researchers have revealed that entrepreneurs face challenge in view of data accessible to only them or not of value to others (Drucker 1985, Lischeron and Cunningham, 1991, Bird, 1989); certain researchers have given various reasons to question the ability of an entrepreneur to face negligible challenge. In 1985, Drucker assert that entrepreneurs should assess every open doors distinguished cautiously prior to profiling by the to limit risk. Cromie (2002) likewise opined that entrepreneurs should be equipped for persuading others, like clients, accomplices and laders, to have an offer in their gamble. Again they gauge a gamble because of the questionable condition of work they see themselves and they are compensated, which come from profit of the exercise they embrace (Julien, 1998). Golisano T & Wicks M. (2019). Built, Not Born: A Self-Made Billionaire's No-Nonsense Guide for Entrepreneurs.

#### **2.3.1.1.3. Locus of Control**

According to Rotter (1966), locus of control shows the Level to which a person feels responsible for their predetermination. The individuals who feel their predeterminations are not constrained by karma or luck and destiny yet are furnished with the stuff to the society

are believed to have inner locus of control, whereas, there are some people who believe that what becomes of their lives is largely determined by outside powers such as destiny and possibility; these group of people are viewed as having outer locus of control. This hypothesis apparently has a significant enterprising aspect by certain investigators. Consequently, it is expected of those who possess inner control locus to stand in a superior place to determine how their business venture will be because of their high level of self believe (Manimala, 1999). However, Sexton and Bowman, 1985 and Brockhaus, 1982) in their separate study outlined the powerlessness of this hypothesis to be used as basis to compare entrepreneurs and those who are not entrepreneurs.

According to Bridge et al (2003), the approach and trait methodology has gotten various reactions from different investigators. Some believe that there is no direct connection between natural attribute and entrepreneurship. They further express that albeit the qualities referenced that affects conduct, most of the entrepreneurs don't show all of the attributes recognized and numerous others who are not viewed as entrepreneurs have a considerable lot of the characteristics distinguished. It was claimed by Delmar (2000, referred to in Bridge et al, 2003) that trait hypothesis is not perfect compare to numerous constraint and perceived inconsistency regarding research on attribute due to the fact that entrepreneurship characteristics and the atmosphere where entrepreneurs work are also perceived as fixed. However, as a general rule, both the environment and the characteristics are professed to change over the long haul. Julien (1998) asserted that a few authors have in this way reasoned that the characteristics methodology and strategy is outdated. Deary and Matthews (1998) couldn't help contradicting researchers against the characteristic model by contending that the qualities assume a critical part in foreseeing ways of behaving.

### **2.3.2. The Approach of Psychodynamic**

According to (Kets de Vries, 1977), Psychodynamic approach is the subsequent methodology, which advocates that people who possess entrepreneurship character seems to be as freak as the disregard limitations, like guidelines, techniques and cultural standard (Moore and Collins, 1970). The claimed is credited to the knowledge of life as a youngster psycho-social hardships and, hence embraced an undertaking is supposed to be an approach

to staying away from reliance on others. In the view of (Bridge et al, 2003, Kets de Vries, 1977), Disappointment, desire for independence are the vital thrust of enterprising inspiration. It was reveal by Stanworth et al (1989) that such individuals might behave unreasonably regardless of how solid their enterprising inspiration might be; this makes them looks like the economic man, who is seen as expanding his fulfillment by creating a levelheaded decisions.

### **2.3.3. The Approach of Social-Psychology**

Bridge et al, (2003), opined that psychologists and Social therapists have agreed that human conduct is hindered by some logical factors. They reveal further that one conduct may be impacted by some friendly real factors and likewise deciphered in some context. In some specific settings, human behavior must be sorted to be hazardous or imaginative as cited by Bridge et al, (2003). People are find it difficult to progress in regular professions end up being underestimated thereby venturing into business as a method of break (Curran and Stanworth, 1976). According to Somerset and Marris (1971), entrepreneurs arise distinctively as a result of connection between friendly rejection as well as admittance to the fact that they possess some assets, which are disregarded by others or couldn't get. Some expert in this field argued that size as an example embraced in this study is tight, also that different investigators are yet to approve of the review (Bridge et al, (2003).

### **2.3.4. Economic Approach**

The job of an entrepreneur and entrepreneurship in the economy has been put under some accentuation due to economic speculations according Bridge et al (2003). Landau (1982), Schumpeter (1934) and Drucker (1985) viewed entrepreneurs as creative individuals, who chase opportunities and have great sense of judgment, premonition and certainty, which empower that person to achieve financial compensation as benefit (Casson, 1982). In this regards, entrepreneurs are also viewed specialist in take chances by displaying specific qualities, which are remarkably different from others. Graham (2002) cited an earlier study by Chell et al (1991) that supported the perspectives on different researcher about entrepreneurial conduct referenced earlier, which is noticeable in the proclamation of the

fact that seldom gifted individual has some force of foreknowledge and are undaunted even in the midst of catastrophe, and can also lead and motivate others. It has been however contended that economic hypothesis have some restriction in their inability to prove why some individual end up being entrepreneurs while others don't, despite the fact that they are of the longest standing (Bridge et al. 2003).

Several debates have existed about the subject, if entrepreneurs are groomed to develop the required attributes to succeed in entrepreneurship or they are born with them.

### **2.3.5. Entrepreneurs are Born**

As elaborated earlier, the trait approach assumes that some particular personality can be obvious when you see entrepreneurs (Gartner, 1989). It is assumed in this case that entrepreneurs possess some attributes that are seen as permanent, which may change but gradually or under some special conditions (Wickham, 2006). Gartner's explanation upheld this assertion that since entrepreneur is a character, once an individual possess the character, such a person is consistently an entrepreneur, therefore, under any condition, such a person remains an entrepreneur (Gartner, 1989). It can be said therefore that variables of environments does not necessarily affects the character of the person or improve the entrepreneur character. Based on this theory, it can be assumed that entrepreneurs are born and not made. Individual activities are greatly impacted by some inner factors according to Bridge et al (2003), Researchers' attention was drawn by Lischeron & Cunningham, (1991) to the fact that the histories of thriving extraordinary individuals frequently notice their natural capacity to detect potential open doors and attempt the ideal choice. Truly intending that without the innate stuff for instinct, the individual would resemble most of us humans, who come up short on impulse to predict the outcome

### **2.3.6. Entrepreneurship Are Made**

The perspectives on one more team of researchers, then again, contrast from the above contentions in that they accept that an individual is not forever enterprising; this is because the characteristics model recommends, yet may choose to wander into entrepreneurship at a specific moment, and another period could choose to stop being entrepreneur (Wickman,



2006). Brazeal and Kreuger (1994) therefore drew a conclusion that the behavioral pattern of a venturesome individual is conscious. It was contended by Flora (2005), in light of research done by the Center for Rural Entrepreneurship (CRE), that while it might be possible that an individual can be empowered to act innovatively by reason of hereditary framework, the argument if entrepreneurs are created by reason of acquiring the relevant skills or are they are born still remains a myth. The wellsprings of the attributes of entrepreneurs are not necessarily intrinsic, but possibly from emotional hardship and social hardship experienced by an individual and also economic and financial prosperity (Kets de Vries, 1977).

### **2.3.7. Entrepreneurship Are both Born and Made**

According to Thompson & Bolton (2005) and Etchner (1995), entrepreneurs are both born and made base on available studies. Just like every other natural gifts, Etchner (1995) contended that it is possible that an individual can possess natural characteristics for entrepreneurship endeavours. The understanding of some specific tools for Management and the knowledge of the process of venture creation are some of the skills that prospective entrepreneurs need to acquire in addition to behavioral traits. Proper combination of natural entrepreneurial attributes and the acquisition of relevant skills are the things that made up entrepreneurship (Loucks, 1988). According to a study by US-UK reveal that the major determination whether an individual will be successful in entrepreneurship is hinged on environmental and genetic factors (BBC New, 2006).

## **2.4. Entrepreneurship Policy**

### **2.4.1. Overview**

Available resources showed that entrepreneurship is believed to be the bye product of most economic policies because the objective of such policies is usually related to entrepreneurship development. According to Reynolds et al, (1999), towards the end of the twentieth century, most governments have being focused their policies on incentives that is more profitable to large corporation and to the disadvantage of small businesses,

particularly the startups. Also Stevenson and Lundstrom (2005), stated that developed economies are focusing their policies on entrepreneurship development because of need to revive or enhance their economic performance. Low GDP and need for growth have resulted in increase entrepreneurship activity in most developing economies (GEM, 2003). A research by Lund (1998) revealed that needs and wealth of slowly evolving countries are related to entrepreneurial idea in these nations in modern times. Entrepreneurship is believed to have great impact on financial development, which might bring about some relieve from poverty throughout a certain period of time.

#### **2.4.2. What is Entrepreneurship Policy?**

Entrepreneurship policy according to Stevenson and Lundstrom (2001) are those actions geared towards a straightforward impact and improvement of entrepreneurial activities in a region or a country. There are three different conditions that characterize entrepreneurship policies; these include focus on prestart, the beginning stage and early period after fire-up; planned and conveyed to address the issue of skill, opportunity and motivation, with the essential target to empower more individuals from the public to venture into entrepreneurship endeavours. According to Stevenson and Lundstrom (2005) entrepreneurship policy definition has some defects for certain issues because it is a multidisciplinary, interconnected and multilayered peculiarity and consequently it is trying to proffer distinct definition simply by characterizing entrepreneurship (Audretsch, 2002). It was contended again by Stevenson and Lundstrom (2005) that assuming entrepreneurship is delegated as a cycle including prospective and preparing entrepreneurs, government activities and establishments and the result of policy that favored entrepreneurship development, it then mean that the job of a government and an organization is to encourage an atmosphere that deliver constant stock of entrepreneurs and all the circumstances that may empower them to be successful as pursue the desire to start the development of an enterprise. To help in actualizing the earlier stated objective; entrepreneurship arrangement should be reasonably focused on all the interaction of the components of the individual enterprise rather than familiarity with the business choice to beginning phase endurance and development of a startup firm as demonstrated. This implies that policymakers ought to have the option to recognize the proper starting point for entrepreneurship policy so as to

enact good policies in this part. Entrepreneurs are built and not born Ron (2016).

### **2.4.3. Entrepreneurship Policy Foundation**

Skills, Motivation and Opportunity together with figure of factors are what the power of entrepreneurship relied on (Stevenson and Lundstrom, 2005); the establishment of entrepreneurship strategy and policy apparently hinged on these three components.



## **CHAPTER THREE**

### **METHODOLOGY**

#### **3.1. Research Methodology**

Discussion in this chapter will be focused on the different cycles and strategies that were employed in carrying out this research. Hussey and Hussey (1997), refers to methodology of research as the technique of the entire course of the review. The procedures employed in carrying out a research will be determined by the research point, the assumptions and idea of the meaning of the subject of the research (Hussey & Hussey, 1997). Several researchers believe that an extensive variety of techniques for research can employed depending upon the kind of research being considered (Veal, 2005; Saunders et al, 2007 and Hussey & Hussey, 1997); this is because of the believe that there is peculiarity associated with every research technique. According to Veal (2005), it is important that analysts be educated regarding the impediments of any sorts of approach to enable them to embrace the right standards in the choice of strategies and to also exercise some restriction in making declarations that cannot be supported by the chosen methodology.

This research discussions, embraced research cycle onion by Saunders et al (2003), its philosophy and techniques and methods for reviews. The time skyline and information assortment strategies utilized will be outlined and explained. The technique for the collection of the data involved the deepest piece of the onion. Some critical layers according to (Saunders et al, 2007) should be stripped off before researchers get to the midpoint of the research onion.

**Fig. 3.1** Research Onion Process



*(Saunders et al, (2003) as adopted)*

### 3.2. Philosophy of the Research

This study embraced the external layer of the research onion in the discussions; this is connected with knowledge advancement (Saunders et al, 2007: p.10). They asserted further that the choice of study philosophy chosen by a researcher is largely determined by the critical assumption of the researcher of how the world is seen, which influences the procedure and the cycles embraced by the researcher as a component of the system. Their focus was on three main ways to handle the perception of research philosophy. According to Saunders et al, (2007), these ways are axiology, ontology and epistemology. The part of philosophy that is responsible for judgment about esteem is axiology while ontology focuses on the idea of the real world and lastly epistemology is interested in adequate data that is contained in investigation.

Three cycles of research philosophy associated with epistemology were framed by Saunders et al (2007); there are realism, positivism and interpretivism. Interpretivism according to them is the type of epistemology that believe that rich experiences in this complicated world are ignored assuming that intricacy diminished completely to a progression of regulation such as generalization. On the other had Positivism is described by the social world

according to Easrerby-Smith et al (2002), which lives remotely as well as the reflection, sensation or instinct ought to be taken on to gauge its properties. According to Saunders et al (2007), just like positivism, realism expects logical strategy in improving information and knowledge. Interpretivism epistemology is employed in this study as way to deal with improvement of knowledge as regarding the subject of interest “whether entrepreneurs are made or are born” as well as its significance of the findings to policymakers in Nigeria. The investigator in this way has taken an emphatic backup looking for a comprehension of the research point and doing a few translations in light of the perspectives of responders. This author put forth an extraordinary attempt to view the world as seen by the responders; according to Veal (2006), this is made possible by penetrating their minds through posing unassuming inquiries that permitted them to broadly talk. The way that the researcher was brought up and gone through the entirety of his grown-up time on earth in Nigeria – as well as having headed a privately-run company helped him to understand the perspectives of responders about the social world because he frequently collaborated with finance managers and the government authorities. According to Hill and McGowan (1999), this can minimize the room between the research subject and the author. A research philosophy, which reflects the standard of interpretivism was picked considering the intricacy and the variety in the idea of entrepreneur and entrepreneurship, and also the business area as illustrated earlier by the literatures surveyed. Some authors’ views as communicated, who believe that this research area cannot be hypothesized by law when comparing to natural science was agreed to by the researcher (Hill and McGowan, 1999, Smith 1989, Saunders et al, 2007).

### **3.3. Research Approaches**

Research approaches has two typologies according to researchers (Veal, 2005 and Saunders et al, 2007), namely deductive and inductive methodologies or approaches. The deductive research approach manages improvement of hypothesis as well as speculations and recommends the test procedure for the theory; on the other hand, inductive approach assembles data as well as fabricate hypothesis from the investigation of the information gathered (Saunders et al, 2007). Before commencing a research, it is therefore important that a researcher is well informed of the differences between the two methodologies to enable the researcher chose a proper approach. Illustrated below are the main differences

between the inductive and deductive approaches.

**Table 1. Major differences between Deductive and Inductive Approaches**

**Major difference between Deductive and Inductive approaches**

Deductive emphasizes:	Inductive emphasizes:
Scientific principles moving from theory data	Gaining an understanding of the meanings humans attach to events
The need to explain causal relationships between variables	A close understanding of the research context
The collection of quantitative data	The collection of qualitative data
The application of controls to ensure validity of data	A more flexible structure to permit changes of research progresses
The operationalisation of concepts to ensure clarity of definition	A realization that a researcher is part of the research processes
A highly structured approach	Less concern with the need to generalize
Researcher independence of what is being researched	
The necessity to select samples of sufficient size in order to generalize conclusions.	

*Adopted from Saunders et al (2007).*

Both inductive and deductive approaches were embraced in this study, however, more accentuation is put on inductive approach. This position is embraced on the grounds that they exist hypotheses on the qualities of an entrepreneur as well as whether entrepreneurs are made or born, although this discussion ought to be indecisive. Accessible speculations will be used by the researcher to subsequently test the discoveries from the meeting, thus a deductive methodology or approach. Recent hypotheses on the subject of whether

entrepreneurs are made or born and entrepreneurship policy do not depend on the Nigerian setting but on western research. Additionally, there is not available literature and hypothetical supporting system and square at which whether or not entrepreneurs are made or born is important to policymakers in Nigeria. The investigator accordingly considers it proper to employ the inductive technique for this situation by reviewing the literature in catching a rising subjects relating to the subject of this study. The surveyed literature will be used as guide in planning and generating the data (both essential (primary) and optional (secondary)). These subjects will form the reason for discussion on the discoveries. The research choice on both deductive and inductive approach is in line with the declaration of Veal (2005) who believe that the gathering of research data are often done without some illustrative mode as a top priority. Therefore, in every research, there is a derivative component. According to Saunders et al (2007), it is not entirely exclusively conceivable to join derivation and acceptance inside a similar piece of research even though it is often easier to do.

### **3.4. Research Strategy**

Saunders et al (2007), asserted that research methodology refers to all nonexclusive arrangement of the study as regards to the actions the researcher will take to address the research question. Because of the desire of the researcher in establishing new idea about the subject if entrepreneurs can be made or born and its consequence to the policymakers in Nigeria, informative and exploratory viewpoint were embraced in the research using the viewpoints of policymakers in Nigeria. Various types of research procedures have been established by different researchers for handling different types of research activities (Saunders et al, 2007).

The Strauss and Glaser (1967) grounded hypothesis system as cited by Saunders et al (2007) was utilized in this research. The methodology stresses the reception of deductive and inductive approach to dealing with assembling of theories regarding the assembled data. The degree of relevance of the subject as regarding if entrepreneurs are made or born or not to the policymakers in Nigeria is another dimension that should be investigated and topic available for more research. Speculations exist about the research area “whether



entrepreneurs are made or born” despite the fact that they depend on Western perspectives as demonstrated earlier, this researcher will employed both the current hypotheses and significant subjects that rise up out of the review of literature as the basis of discussion in this research.

### **3.5. Time Horizon**

The time frame for every study must be determined during the planning stage of the research by the researcher (Saunders et al, 2007). Two principal types of time viewpoints were established namely snapshot time skyline (also referred to cross-sectional) and diary viewpoint (known also as longitudinal). Because this study is an investigation of a specific peculiarity in a specific period (spring to winter 2021) as demonstrated by Saunders et al (2007), the snapshot time skyline, which also known as cross-sectional time point of view was embraced. The time frame for examination is assumed as extremely small considering the degree of is expected to be done.

### **3.6. Method of Data Collection**

According to Veal and Ticehurst (2000), before attempting any reviews, every researcher must determine the type of information that is reasonable to address the research question. Research information were classified by Copper and Schindler (2001) into primary sources (essential) and secondary sources (optional); however, Tricehurst and Veal (2001) also opined that sometimes, information from individual assumptions and the ways they behave are also information on their own, which is referred to as self-revealed information. In this research, the essential and optional wellsprings sources of information were utilized to answer the study question. The next section focuses on the details of the proposition of primary (essential) sources.

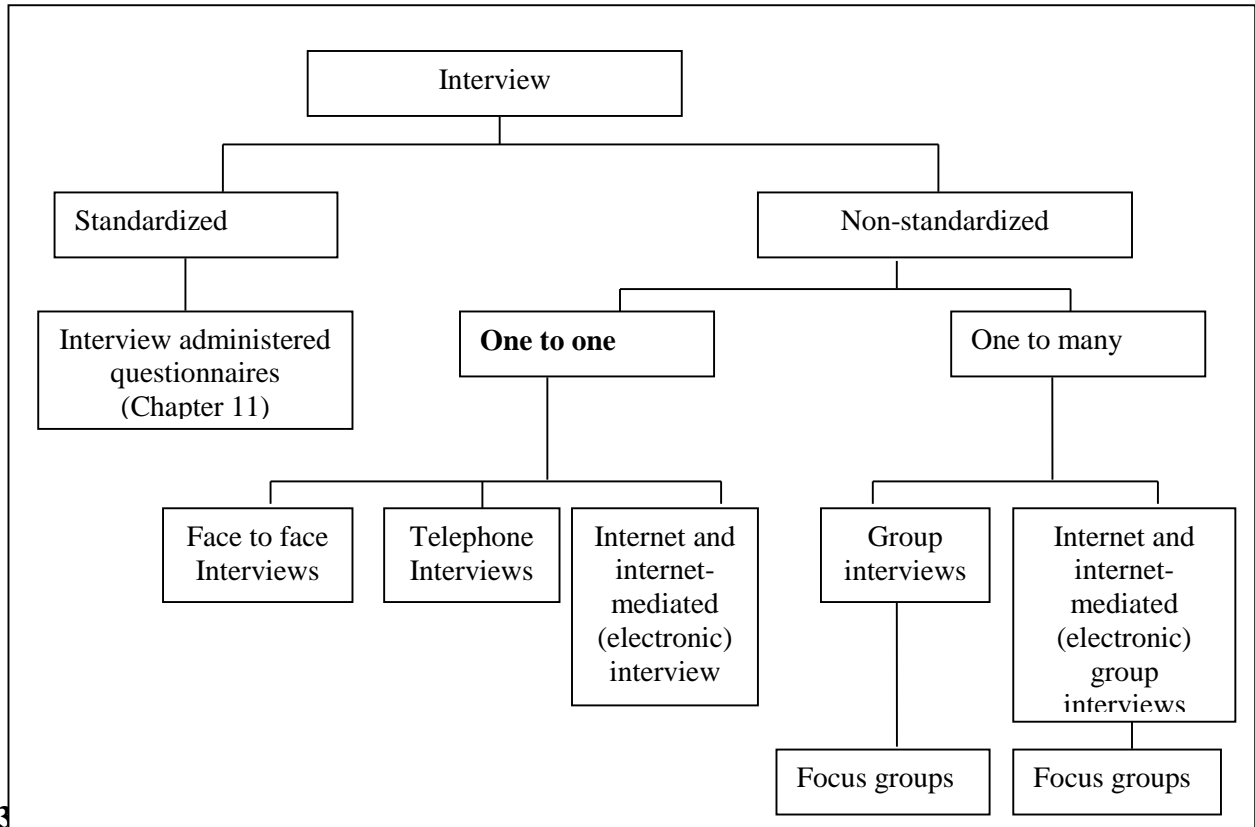
### **3.6.1. Primary Research**

The direct or fresh data, which an investigator utilize in addressing a research question is known the primary (essential) research (Veal and Tricehurst, 2000; Saunders et al 2007; Schindler and Cooper, 2001). Where essential (primary) sources are feasible, it gives the researcher the advantage of assembling the every information required for the study (Schindler and Cooper, 2001). Individual assumption, interviews and polls are various sources of primary (essential) sources research information. Interview as primary sources data was embraced in this study. The following is therefore focused on the interview technique.

#### **3.6.1.1. Interview**

Interview is defined by Kahn and Cannell (1957) as purposive discussion between at least two people; this is as cited by Saunders et al (2007). Utilizing interviews will empower the investigator to gather legitimate and predictable information suitable to the goals and the research question (Saunders et al, 2007). Interviews were classified into unstructured or in-depth interviews, structured interview and semi-structured interviews. Interview is said to be structured if it utilizes polls in view of indistinguishable (normalized) inquiries and get the reactions documented on a normalized plan. On the other hand, interviews is semi-structured if the investigator can place the questions to fit a specific responder and subsequent inquiries can change depending on the progression of the conversation, this type of interviews and non-normalized (Saunders et al, 2007). Lastly, interview are unstructured if they causal and are utilize to investigate an overall subject inside-out (in-depth). In this case, the researcher ought to have an unmistakable thought regarding the perspectives they are keen on investigation utilizing this strategy. The figure below portrays the different types of interview.

**Fig. 3.2 Forms of Interview**



In order to address the subject and achieve the objectives of the study, the investigator utilized the interview technique as one the sources of primary (essential) information. Five in-depth one to one phone interviews were conducted in Nigeria to investigate whether or not entrepreneurs can be made or if they are born and how significance the subject is to policymakers in Nigeria. The investigator consider this approach appropriate in light of the fact that as earlier revealed, this is an explanatory study; looking for novel thoughts regarding this research area. Furthermore, the degree of the significance of this subject of whether entrepreneurs can be made or if they were born to the Nigerian policymakers is genuinely a novel research interest. According to Robson (2002), in-depth interviews offers extraordinary help when looking for events or searching for new bits of knowledge. The number of responders was five and, it is therefore not recommended to use survey based interviews as advised by Veal (2005) since the number is small.

Various factors necessitated the use of phone conversation for the interview by the investigator as against physical meetings. Just as stated by Hussy and Hussey (1997), phone

interview is an easier way to deal with primary source of information since it costs less compare to face to face interview depending on the number of individual to meet. It was stated further by Saunders et al (2007) that interviews by phone calls is equally an easier way an investigator can reach responders that are not within reach due to distance, time and cost of meeting them physically. The researcher resides in Istanbul, Turkey while the meeting responders for the interview are in Nigeria. A face to face interview is not feasible considering the time and cost of going to meet in them Nigeria. This represents an incredible challenge considering the restricted time frame available for this study and available fund for the investigator who is still studying. The phone interview approach was therefore relatively more affordable and more advantageous.

There was however significant issues, which pose real challenge to this, study such as accepting phone interview as the method of collecting the research information. It was difficult to determine the flow of the interview questions as the investigator was unable to be physically present with the responders to observe and document their non-verbal behaviors during interview. Likewise, conversation with the responders could not exceed 15 minutes, whereas, face to face meeting would have been made possible. This limitation made it difficult to go into deeper discussion during the interview because of the shot time. The responders were drawn from a sampling strategy discussed in the following section.

### **3.6.1.2 Technique of Sampling**

Sampling is defined as a deliberate decision of various components or individuals (sample) according to Jankowicz (2005), that provide useful information about the view of the entire population where the sample is drawn from. Sampling technique was embraced for this study by the researcher to select the responders because it was not practically possible to gather information from the whole populace as a result of time and resource constraint. Likewise, Henry (1990) and some other researchers, are of the view that employing sampling during investigation result in high precision when compare to conducting interview on the entire population.

#### **3.6.1.2.1 Probability and Non-Probability Sampling Technique**

The method of Probability sampling gives every member of the sample an equal fixed and known chance of being selected from the population Saunders et al (2007), which will most

likely address the research question. In probability sampling approach, a sample guarantee represents the actual picture of the population (Jankowicz, 2005). Conversely, the various types of methods used in selecting samples whose findings will require inference, judgment and understanding prior to its application on the population are known as non-sampling technique (Jankowicz, 2005). Because of the wide range of techniques and the subjective nature of judgment associated with non-sampling probability, it is more accepted in business and management research (Saunders et al, 2007). They notice that sampling using the non-probability procedure is the most appropriate technique in circumstances whereby a top to bottom and in-depth research is needed in order to complete and achieve the goals as well as address the study subject by applying a small size sample or a contextual analysis picked for a specific purpose. It was further observed that inability to explain the sample size and insufficient resources might necessitate the acceptance of sampling using the non-probability method

The investigator embraced the sampling approach known as purposive, which is one of the sampling methods of the non-probability family. In his judgment, the researcher selected five responders who are in position to give right and satisfactory information because of their experience to enable the researcher address the subject of the study and accomplish the study goal. The purposive technique was adopted because the investigator will be utilizing a top to bottom (in-depth) interview including few members to have the option to investigate the study subject widely. The use of the purposive method to obtain population sample does not necessarily and genuinely represent an illustrative pattern of the whole population (Saunders et al, 2007), however, the researcher chose the method because of the kind of research question and objectives earlier framed. Heterogeneous purposive sampling approach was utilized by the researcher to choose number for interview. The responders are from various agencies and business area. The five responders were comprised of a lawyer, an administrator, an executive officer from the Nigerian Labour Congress (NLC) and two successful business moguls. In spite of the fact that from various areas, it should be expressed that their difference exercises the interconnection with entrepreneurship and policy in Nigeria.

### **3.6.2 Secondary Research**

Saunders et al (2007) defined secondary (optional) information as information has been gathered for an alternate reason and put away. They observe that secondary information can be divided into three significant types: these are narrative, studies and those gotten from numerous sources. Information from different composed narrative sources were utilized in this research such as course books, diaries, European Union distributions, government reports, reports from the World Bank, reports from the country as well as reports from websites and brooks database. Auxiliary sources of information were utilized notwithstanding the (primary) essential information in this study on the grounds that the investigator is expected to determine the degree of job that were completed previously on the research subject by difference researcher. According to Veal and Ticehurst, (2000), regardless of whatever, a review depends to a great extent on (primary) essential examination, utilizing other existing information is fundamental. A few researchers have illustrated a few benefits of secondary (optional) research. Zikmund (2003) affirms that gathering auxiliary information is more affordable and quicker than the get-together of primary (essential) information. Besides, Saunders et al (2007) alluded that notwithstanding, optional (secondary) information do not need colossal assets to get, they might be founded on a more extensive example size when compare with the variety of essential (primary) information. Nonetheless, Veal (2005) contends that optional information may not be proper for some research points in light of the fact that the information are accumulated for other research purposes.

### **3.7 Data Quality Issues**

Quality issues regarding the use of top to bottom (in-depth) and semi-structure interviews were illustrated by Saunders et al (2007). The issues of data quality are connected with dependability, predisposition, legitimacy and generalizability, which might happen because of the fact that interviews done using the qualitative concept are usually non-normalized. The concern about dependability under these conditions was said to be associated with the issue of predisposition (Saunders et al, 2007), which are comprised of three types, namely questioner inclination, responder endlessly inclination, which may result from the idea of people or hierarchical members, who accepted to be interviewed.

The Questioners predisposition exudes out of the tone, remarks in addition to non-verbal expressions of the questioner, which can cause the responder to give replies to the inquiries in a one-sided way (Saunders et al, 2007). The nature of interview questions is guided or determined by the perspective and convictions of the investigator. The investigator in this research utilized a characteristic tone throughout the questioning and ensuring that no driving inquiries were posed. In order to get the personal perspectives of the responders, the researcher posed unconditional inquiries on the different inquiries and did not concur and neither contradicted the views of responders. The possibility to decipher responses of the responders with predisposition was at bay by checking out on topics according to the responder's point of view. He fabricated a compatibility with responders through the generally settled informal organization of her work with policymakers in Nigeria and SMEs. Responders were additionally guaranteed classification to win their trust. The responder predisposition then again, is prompted by the responders' insight about the questioner concerning confidence. According to Saunders et al (2007), responders are usually uncomfortable when they have to deal with semi-structured interview and inside-out (in-depth); consequently, they may not give objective reactions to a position of the inquiries despite the fact their availability for the interview.

With regards to this study, the principal government official reached was at first able to partake in the phone interview yet continued to delay the booked date for the interview. In his place, a lawmaker (politician) was suggested, who was subsequently interviewed. The interviewed politician likewise laid out a positive picture on the issues regarding entrepreneurship strategy in Nigeria, this is because, and he didn't point to any shortage. Notwithstanding, different members were level headed and given a lot of data on the inquiries posed. Saunders et al (2007) depict another predisposition connected with the tedious idea of certain interviews, which might bring about an absence of readiness to partake by certain members, this issue didn't manifest in this interview.

The realization of an end, which is achieved after a study, is the concern of the Legitimacy (Bryman and Bell, 2007). The inquiries were fluctuated somewhat founded on the responders' experiences and background. The responders were given information about the content of the interview before the interview date to give them ample time to prepare for the interview. This brought about the get-together of supposed reliable valued information at

the end of the conversation. The findings will be used to establish hypotheses on the subject of whether entrepreneurs can be created or if they are born and the importance of this subject to decision makers in Nigerian. The situation might be different with other countries because of the contrast in logical variables. Social research factors are not always steady but continue to change; for example, the assessments or ways of behaving of individuals change habitually. The likelihood that the discoveries of this research will turn out as expected in the future might be little or short.

### **3.8 Analysis of Data**

Certain differences between qualitative and quantitative ways of collecting research data and analyzing them have been established by some researcher (Easterby-Smith et al, 2022; Veal, 2005; Bryman, 1998). The quantitative methodology according to Veal (2005) has to do with examination of mathematical (numerical) information, which is use to test speculation formed. On other hand, qualitative methodology includes the social occasion of non-normalized information that are characterized and investigated by utilizing conceptualization. The quantitative and qualitative methodologies have some significant distinction according to Veal (2005); it borders on the nature of data gathered and how it is investigated. Shown below are specific differences as framed by Saunders et al (2007).



**Table 2.** Qualitative Research vs Quantitative Research

	<b>Quantitative Research</b>	<b>Qualitative Research</b>
Focus	Quality (features)	Quantity (how much, numbers)
Philosophy	Phenomenology	Positivism
Method	Ethnography/Observation	Experiments/Correlation
Goal	Understand, meaning	Prediction, test hypothesis
Design	Flexible, emerging	Structured, predetermined
Sample	Small, purposeful	Large, random, representation
Data collection	Interviews, observation, documents and artifacts	Questionnaire, scales, tests, inventories
Analysis	Inductive (by the researcher)	Deductive (by statistical methods)
Findings	Comprehensive, description detailed, holistic	Precise, numerical

*Extracted from Thornhill et al (2007)*

### **3.8.1 Research Data Analysis**

This study is a qualitative one where the information used were gathered using both primary and secondary (essential and optional) sources of information as explained earlier. In qualitative research, the capacity of the researcher to investigate a research subject in a genuine way as could be possibly expected is connected or determined by the versatility of idea of the researcher (Robson, 2002). It is recommended that the data gathered during investigation are divided into relevant classes in order to be genuinely examined because of the nature of qualitative information, which are usually non-standardized and complex in nature (Saunders et al, 2007). They further stated that a normalized approach to dissecting qualitative data has not been established despite the fact that there are different methodologies.

The data for this study were gathered by the researcher through in-depth interview meetings with five relevant responders and also from auxiliary studies as stated earlier. The bases for the discussions were the significant issues identified in the course of the review of literature. In order to arrive at a suitable conclusion, the information were dissected during collection and distinguished in order to enable the researcher investigate further other issues, which might arise that are not covered during the review of literature.

### **3.9 Limitation of this Research**

A few limitations were confronted by the researcher over the course of this study; mainly, restricted time frame, financial resources and availability of information. Time requirement present a serious limitation because of short time scheduled for this study. It was therefore difficult to interview more than five individuals. Furthermore, the scheduled of the responders were tight, which impacted the length of the interview meetings as stated earlier. The bustling timetables of the responders likewise led to increased cost of the research due to additional telephone bills as scheduled phone interviews were rescheduled severally. Additionally, there is no sufficient information in both developed and underdeveloped countries as regarding policies on entrepreneurship. This is due to lack of sufficient research in this subject area (Stevenson & Lundstom, 2005). The researcher believe that in the future, more research areas relating to this subject, which this research did not cover may be uncovered.

## **CHAPTER FOUR**

### **FINDINGS AND DISCUSSIONS**

#### **4.1 Results and Discussion**

The top to bottom (in-depth) phone interview with five key people who are critical stakeholders on issues of policies relating to entrepreneurship Nigeria was embraced for this study. As stated before, those involved in the interview are two business mogul, an administrative officer, a politician (a lawmaker) and an executive of the Nigeria Labour Union Congress. The relevant information on advancement of entrepreneurship and the strategies for entrepreneurship development in Nigeria were gotten by researcher through review of literature and survey of internet resources. This is in addition to the already gotten data from the essential (primary) investigation and assessment.

The subject of whether entrepreneurs can be created or if they are born and its usefulness to the Nigerian decision makers will be the basis for discussion in this section. The following will help us achieved this goal:

- ❖ Dissection of who an entrepreneurs is
- ❖ The attributes of an entrepreneur will be assessed
- ❖ If entrepreneurs can be created or if they are born will be determined using the data gathered
- ❖ The significant of the “Made or born” issue to the Nigerian policymakers will be decided.
- ❖ Assessing the idea of enterprising strategies in Nigeria
- ❖ Dissecting the grounds for authorizing entrepreneurship policies in Nigeria.

## 4.2 Who is Entrepreneur?

It has been established by the researcher from the review of literatures that there is no agreed definition of an entrepreneur; however in the context of this study, the investigator considers it fundamental to decide on the suitable definition. The researcher therefore compiled below some relevant meaning of an entrepreneur based on his primary (essential) investigation:

**Table 3. Entrepreneur Definitions**

<b>Responder</b>	<b>Definitions</b>
1	Any individual who desire to venture into business and invested into it for the purpose of generating profit is seen as an entrepreneur.
2	There is no single meaning of an entrepreneur; nevertheless, this responder see individual who joins his experience, talents and educational knowledge towards creating something that the society is in need of for profit or benefit.
3	Someone that sees a valuable chance to venture into a business who also assemble assets; material, human, fund and all that is required to show that he understand the open door he has discovered as an entrepreneur.
4	An entrepreneur is someone who starts a business by taking up challenges and risks. In the event that anyone prepares assets to begin a business fully intent on getting a profit from the speculation and in this manner faces the danger of loss of investment, such an individual can be seen as entrepreneur.
5	Entrepreneur is an individual that take the courage of setting up his own enterprise regardless of the available fund and goes to any lengths to ensure the development of the company.

*Authors' compilation using data collected from primary sources*

The response of the second responder buttress the point that no single agreeable definition of entrepreneur that exist attested to by different authors as demonstrated in the review of literature. From the above table, it can be seen that an entrepreneur is seen as an individual by everyone of the entrepreneur; though from the review of literature, entrepreneur can also be viewed collectively (Bird, 1999) or as an association. Nonetheless, Casson (1982) contends that people are answerable for choices made and that association simply takes choices in light of the conglomeration of votes. He further expresses that it is the essential choices made by people in a gathering on the most proficient method to impact the votes of different individuals in the gathering and furthermore on the most proficient method to cast a ballot themselves, which is pioneering, not the choice of the gathering all in all. The perception of the responders that an entrepreneur is a person is supported by Carson (1982). 60% of the responders expressly demonstrate that the entrepreneur embraces an undertaking fully intent on making profit or gain, which is the same view as cited by Julien, (1998), which was reveal in the review of literatures. In the opinion of the third responder, profit is not the only reason why individuals venture into entrepreneurship endeavours. To improve on the theory, Casson (1982) opined that an entrepreneur is expected to operate their businesses simply for the purpose of boosting profit or gain they get from their creativity.

The fifth responder is of the opinion that an entrepreneur ought to have the option to make choices that will prompt the development of the business. Apparently, the responders embraced both characteristics and utilitarian methodologies in defining an entrepreneur as provided by Casson (1982). Although the responders characterized entrepreneur from different point of view, the researcher therefore, deemed it suitable to coordinate the meanings of entrepreneur using information in the primary data to get a relevant definition. Information from the conversation with the responders was used to define entrepreneur as an individual that can sees or dreams of a venture and chooses dive into the challenge of embracing the endeavour by the preparation of mix of assets like capital, monetary, human and so on for a profit.

The definition above involves different cycles, which entrepreneur is the undertaker of the interaction (Peterson, 1981; Bird, 1989. This supported the claim that entrepreneurs create businesses (Gartner, 1989). Nevertheless, individuals that pivots and achieves the adjustment of a current association is not considered to be an entrepreneur by this

definition. This space was, notwithstanding attended to by the meaning of entrepreneurship as defined by the EU (2004).

### **Are They Special Characteristics Associated With Entrepreneurs?**

Importantly, we need to determine if entrepreneurs in Nigerian demonstrate some unique attribute are sufficiently different of the non- entrepreneurs. The literature survey uncovered a few qualities of the entrepreneurs yet these depended on Anglo-Saxon perspective. Every one of the responders believe that entrepreneurs have certain attributes that are different from non- entrepreneurs. The first responder response indicated the certain characteristics that distinguish entrepreneurs from other as an attestation of Silver (1985), Cromie (2000) and Hughes (1986) those entrepreneurs and non- entrepreneurs are not the same.

According to the fourth responder, an entrepreneur should have the capacity to face challenges and must likewise have a serious requirement for accomplishment. He emphasized the fact that the environment of business in Nigeria continues to change because of changes popular for labour and product, rivalry levels, expansion rate, financing costs, policy/strategy of government strategy/policy that suggests those individuals that invested assets in a business startup are considered an entrepreneurs. The World Bank 2005 report supported this assertion; it revealed that Environment for Business in Nigeria does not uphold private speculation because of the degree of chance included. It was further stated that entrepreneurs should possess desperate desire for accomplishment for such an entrepreneur to take unsafe choices. The first responder again stated that entrepreneur should be a visionary individual or someone with premonition to be outstanding. He specify that an entrepreneur should possess the fundamental certainty and the abilities to make them fruitful and accomplish their vision.

The third responder then said that entrepreneurs ought to be people who are ready to recognize opportunities and make the most of them. He declares that entrepreneurs don't observe set rules and guidelines and are continuously peering out to get things done their way because they want freedom and have their own style of thinking. The second Responder observed that an entrepreneur should be imaginative, which is agreement with the third responder. Additionally, he revealed that the creativity of the entrepreneurs brings

about employment and new products that meet the need of the target the market, perpetually resulting into profit. He argue that the high level of joblessness in Nigeria makes it hard for many individuals to acquire conventional business thus, the people who are imaginative have had the option to make work for themselves “while those with less pioneering abilities are as yet trusting that the public authority will make occupations for them”. He also observe that, aside from the pioneering qualities, which are significant for the progress of a business, different issues like the degree of interest and contest should likewise be considered in light of the fact that they assume critical part in the outcome of any business.

The fifth responder again revealed that an entrepreneur should be someone who can settle on the choice of nurturing a startup venture. Feasibly, we can talk about the study discoveries in view of the characteristics, psychodynamic, cognitive social-psychological, economical methods as illustrated in the review of literature. It is clear based on the primary (essential) information that entrepreneurs are known with specific characteristics, which is depicted by the quality model, for example, a serious desire for accomplishment, inclination to risk taking, prescience and inner locus of control (Caird, 1991; Chell et al, 1991). Nevertheless, it was discovered that most individuals regarded in Nigeria as entrepreneurs can be named “need entrepreneurs” because they may not have had enterprising qualities but are participating in pioneering exercises because of joblessness (Reynolds et al, 2001, 2004).

The data gathered confirmed that aside the quality methodology, the approach of psychodynamic can be utilized in explaining the entrepreneurs attributes. This information revealed that entrepreneurs experience troubles working in controlled conditions since they want autonomy, consequently opposing lay down processes and are finally, freak out as (Kets de Vries, 1977). The point above is the confirmation of the views of the third responder, who is a money manager, who like to do things differently.

The approach of social psychology can be embraced to explain the attributes of entrepreneurs in Nigeria in light of the discoveries from this research. Based on methodology as illustrated earlier in the review of literature, people are limited by context oriented powers. Curran and Stanworth (1996) argue that individuals who cannot gain ground in the ordinary business framework, tends to resort to business since they are being underestimated. The research shows that the rate of joblessness in Nigeria is more than 55%

just as one of the responders stated that there is no expansionary exercise inside the organization that offered job to individuals because most of the organizations does not encourage personal development since they are usually government establishment, consequently, individual growth may be impeded for a long period due to low wage rate. It therefore suggest that because of the level of joblessness, which is very high relating to the job market in Nigeria according to ILO report of 2005, will cause individuals who are disappointed and underestimated to embrace pioneering exercises as indicated by the social-psychological methodology. The discoveries from this study as shown above has demonstrated that Nigerian business visionaries rose out of a connection between social rejection (such as joblessness) and access to resources (for example support from Government), which others neglect to take advantage of (Somerset and Marris, 1971).

The economic model argument was upheld by the data that are available from this study; it views entrepreneurs as someone who is inventive, chasing business prospect (Casson, 1982; Cantillon, 1755 and Schumpeter, 1934;). Furthermore, the primary sources of information corroborated with the accentuation by dynamic cycle as well as the influence the decision to turn into entrepreneurs by the person as portrayed in the method of cognitive approach.

The hypothesis of character is pertinent in assessing the attributes of Nigerian entrepreneurs, this study uncovered the different powers vital to understanding venturesome activities in the nation and they are connected with the public environment of market, which is a valuable open door and speculation, impacts of global contest accessibility of startup funds, physical offices and information availability. This type of open doors arrangement is considerably liable in influencing the development of pioneering activities in Nigeria according to Buame (1996).



The table 4.1 below, sums up the perspectives accumulated during the research on the attributes of the Nigeria entrepreneurs.

**Table 4. Characteristics of an entrepreneur**

<b>Characteristics of an entrepreneurs</b>	<b>Responder</b>	<b>References</b>
Morale to take risk, serious desire for achievement	4	Landau, 1982, Cantillon, 1755; McClelland, 1961, 1965; Cunningham and Lischeron, 1991 Mill, 1848; Caird, 1991;
Visionary and internal locus of control	1	Brockhause, 1980; Rotter, 1966 and
Chance of seeking desire for independence (freedom) deviant.	3	Collins and Moore, 1970; Casson, 1982;
Creativity	2,3	Drucker, 1985; Landau, 1982
decision making capability (economic/managerial ability skills	5	Bridge et al, 2003
The feeling of being marginalized	2.	Curran and Stanworth (1976)

*A compilation of the researcher*

**4.3. Entrepreneurs: Made or Born?**

It has been established from the review of literature that the discussion on the subject of whether entrepreneurs are made or born is still progressing and uncertain. It is suitable for the researcher to therefore investigate the perspectives on whether entrepreneurs are made or born from the responders. The conclusion derived using information from primary data showed 60% of responders indicating that entrepreneurs are created rather than being born; though 40% think otherwise, that entrepreneurs can both be made and born. Based on the findings of this study, none of the responders are of any view supporting that they are born

and not made.

Entrepreneurs should be made and not believed to be born based on findings of this research in the light of the fact that entrepreneurship is the same as different programs or activities, such as law, medicine, fashion and designing, and that nobody can rehearse these callings without a preparation of some sort. For example, responder 4, expresses that “the way that nobody is conceived a researcher, implies that entrepreneurs are similarly not brought into the world because entrepreneurship is also a discipline much like other disciplines. The views, however is in contradiction with the argument of Echtner (1995) that a few are born with some ability for certain disciplines such as science, sports and others; consequently, business ways of behaving are somewhat natural. It is obvious from the findings that abilities in administrative endeavours, ability to identify opportunity, organizing and so on; these essential ingredients for success in entrepreneurship endeavours, can be acquired. Besides, the discoveries revealed that entrepreneurs in Nigerian had to go through ground-breaking preparation as revealed by different experts (Dunbar and Muller, 1991; Shaver, 1995 and Fayolle, 2005). This preparation is both formal as well casual, which improves their abilities to act innovatively and not because they were born with any exceptional characteristics that is different from others. It is understood that many colleges and other government as well as private organizations in Nigeria offers entrepreneurship courses. The fourth responder was of the view that individuals who come from a foundation of privately run organizations in Nigeria frequently go through casual training to become venturesome, at times unconsciously. The explanation does not mean that if someone parent is an entrepreneur and the child is unconcerned about the business, the child will turn out to be an entrepreneur. One can become entrepreneurs provided you choose to get the proper enterprising preparation, either officially or informally as one of the responders stated. One can therefore conclude based on the above explanation that achievement in business is somewhat dependent upon the curiosity of the student as demonstrated in the earlier referenced analysis in chapter (review of literature). The fifth responder stated that a few Nigerians who believe that some entrepreneurs were born and not created took clue from a venturesome tribe in Nigeria (Igbo tribe), they presumed that without conventional training in Business, people from this tribe are yet driven by ambition naturally. The fifth responder, however, focuses on the fact

that Igbo people are not brought into the world with enterprising qualities but rather their experience, for example, being engaged with the activity of a privately run company when they are young to get them prepared through apprenticeship system (casual training) for building fruitful enterprises when they have grown-up.

The discoveries show clearly that most of Nigerians embrace entrepreneurship exercises, not on the ground that they are born entrepreneurs, however, because of an absence of monetary and social prosperity. Nigeria is known for stumpy number as well as nature of business despite amazing open doors. The UNDP report (2006) shows that around 40% of the citizen lives underneath the neediness line. Human Development Index of 2004 subsequently placed Nigeria in 131<sup>st</sup> position out of 177<sup>th</sup> nations having a 42.1% proficiency pace. The 2005 ILO report showed that 52% of employable population are independently employed inside the horticultural area while 34.3% work in the informal sector. The vast majority of the people undertaking enterprising exercises in Nigeria are hence regarded as “need entrepreneurs”, with reference to Reynolds et al (2000), a business type where need (destitution, endurance and absence of job choices) goes about as the significant inspiration for undertaking an adventure. This is on the ground that most of Nigerian entrepreneurs are generally school non-conformists, provincial travelers and extremely poor and consequently underestimated (Buame, 1996). They participate in entrepreneurial exercises to earn enough to pay the bills. This findings concord with the argument of De Kruif and Frese (2000), which stated that entrepreneurs in African start their own ventures because of the way they are unable track down work. These organizations according to them are in this manner destitute and resource driven and principally propelled to make to live. In this way, the degree of pioneering exercises in Nigeria, just like other non-industrial nations is measured by some factors like high level of destitution as well as joblessness. Information accumulated in this way support the declaration of “the social improvement model” (Ritchie and Gibb, 1981), which stated that an entrepreneur is created and not born since outside factor contribute significantly to influence the enterprising way of behaving of a person.

Additionally, the assertion above is in line with the contention of Brazeal and Krueger (1994) as well as different analysts for the defenders “made and not born” as depicted in the review of previous studies. 40% of the responders are entrepreneurs and they believe that

entrepreneurs can both be made and born. The third responder is of the view that entrepreneurs have some natural characteristics, which are significant for fruitful entrepreneurial acts that natural and cannot be learned such as determination and insight; he however stated also that some enterprising qualities such administrative practices and ability to navigate can be acquired. The first responder then attests that effective entrepreneurs possesses some precise degree of inborn skills as well as skills acquired through formal and informal training; additionally, he said that an individual who possess one of acquired and natural enterprising abilities may not be pretty much effective compare to an individual who possess both inborn as well as acquired entrepreneurs skills. One of the most decent inquiries needed at the moment is what might be said about individuals who are smart yet are not taking part in entrepreneurial endeavours. The third responder involved himself as an example to help his argument by stating that while working for a public organization, he likes getting things differently than the usual way. He stated that despite the fact that he has not gone through any formal entrepreneurial preparation, he has started a business and has gone for entrepreneurial trainings over and over again to empower him to accomplish more prominent levels in entrepreneurship. Information available from primary (essential) sources in support of the contention that entrepreneurs can both be made as well as can be born is in accordance with the perspectives communicated by some researcher like Thompson and Bolton (2005), Loucks (1988) and Echtner (1995) as displayed in the review of literature. The table below shows synopsis of the above places:

**Table 5. Entrepreneurs: Born or Made?**

<b>Can entrepreneurs be made or born?</b>	<b>Responder</b>	<b>Reference(s)</b>
Can be made and not born	5,4,3,2	Fayolle, (2005), Dunbar & Mullen (1991), Shaver (1995);
Can both be born and be made	3,1	Loucks (1988); Echtner (1995); Thompson & Bolton (2005);

*Compilation of the researcher from the above sources cited.*

#### **4.4. Importance of the question to the Policymakers in Nigerian**

Entrepreneurship policy and strategies centers around the individual (Stevenson and Lundstrom, 2005), this is also clearly demonstrated in this study; the critical objective of this study is to examine the significant of this subject if entrepreneurs can be made if they are born to the Policymakers in Nigerian. It should be expressed, in any case, that the significance of “if entrepreneurs can be made if they are born” to the policymakers in Nigeria was insufficiently embodied in chapter two (review of literature) because there is absence of published research that straightforwardly address the subject. The conclusion will in this way based on essential exploration using derivations from some published research.

First, second and fifth responders are of the view that Nigerian entrepreneurship development policymakers ought to see if entrepreneurs are born or made. These responders designated various explanations behind this view. Understanding the formation of attributes of entrepreneurs should be important to every policymaker; this has consequently prompted research in this subject if entrepreneurs can be made if they are born. This argument is supported by second responder, that if a policymaker do not know about the method of development of entrepreneurial skills, then it will be hard to design proper innovative strategies and policies that will be relevant since these policies revolved around the entrepreneurs. Another view by first responder is that if a policymaker does understand that it is possible to prepare entrepreneurs, they will find it hard to figure out strategies and policies that are pointed towards preparing potential entrepreneurs or individuals who have previously participated in enterprising exercises because most “need entrepreneurs” are found to need some preparing abilities (Reynolds et al, 2004).

Third responder and 4, in any case, argue that whether or not entrepreneurs born or made, it should not be concerned to the Nigerian policymaker. Third responder argument is that policymakers genuinely should consider whether the objective gatherings for entrepreneurial strategies have enterprising characteristics. He further observes that policymakers ought to likewise figure out the real needs of the entrepreneurs. The argument further support Stevenson and Lundstrom (2005) that business strategy and policies tailored towards meeting the desires of entrepreneurs as they grow through the innovative cycle. Fourth responder again recommended that policymakers should be able to figure out the

needs of the entrepreneurs in starting and developing their businesses notwithstanding if they are made or born.

From the secondary (optional) sources, it was discovered that so much research has been carried out in this research area of “if entrepreneurs can be made or if they are born”. For example, every one of the study materials and published researches written on entrepreneurs as well as entrepreneurship, which the investigator examined, dedicated a section to this inquiry. According to Stevenson and Lundstrom (2005), economies in dire need of entrepreneurs should figure out what estimates should be used to recognize people who possess imperative characteristics of that are associated with entrepreneurs or teach those exceptional entrepreneurial qualities to the non-venturesome individuals. Wickham (2006), again stated that the response to the subject of whether entrepreneurs are made or born depends on knowing the powers that impact individuals to embrace entrepreneurial exercises.

That is what he argues by saying that once success in business depend on some natural enterprising characteristics of people, then the total number of individuals that are headed to enjoy entrepreneurial exercises because of their characteristic enterprising tendencies will determine the number entrepreneurs in that nation. He likewise contended that if it is expected that entrepreneurs are individuals who have chosen entrepreneurship as profession, then strategies of government, social elements, and other outside factors will determine the number of businessmen at particular time.

The Minister in charge of the Nigeria Private Sector Development, during an interactive session coordinated in Abuja, Nigeria, illustrated various executed empowerment projects in 2003 to equipped and empower more Nigerian youths to become creative and acquire relevant entrepreneurial skills. Accordingly, based on argument by Wickham (2006), and the idea of entrepreneurial programmes executed by the Ministry in charge of Private Sector Development in Nigeria, other relevant agencies and organization in Nigeria, the policymakers expects that businessmen can be created.

#### **4.5. Evaluating the Type of Entrepreneurship Policies in Nigeria**

Various records and relevant articles obtained by Ahene (2005) on government strategies and policies in Nigeria as relating to the economy in period of 1985 to 2004 on the private

sector. The arrangements comprised of speculations regulations (1985), the import and commodity law of 1995, the draft coordinated modern approach for expanded competitiveness of 2000, draft strategy on miniature and small business advancement (2002), National poverty alleviation programmes of 2002 -2004, Vision 2020 a 25 years National Development Framework, which started 1995 with an incorporated modern arrangement part. Obviously, all these approaches both short term and long term are pointing towards accomplishing the objectives framed in the Nigeria Vision 2025 strategy report. Federal Government of Nigeria in year 2000 proclaimed a brilliant time for businesses; this prompted the formation of Special Presidential Initiative on textile raw material as well as clothing materials, starch, with the sole agenda of advancing the development the private businesses (Ahene, 2005). Different agencies and organizations have been equipped to execute such approached (Ahene, 1994).

SME strategy and entrepreneurial policies of Nigeria as per the four sort of enterprising approach arranged by Stevenson and Lundstrom (2001) as earlier examined in the review of Literatures will form the basis for conversation in this section. The discussions fundamentally focuses on the modern advancement strategy and policy under the Nigeria vision 2025 approach report since, as referenced previously, all policies according to big enterprise improvement and entrepreneurship in Nigeria are drawn from this 25 years strategy record.

Stevenson and Lundstrom (2001) observed that developments from SME policies and strategies toward entrepreneurship ought to broaden the approach blended with components like the end of hindrances to passage, advancement of entrepreneurship and training of entrepreneurs, designing of new items as well as administrations of new startups and marginalized groups. Obviously, the Nigeria Vision 2025 strategy report shows that Nigeria never had a particular expansion strategy and policy on entrepreneurship, it should subsequently be clarified at the moment that the level of enterprise improvement in Nigeria is generally impacted by different macroeconomic approached of the public authority.

The current arrangement under the Nigeria Vision 2025 activities is focused towards eliminating the hindrances to growth of big enterprises by creating climate for improvement and empowerment. This arrangement also tries to make new design items and administrations for startups and underrepresented group through the provision of credit

facilities, provision of mechanical assistance and many more. Federal Government of Nigeria created a called “the Ministry of Women and Children Affairs” with the aim of improving the women monetary prosperity in Nigeria by arranging ambitious credit facilities and planning for entrepreneurship endeavour for underestimated women and jobless youth. Various programmes have been organized by the Federal Ministry of Youths and Sports with support from the Nigerian Government where the jobless youth population is trained in specialized skills and empowered to venture into businesses. The Nigeria Vision 2025, approach frames the goal of cultivating enterprise among the general population.

It can be presumed based on the findings of study therefore that entrepreneurship strategy and policies in Nigeria look a mix of E-expansion and specialty business (type 1) strategies (Stevenson and Lundstrom, 2001). Albeit the researcher reveals that there the frequency of the nation’s innovative strategy is low, falling inside only one of their classes of enterprising approach. According to Stevenson and Lundstrom (2005), the E-expansion strategy will probably prevail in countries that are not typically expensive, troublesome or squandering of time to attempt startup process. In order to assess any idea of enterprising approaches in Nigeria, one need to understand how these arrangements will be authorized. The segment below will be dedicated to addressing this.

#### **4.6. Basis for the Study of Entrepreneurship Policies in Nigerian**

Entrepreneurship policies and strategies are made to specifically for handling areas of inspiration, abilities and opportunity having the main target of expanding the entrepreneurs inventory. Fourth responder revealed that the fundamental goal of the Nigerian approach is the alleviation of poverty inside the society. Furthermore, he revealed that Nigerian policymakers consider the different areas that individuals can be supported to work on their business organization. The third responder backings this statement by fourth responder calling attention to the fact that the federal government of Nigeria has acknowledged that government cannot provide job for the entire populace. Hence, the government strategies are geared toward supporting the private sector to provide job to reduce the high level of unemployment. The assertion by the third and fourth responders supported one of the highlight of UNDP 2004 report that entrepreneurship strategy and policy with regards to



non-industrial nations is viewed to be the primary driver for poverty reduction by helping the Nations achieve the United Nations millennium development goals, because Nigeria belongs to the classification of an emerging country.

According the second responder, although, the federal government of Nigeria hopes to decrease poverty through its different strategies and policy under the Nigeria Vision 2025, the country has not discover the appropriate approach to achieve this yet; however, approaches that have made tremendous progress in other emerging economies are duplicated and executed, which has not yielded the desire result because of peculiarities of different nations. A research carried out between 1963 to 2001 by Nuade and Havenga (2003) on entrepreneurship and private ventures yield in an African country corroborated with this perspective of the second responder. Research on entrepreneurship in Nigeria has discovered to be very poor compare to other nations like South Africa. This terrible showing by Nigeria as regards to entrepreneurship research indicates that the nation needs to focus its research in entrepreneurs to achieve the vision of promoting lively private sector (Kwarteng Fredua, 2005).

The first responder reveals that entrepreneurship approached in Nigeria have not succeeded to spur or foster the enterprising abilities of the objective populace in light of the fact that these strategies do not address the issues of individuals and, regardless of whether they (the objective recipients) may not have been inform about the approaches. Obviously, secondary (optional) information showed that entrepreneurship establishments for now are not set up in non-industrial nations, including Nigeria, and that the three mainstays of entrepreneurship, to be specific access to support, access to information and level playing ground are all missing more often than not (UNDP, 2004).

## **CHAPTER FIVE**

### **SUMMARY, CONCLUSIONS AND RECOMMENDATIONS**

#### **5.1 Summary**

The issue of whether or not entrepreneurs can be made or can be born has been investigated in this study; furthermore the research has also provided an insight into the degree of relevance of this subject to the Nigerian policymakers. The achievement of the research point depended on the accompanying goals;

- ❖ To characterize who is an entrepreneur with regards to this research
- ❖ To distinguish the particular qualities of entrepreneurs
- ❖ To investigate if entrepreneurs can be made or are born
- ❖ To examine the idea of entrepreneurship improvement strategies in Nigeria
- ❖ To breakdown the reason for entrepreneurship arrangements in Nigeria
- ❖ To decide the significance of the subject of whether or not entrepreneurs can be made or born to the Nigerian policymakers in Nigeria.

For the review objectives to be accomplished, the most common way to investigate literatures were use to examined the data, which help to determine the findings of important subjects, and this framed the reason for the five top to bottom (in-depth) phone interviews directed as well as devices for the conversation. The proof from auxiliary sources and phone interviews was utilized to answer and respond to the research question.

#### **5.2. CONCLUSION**

To help determine the characteristics of entrepreneurs, the proper definition of entrepreneur with regards to the objectives of this research was considered as applicable by researcher. Based on the findings from the literature survey and the examination of primary (essential) resources, it was found that there no agreed definition of an entrepreneur and the idea of entrepreneurship. The main justification for this challenge in arriving on a single definition is connected with the way a researcher gives definition based on different peculiarities of their research, which brings about intrinsic hardships because of their failure to integrate the different definitions into a single adoptable one. The researcher embraced the definition of

entrepreneurship as used in the Lowrey (2003) and EU (2004). Entrepreneurship is seen as by EU as “acting upon opportunities and ideas and transforming them into value for others, which can be financial, cultural, or social”. Lowrey (2003) likewise characterizes entrepreneurship as a framework basic for financial development that comprises entrepreneurship, social constitution and the government. The research makes an inference, in light of the result of the analysis of the primary (essential) and secondary (optional) information, entrepreneurship is a cycle and any individual, who play any key role in the different cycles of entrepreneurship is an entrepreneur. Absolutely, it is clear that, although an entrepreneur plays vital role for progress of entrepreneurial system, different factors, for example, government strategy/policy and social plans are likewise critical to achieving enterprising success in a country.

### **Entrepreneurship is both a product of Genetic Predisposition and Environmental Influence**

In view of the research, the entrepreneur supposedly possesses unique qualities that empower them to find success where others fizzle. Character speculations, like the quality, psychodynamic, social-psychology, financial and cognitive approaches (methodologies) were utilized to investigate the attributes of the entrepreneurs utilizing information accumulated from the primary (essential) and auxiliary sources.

Although, the research established some qualities of an effective entrepreneur, it is however uncertain as some successful entrepreneurs did not necessarily demonstrate every one of the qualities referenced and some non- entrepreneur had a portion of these attributes. It is believed by some entrepreneurship and entrepreneur researchers that enterprising qualities are missing in non-industrialized nations since these qualities like effective resources utilization, risk-taking and creativity are related with Anglo-Saxon people (Funham, 1992). Notwithstanding, this idea differs from the findings of this research that successful Nigerian (an emerging economy) entrepreneurs have the greater part of the different qualities framed in the Western Literature. It was likewise viewed as though, character models are significant in evaluating the qualities of the Nigerian entrepreneur, other natural powers, for example, the impacts of global contest, great infrastructural offices, information

accessibility and accessibility of credit facilities are bound to influence the degree of enterprising activity of a nation. Assessment of the degree of impact of these factors on entrepreneurship development in Nigeria is notwithstanding, beyond the scope of this research.

The study showed that the discussion on the subject of whether or not entrepreneurs can be made or they are born is uncertain since it still progress. The findings were broken down by embracing the quality, psychological and social improvement models. As indicated by the available literature, some researchers believe that the qualities of entrepreneurs are inalienable, therefore cannot be made. Others are of the opinion that entrepreneur cannot be born, however can be sustained through suitable formal and casual training, though one more group of researchers are of the view that enterprising attributes comprise of inborn and acquired skills. The primary (essential) research, frames two lines of contentions according to the case of Nigeria. It was understood that most of the responders (60%) belongs to the school of thought that entrepreneurs can be made and not brought into the world by birth, while a smaller group believe that entrepreneur can both be made and can be born. Accordingly, the discussion on the fact that entrepreneurs are made and not born is viewed as a popular opinion. As revealed by the findings, this is on the grounds that abilities, for example, great administrative qualities, organizing, ability to recognize opportunities, insight and many others qualities that are expected for successful enterprising activities can be acquired.

In the Nigerian case, obviously, the most enterprising ethnic groups in the country are not brought into the world with enterprising characteristics but rather go through casual training as apprenticeship at an early age through their contribution in the activities of their privately run-companies. It was obvious also that most of the Nigeria populace are pushed into entrepreneurship not on the ground that they were blessed with the essential innate innovative qualities yet because of their absence of monetary and social prosperity. Consequently, this has resulted into what is termed as “need entrepreneurs”. According (Reynolds et al, 2001) the absence of opportunities, poverty and acts of endurance are the critical driver of individuals to venture into business. The people that are supportive of both born and made entrepreneurs, notwithstanding, contended that the right blend of natural as well as acquired enterprising abilities is needed by every entrepreneurs in order to find true

success.

The strategies of every nation determine the development of Entrepreneurship of the nation. Notwithstanding, it was discovered that the strategies of Nigeria during the provincial period and the early period of the 1960s intentionally beat the development of entrepreneurship down; this is because private endeavours were viewed as threat to the state authority (Ahene, 2005), very common with most African Nations, which result to difficulties for individuals as asserted by Elkan (1988). Within this period, the Nigerian economy was shown to display some weak qualities, private business in this way rose during the 1980s because of a decrease in the Nigerian economy, subsequently, most the state ventures (import replacement enterprise) were stagnated with subsequent extension into joblessness (Ahene, 2005). Various government strategies were understood to be established somewhere in-between 1985 and 2004 with the full intent of promoting the advancement of the private sector in Nigeria.

The researcher has broken down the idea of entrepreneurial policies and strategies in Nigeria using the four types of enterprising planning framed by Stevenson and Lundstrom (2001). Entrepreneurship development strategies in Nigeria has shown to have all the signs of being a blend of E-augmentation and specialty entrepreneurship (type 1) strategies (Stevenson and Lundstrom, 2001); it was revealed that E-expansion policy and strategy demonstrate tendency to overwhelm in a nation where it is frequently less expensive, troublesome or time wasting to begin a business. Based on the account of Nigeria, bulky and time consuming processes for starting a venture are the main considerations identified as forcing an immense weight on limited scope of study on medium-sized undertakings in Nigeria. However, an Aryeetey et al research of 1994 shows that this issue represented less than 1% of their example.

Findings from western literatures show that entrepreneurial strategy and policy is critical to the expansion of the stockpile of entrepreneurs by tending to areas like inspiration, opportunities and abilities (Stevenson & Lundstrom, 2005) of the people. Notwithstanding, it was revealed that the premise on entrepreneurship in Nigeria setting and other agricultural nations is to reduce poverty. Hence, empowers the nation to achieve the United Nations Millennium Development Goals (UNDP, 2004). In order to accomplish the objective of entrepreneurship policy, it was clear that the plan of such arrangements should put into

considerations, the relevant variables such monetary, social, underlying and attitudinal parts of a nation (Stevenson and Lundstrom, 2001, 2002 and 2005). This was viewed as not the situation for a nation like Nigeria. Obviously, entrepreneurship policies in Nigeria are not subject to research did in the nation, yet depends on strategies that have made progress in order arising economies and, in this way, make a low progress rate because of the various nation conditions. The groundwork of entrepreneurship are as of now not set up in non-industrial nations including Nigeria, thus abilities to access fund, opportunities as well as information; these mainstay of business are missing (UNDP, 2004). There is an increased activities relating to entrepreneurship in the emerging nations amidst these difficulties, which were viewed as “need driven” (Reynolds et al, 2004). It is worthy of note that based on the discoveries, need entrepreneurship have failed to bring about the mindset of growth in entrepreneurs over the long haul given their small likelihood for development.

As regards the significance of determining if entrepreneurs can be made or they are born to the policymaker in Nigeria, it was discovered that research on entrepreneurs by western nations put forth an attempt to handle this issue (Stevenson and Lundstrom, 2005). Every nation desiring expansion of their stock of entrepreneurship should decipher the right measures that should be embraced to identify persons that possess venturesome characteristics or should figure out the strategy of moving the pertinent innovative attribute to those that are not entrepreneur. The focal component of entrepreneurial approaches as revealed by Stevenson and Lundstrom, (2005) are the existing and potential entrepreneurs, which made the subject of whether or not entrepreneurs can be made or they are born to be important in order to decide the sources of their attributes. One more explanation that shows the importance of the subject of whether made or born is the way that assets and scant, particularly for non-industrial nations like Nigeria. Policymakers are accordingly expected to resolve this inquiry to plan and carry out financially savvy entrepreneurial arrangements, which has high tendency for success. The findings of this research show two lines of contention pertinent to the subject of whether entrepreneurs are made or born. The larger part (60%) of the number of primary (essential) sources agreed that the subject of whether entrepreneurs are made or born is significant but there has been sufficient research in Nigeria that address the subject. Nonetheless, it has been found based on various programmes design to promote entrepreneurship in Nigeria that entrepreneurs are not born,

as equally demonstrated earlier. A portion of the responders, nonetheless believe that deciding whether Nigerian entrepreneurs are made or born is not generally so significant as seeing if individuals undertaking entrepreneurial activities in Nigeria have enterprising abilities as well as the significance of establishing measures to figure out what their necessities are.

### **5.3 Recommendations**

The research shows that state run institutions in Nigeria have attempted to promote activities that are related to business and individuals in the nation at different level with attendant issues of implementation (Buame, 2001). The reason for the issues of implementation was viewed as connected with the way that approaches formed and carried out in the nation depend on programmes and projects that have been effective in different nations. This issue was likewise observed to be connected to the horrid exhibition of Nigeria regarding research on entrepreneurship and entrepreneurs' improvement in the Continent of African. Few researches that were carried out depend on the improvement of existing enterprises and new enterprises and indifference for other significant areas, for example, the qualities of the people and the source of these characters, viewed as famous western researchers on entrepreneurship (Stevenson and Lundstrom, 2005).

This research is viewed as one of the basic approaches expected to achieve success in entrepreneurship strategies in Nigeria. ILO (2005) affirms that private sector development is the driving force behind the every economy development and that constant study is the engine that enables the vehicle to move. Lundstrom and Stevenson (2005) however, point out that there is a rising need for development in strategy situated research. In this manner, the entrepreneurship policies and strategies in Nigeria will generally make more noteworthy progress assuming approaches depend on data obtained from the establishments that conduct research in the country by linking them together and sharing information among themselves.

This research observed that the subject of how entrepreneurs emerge is pertinent to the policymakers in Nigerian. There was no trace of any study in that frame of mind to resolve this inquiry since it has not been considered by policymakers and certain researchers as

pertinent. The most important desires of the Nigerian entrepreneurs are to be perceived to structure a successful way to deal with the development of entrepreneurship in Nigeria, there ought to be research on this inquiry to see if entrepreneurs in Nigeria are to be considered made or born, since the discussion is as yet continuous. The policymakers in Nigerian will be able to determine the enterprising characteristics that can be acquired and those that cannot be acquired. Generally, it will also help in the plan of cost-effective entrepreneurship development methodologies. To accomplish this, there ought to be mindfulness in the creation of research area on the need to track down replies to this inquiry, since it is one of the fundamental inquiries in entrepreneurship policies and strategies (Stevenson and Lundstrom, 2005). Furthermore, the government of Nigeria, which reserves the greater part of the research is the nation, ought to build the limits of the research establishments of the country. This can be accomplished by expanding monetary/economic portions to these foundations. Empowering private foundations to engage in entrepreneurship research will expand the quality of researchers in entrepreneurship in country. This can be consolidated by getting help from the government of Nigeria in sharing findings from and grant people or establishments state of art research on whether or not entrepreneurs are born or made, as well as the suitable attributes, which a Nigerian entrepreneurs should demonstrated.



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