

Impact of Support Institutions' Activities on Entrepreneurship in Nigeria

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Abstract

Over the years, the growth of Small and Medium Enterprises have been canvassed as a tool to curtail the menace of rising poverty and unemployment in Nigeria. Despite the level of supports as claimed by the government to be given to the SMEs, the challenge of poverty and unemployment is still on the rise. This study examines the impact of support institutions' activities such as business development plans and trainings on entrepreneurship performance in Kwara State, Nigeria. Two hypotheses were postulated. The study utilizes a self-administered questionnaire to obtain data from 161 Small and Medium Enterprises. Data obtained were analyzed with the use of multi-linear regression and presented using inferential statistics. The findings of the study suggest that specialized institution's activities have impact on the entrepreneurship. The patronage of microfinance banks' loans, patronage of cooperative society loans and application of recruitment strategy are significant to the entrepreneurship growth.

Keywords: SMEs, Entrepreneurship, Support Institutions, Entrepreneurship performance.

Introduction

The past five years has witnessed tremendous growth and development of entrepreneurship in the world economy (World Bank Group, 2017). Entrepreneurship has generated over 80% of world businesses, 70% of national employment and are over 400 million spread across the globe (Bureau, US Census 2016). United States has 27 million entrepreneurs while Nigeria has the largest number in Africa put at 17.2 million (National Bureau of Statistics, 2016). Entrepreneurship's capacity to generate employment depends on their growth potentials that also depends on the activities of specialized institutions (Emmanuel & Daniya, 2012) often referred to as the support institutions. The support institutions' activities transcend financial support and vary along the lines of entrepreneurship that they serve (Ekunna, 2016). Some of the support institutions were established by government through acts of parliaments, to strengthen the growth and development of entrepreneurship as a catalyst to economic growth and development through employment generation capacity. There are other support institutions that are private initiatives and are set up to support individuals who have entrepreneurship ability.

In Nigeria, several billions of naira were deplored regularly through the support institutions to uplift entrepreneurship businesses. Specifically, the Small and Medium Enterprises (SMEs) schemes have benefited tremendously from both government and non-governmental support institutions (Ekunna, 2016). The government owned support institutions include the National Enterprise Development Programme (NEDEP), Federal Institute of Industrial Research Oshodi (FIIRO), Small and Medium Enterprises Development Agency of Nigeria (SMEDAN) and Bureau of Micro Small and Medium Enterprises (BSMEs). The private concern support institutions include, commercial banks, microfinance banks and registered cooperative societies (Ekunna, 2016).

Entrepreneurship business has grown largely in Nigeria and currently 17.2 million spread across the country (National Bureau of Statistics, 2016). Entrepreneurship growth could be a missing point for entrepreneurs without the essential business acumen, information and finance. There is an annual financial investment of N200 billion naira on entrepreneurship business by different support institutions and in addition to various training on vocational skills acquisition, entrepreneurial training and workshops were meant to reduce poverty and unemployment rates in Nigeria (Aremu and Adeyemi, 2011). Despite the huge fund deplored into entrepreneurship business in Nigeria, the poverty rate remains significant, soaring from 22.6% in 2012 to 33.1% in 2016 (World Bank, 2017), while unemployment rates rose from 9.3% in 2012 to 14.2% in 2016 (National Bureau of Statistics, 2016). Therefore, the challenge of rising poverty and unemployment rates were addressed using the combination of financing options, entrepreneurial training, workshops and seminars and business development plans and vocational skill acquisitions as proxies.

It is also believed that the problems of rising poverty and unemployment rates cannot be addressed by entrepreneurship development without the use of the combination of financing options, entrepreneurial training, workshops and seminars, business development plans and vocational skill acquisitions as proxies. Business development plan enables an entrepreneur to lay out its strategy and goals for the upcoming year which can be for an individual, or a firm for a period of 90-days and covers the sales, marketing and finance action plan because of the dynamism associated with entrepreneurship businesses in Nigeria (Frederiksen, 2018). Whereas training enables an entrepreneur to acquire necessary skills to run the business successfully.

The general perception about specialized institutions is that, they have not achieved the desired objectives for which they were established and that is why empirically the level of awareness of the specialized institutions activity is still low (SMEDAN, 2016). Kwara State, among the 36 states in Nigeria, is one of the five states with the least awareness of the activities of SMEDAN and its participants stand at 95,125 out of 5,836,974 participants in Nigeria (Ekunna, 2016). In lieu of the foregoing, this study examines the impact of support institutions' activities such as business development plans and trainings on entrepreneurship performance in Kwara State, Nigeria.

Literature Review

The Concept of Entrepreneurship

Entrepreneur is one who takes up the responsibility and the risk for a business operation as a prerequisite for making profit. The entrepreneur generally takes the decision on the type of product to deal in, type of facilities to acquire, and he brings together the capital, labour force, and production materials. the entrepreneur reaps reward of profits, If the business succeeds, but if the business fails, entrepreneur bears the loss. Gunu and Tsado (2017) opined that entrepreneurship is about creativity in a restricted environment. The entrepreneur's goal is to create and sustain the environment that makes room for creativity to happen such as people, money and goals. Under conditions of risk, entrepreneurs engage in vigorous pursuit of scale.

The main goal of entrepreneurship is to start a new business, invent new employment and wealth, while the creation of entrepreneur is consequent upon new concepts, either discoveries of new ideas or ensuring novelties (Thaddeus, 2012). An entrepreneur may lose the passion for growth, if it depends mainly on his original idea. Hence, the initiative of the entrepreneur needs a great deal of support and encouragement to flourish (Dobson, 2010). The achievement of an entrepreneur is contingent greatly on the dynamics of application of these three concepts: inventor's potential to develop new products and new processes; the entrepreneurs' potential to disrupt existing business structures and bring these new products and services to the market; and development of innovation from current organization structures to avoid stagnation and death (Okpara, 2007). The growth and use of the practical and commercial skills of an entrepreneur create development opportunity in MSMEs. It's worth noting that growth in the economy is completely due to the entrepreneur's quality and performance. (Duval-Couetil., Reed-Rhoads, and Haghighi, 2012; Okpara, 2007).

Gunu and Tsado, (2017) further stated in their work that Thaddeus (2012) classified entrepreneurship in Nigeria into twelve broad categories. The first category is Agriculture/Agro-Allied and Crop/Food processing activities. These include foodstuff, restaurant, fast food vending and process development among others. The second category is solid mineral such as Quarrying, germ "stone cutting/polishing and crushing engineering". The third category is Power and Transport which involves "Power generation, Haulage business (cargo and passengers)". The fourth is information and telecommunication business which involves "manufacturing and repairs of cell phones accessories". The fifth is hospitality and tourism business which includes "hotels, accommodation, resort centres, film and home video production". The sixth is oil and gas business and these include "construction and maintenance of pipelines, drilling, refining/bye-products". The seventh is environmental and waste management business which involve "refuse collection/disposal, recycling, and drainage/sewage construction job". The eight is financial and banking services and these involve "financial intermediation in the banking sector, insurance and stock

trading”. The ninth is engineering and fabrication work which “manifest in diverse activities and occurrences such as machines and tools fabrication”. The tenth category is “building, and construction and these activities cut across the rural and urban settings which includes plan and design services and material sourcing among others”. The eleventh categorization is health care provision and physical fitness services. The twelfth is pharmaceutical products.

Raghu (2010) opined that entrepreneurship growth and development are centered around three issues which include, securing intellectual property, various form of financing and business development plan. These three variables determine the survival or otherwise of any entrepreneurship business in most part of the world.

Entrepreneurship Support Institutions and Entrepreneurship Performance in Nigeria

Entrepreneurship support institutions are bodies that render one or more unique product(s) or service(s) for one particular purpose or occupation. These activities include; financing, business development plan, vocational skill acquisition and entrepreneurial training. In Nigeria, they intervened in entrepreneurship businesses (Iwuoha, Baba, and Victor Igwe, 2013). In Nigeria, funds running into billions of naira were deplored regularly through the support institutions to uplift entrepreneurship businesses. Specifically, the Small and Medium Enterprises (SMEs) schemes have benefited tremendously from both government and non-governmental support institutions (Adeusi & Aluko, 2014). The government owned support institutions include the National Enterprise Development Programme (NEDEP), Federal Institute of Industrial Research Oshodi (FIRO), Bank of Industries (BOI), Bank of Agriculture (BOA), Small and Medium Enterprises Development Agency of Nigeria (SMEDAN), Centre for Management Development (CMD), Bureau of Small and Medium Enterprises (BSMEs). The private concern support institutions include, commercial banks, microfinance banks and registered cooperative societies (Ekunna, 2016). Each of the support institutions has specialized line of business that they serve. Some of the government support institutions are training institutes for entrepreneurship. They include NEDEP, SMEDAN, FIRO and CMD. Some government support institutions engage in both training on skill acquisition and financing of entrepreneurship which includes, BOI, BOA and SMEs unit in Central Bank of Nigeria. The private support institutions use to engage in training, financing, or combination of both training and financing (Frederiksen, 2018).

Impact of Training on Entrepreneurship Performance

Entrepreneurs especially SMEs need training as part of support services from entrepreneur support institutions to be able to sustain their businesses. Training is a major function of human resource management which is strategically important to any business organization, because it deals with the acquisition of knowledge, skills and techniques that can enhance the performance of employees (Okotoni & Erero, 2005). Dawson & Henley (2012) discovered that entrepreneurs can be taught, or at least improved, through training and growth. Ogundele (2012) also supported this view by noting that entrepreneurial skill is not mysterious nor divine but an art that can be learned in the process of training. Qualitative business education is important for a country that is likely to create productive entrepreneurs. Training entrepreneurs involves numerous initiatives meant at transforming the global view of entrepreneurial trainees, from job hunters to job makers. In the opinion of Lee, Chang & Lim (2005) and Matuluko, (2015), training entrepreneurs amongst other things, pursues and promote ingenuity, risk-taking, teamwork, team-spirit, flexibility, sense of initiative, self-employment, self-confidence and creativity. Entrepreneurship training facilitates the attainment of organizational goals and thus important to business growth and survival (Tahir,

Yousafzai, Jan & Hashim, 2014). The concept of training is strategic because it involves planning, implementation, evaluation and control of specific training activities that have positive effect on the performance of the employees as well as promote the organizational goals and objective (Olaniyan, & Ojo, 2008). It is the convergence of all these characteristics that distinguishes entrepreneurship learning from general financial or business studies. Unlike ordinary business management, company includes risk-taking, imagination and innovation elements (Lin et al, 2011).

Business Development Plan and Entrepreneurship Performance

Frederiksen (2018) viewed business development plan as a “process that is used to identify, nurture and acquire new clients and business opportunities to drive growth and profitability”. It is a document that describes the strategy that a business firm adopts to accomplish its goal. It is a plan that is typically based on a statement of purpose or primary objective, which is divided into a set of secondary objectives generally linked to business divisions or functional areas within an organization. BDP has a wide range of scope and it varies a based-on organization. BDP presents an opportunity for an increased demand for market information and services that enables an entrepreneur to stay ahead of its competitors (Prater, 2018). A well designed BDP through a well guided plan and careful execution procedure ensures that entrepreneurs achieve their calculated outcomes with less stress and in monitor progress in real time.

Theoretical Review

Institutional Theory

Institutional theory originated from the diverse fields of economics, sociology, and political science contributions to structural theories (Goodin 1996). It aligns with broader theories about the relationship between social structures, organization and results in social theory. Institutional theorists believe that the institutional climate can have a significant impact on the creation of organized structures within an enterprise, sometimes more than the pressures of the market.

Over the years, much of the recent studies on entrepreneurship are fixated on the individual characteristics of entrepreneurs, but largely ignored the role of the environment (Sine and David, 2010). More recent researches have discussed how access to resources affect entrepreneurs. This study therefore conceptualized the resources here to mean collection of innovations, tools, and funds exploited by entrepreneurs to sustain businesses (Kirzner, 1973; 1997). Similarly, previous entrepreneurship researches have usually ignored the activities of institutional actors' and their role in fostering new organizational structures, such as formation of cooperatives, access to loans, trainings, development of business ideas and plans (Swaminathan & Wade, 2001).

The underlying assumption for the adoption of this theory stems from the believe that institutional theory offers the philosophical framework for understanding the social construction of entrepreneurship: how entrepreneurs become entrepreneurs, how entrepreneurial opportunities are generated, how those opportunities are assessed and exploited, and how institutional structures are manipulated to promote entrepreneurship. In lieu of this, an institutional approach to entrepreneurship moves focus away from individual entrepreneurs' personal characteristics and experiences towards how institutions form market

opportunities and actions; how entrepreneurs relate with support institutions and regulatory bodies.

Scott (2001) claimed that institutions of support are social systems with a significant level of resistance. They are comprised of social-cognitive, normative, and regulatory elements that provide continuity and meaning to social and economic life along with associated activities and resources. "Institutions are transmitted by various types of carriers, including symbolic systems, relational systems and routines. Support Institutions operate at different levels of jurisdiction, from the world system to localized interpersonal relationships".

A few studies have researched into the relationship between entrepreneurship support institutions and entrepreneur's performance in Nigeria with mixed findings. For example, Sama'ila and Tahir (2015) studied the assessment of the contributions of BOI to SMEs industrial development in Nigeria, with reference to Bauchi metropolis. The population for their study was 50 while sample size was 40. The findings of the study showed that BOI loans have significant effect on SMEs in Bauchi metropolis. Similarly, Adamu (2015) researched the role of Microfinance Institutions and the Development of SMEs in Gombe State, Nigeria. However, the result of the study showed that MFIs contributed immensely in the development of SMEs through provision of loans. Therefore, it is hypothesized thus

H₀₁: business development plan does not have any significant effect on entrepreneurship growth.

H₀₂: training does not have any significant effect on the performance of entrepreneurship.

Methodology

This study adopted a survey research design due to quantitative nature of the characteristics of the elements of the study population. The population for the study comprises of all the entrepreneurs registered with Kwara State Bureau of Micro Small and Medium Enterprises (BMSMEs). Although, it was difficult to obtain the exact number of registered entrepreneurs due to poor record keeping of the Kwara State Ministry of Commerce and Cooperatives, Nigeria. The list was last updated in 2003. Therefore, we adopted a hypothetical population of 500 in line with the views of Attwell & Rule (1991) when a study population cannot be determined. The sample size for the study is 222 using the Taro Yamane formula (Yamane, 1967). However, only 161 respondents responded to the questionnaire. Data used for the study were collected through a self-administered questionnaire. Analysis was done with the use of multi-linear regression and presented using inferential statistics. Data collected were subjected to reliability test using the scale-reliability analysis of the SPSS 23.0 which gives 0.651 (65.1%) and thus acceptable for this study.

Data Presentation and Data Analysis

Case Processing Summary

		N	%
Cases	Valid	161	100.0
	Excluded ^a	0	.0
	Total	161	100.0

Source: Author's computation from SPSS 23.0 2019.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.681	.684	10

Source: Author's computation from SPSS 23.0 2019.

Mean Value Factors

Model	Mean	Std. Deviation	N
1. BDP enables entrepreneur to identify and nurture new clients	3.9876	.68909	161
2. BDP enables entrepreneur to acquire new business opportunities	3.9876	.82149	161
3. BDP enables entrepreneur drive growth and profitability	3.8882	.90134	161
4. BDP enables an entrepreneur to increase demand for market information	3.9379	.64894	161
5. BDP enables an entrepreneur to stay ahead of its competitors	3.9503	.73994	161
6. Entrepreneurship training on sales strategy leads to business expansion	3.9503	.66897	161
7. Entrepreneurship training business experiences growth in income, annual sales and profit	4.2733	.44704	161
8. attendance of vocational skill acquisition leads to increase in income, sales turnover and profit	4.3106	.74361	161
9. attendance small equity business workshops and seminars lead to higher income, annual sales turnover and profit	4.4037	.73637	161
10. attendance of entrepreneurial mentorship influences growth in income, annual sales turnover and profit	4.3230	.64810	161

Source: Author's computation from SPSS 23.0 2019.

Hypothesis One:

H₀₁: business development plan has no significant effect on entrepreneurship growth.

Table 1 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.813 ^a	.661	.650	.40790

Source: author's computation from SPSS 23.0 2017

a. Predictors: (Constant), strategic recruitment of new employees, patronage of micro finance bank's loans, application of sales strategy, patronage of cooperative society loans influences, patronage of SMEs loans.

Table 1. showed that there is a positive relationship between the dependent variable and the independent variables (see Table 1a) at 0.813 or 81.3%. R-Square of 0.661 or 66.1% showed that the variation in the dependent variable is largely explained by those factors in table 1a. This means that there are other factors apart from those in table 1a that can explain the variation in growth of entrepreneurship business. The Adjusted R-Square of 0.650 or 65% in table 1a showed that the elements in the sample size is largely representative of the population of the study.

Table 2 ANOVAa

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	50.185	5	10.037	60.324	.000 ^b

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Residual	25.790	155	.166		
Total	75.975	160			

Source: author's computation from SPSS 23.0 2017

a. Dependent Variable: entrepreneurship business.

b. Predictors: (Constant), strategic recruitment of new employee, patronage of micro finance bank's loans, application of sales strategy, patronage of cooperative society loans and the patronage of SMEs loans.

Table 2 shows the significant value of the regression at 0.000. This means that the variables used for the study is less than the significant value of 0.050 or 5%. Therefore, the null hypothesis is rejected and the alternative hypothesis which says that business development plan has significant effect on growth of entrepreneurship business is accepted.

Table 3 Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.909	.400		2.273	.024
	patronage of micro finance bank's loans leads to business expansion	.411	.059	.489	6.944	.000
	patronage of SMEs loans influences business expansion	.043	.053	.057	.817	.415
	patronage of cooperative society loans influences business expansion	.392	.066	.370	5.904	.000
	application of sales strategy leads to business expansion	.065	.050	.069	1.288	.200
	Recruit employee translates to business expansion	-.134	.051	-.130	-2.618	.010

Source: author's computation from SPSS 23.0 2017

a. Dependent Variable: entrepreneurship business experience business expansion

Table 3 showed the coefficient of variations of factors that have impact on the dependent variable. Patronage of MFB's loans, patronage of cooperative societies loan, and recruitment of employee strategy were the factors that explained the variations in business expansion while patronage of SME loans and application of sales strategy are not significant.

Hypothesis Two:

Ho₂: training has no significant effect on the performance of entrepreneurship.

Table 4 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.626 ^a	.392	.381	.35184

Source: author's computation from SPSS 23.0 2017

- a. Predictors: (Constant), attendance of entrepreneurial mentorship, annual sales turnover and profit, attendance of entrepreneurship workshops and seminars, annual sales turnover and profit, attendance of vocational skill acquisition workshop.

Table 4 shows that there is a strong relationship between the dependent and independent variables with a R value at 0.626 or 62.6%. R-square of 0.392 or 39.2%, shows that there are other variables that explained the variation in the performance of the entrepreneurship business more than those in Table 4(a).

Table 5 ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	12.540	3	4.180	33.766	.000 ^b
Residual	19.435	157	.124		
Total	31.975	160			

Source: author's computation from SPSS 23.0 2017

- a. Dependent Variable: entrepreneurship business experiences growth in income, annual sales and profit.
b. Predictors: (Constant), attendance of entrepreneurial mentorship, annual sales turnover and profit, attendance small equity business workshops and seminars, annual sales turnover and profit and the attendance of vocational skill acquisition.

Table 5 shows the level of significance of the variables in Table 5(b) which is less than the 0.05 or 5% significance level. Therefore, the study rejects the null hypothesis and accept the alternative hypothesis which states that entrepreneurship training has significant effect on the performance of small equity business.

Table 6 Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.374	.306		4.489	.000
attendance of vocational skill acquisition leads to increase in income, sales turnover and profit	.296	.039	.492	7.637	.000
attendance small equity business workshops and seminars lead to higher income, annual sales turnover and profit	.273	.039	.450	7.075	.000
attendance of entrepreneurial mentorship influences growth in income, annual sales turnover and profit	.098	.043	.141	2.246	.026

Source: author's computation from SPSS 23.0 2017.

- a. Dependent Variable: entrepreneurship business experiences growth in income, annual sales and profit.

Table 6 shows the coefficient of variation in the independent variables. Attendance of skill acquisition, workshop and seminars and entrepreneurial mentorship have significant impact on the performance of entrepreneurship performance.

Discussion of Findings

The R-Square of 0.661 or 66.1% showed that the variation in the dependent variable is largely explained by those factors in Table 1a. This means that there are other factors apart from those in Table 1(a) that can explain the variation in growth of entrepreneurship. Other factors include the economic, political and regulatory policies change which have very strong effect on the growth of entrepreneurship business.

Patronage of SMEs loans and application of sales strategy are not important factors that account for business expansion of entrepreneurship business as those other factors such as patronage of microfinance bank's loan and patronage of cooperative society's loan. Part of the reasons for this is the easy access that the entrepreneurs have to microfinance bank's loan, cooperative loans and the ease of repayment and conditionality. Most of the small equity businesses located in the streets and major markets are practically begged by microfinance banks to patronize their loan product such as sharp-sharp, unsecured regular overdraft and daily contribution loan. The cooperative societies engage in commodities business for its members. They share dividend, grant emergency and compassionate loans to entrepreneurs that are their members, the type that even commercial banks cannot grant. The recruitment strategy that the entrepreneurship business use is seamless and less stressful. This is so because most of the entrepreneurs do not conduct the conventional recruitment exercise. They usually paste their vacancy advertisement on the roadsides and applicants will appear for the job and that also depends on the nature of the entrepreneurship. Their terms and conditions of employment are not rigid especially when the final control and management rest in the owner. Disengagement of employees usually have no compensation and are unilaterally determined by the owners of entrepreneurship businesses.

The attendance of entrepreneurial mentorship, annual sales turnover, attendance of business workshops, seminars, and attendance of vocational skill acquisition are significant to the performance of entrepreneurship business. However, the variation in the growth in income and profit are explained largely by other factors such as cost of goods sold and operational expenses. The operational expenses are also dependent on economic indices such as inflation rate, local currency value, monetary and fiscal policies of the country.

Conclusions and Recommendations

The study concluded from the findings that specialized institution's activities have impact on the entrepreneurship performance and growth. The patronage of microfinance bank's loan, patronage of cooperative society loans and application of recruitment strategy are very significant to the entrepreneurship growth. This finding is in consistent with the study of Adamu (2015) on the role of microfinance loans on SMEs in Gombe State, Nigeria. Also, it is inconsistent with the Sama'ila and Tahir (2015) on the impact of Bank on Industry's effectiveness in enhancing the performance of SMEs in Bauchi State Nigeria. As part of the findings of this study and a contribution to knowledge, attendance of entrepreneurial mentorship, annual sales turnover and net profit, attendance of business workshops and seminars, and attendance of vocational skill acquisition are all significant and important to the performance of entrepreneurship business.

It is therefore recommended that the Kwara State Government should establish an entrepreneurship institute with branches in all the 16 local government headquarters of the state. This should be followed by awareness campaign to inform the existing and potential entrepreneurs of the activities of specialized institutions that can be utilized and where they can be accessed. It is also important that the state government should also establish the Entrepreneurship Information and Research Centre (EIRC) like the small enterprises information and research center network (SENET) of India established in 1997. The centre will serve as an information hub and data centre on entrepreneurship to the benefit of the stakeholders.

Limitations and Directions for Future Research

This study is limited in methodology and coverage scope. Methodologically, this study applied only the quantitative approach with self-administered questionnaire. This method is limited as it doesn't probe beyond examining the role of support institutions in the performance of entrepreneurship in Nigeria. A mixed research approach such as inclusion of interview would have unearthed and probe more into how these support organizations' activities reflect on the daily running of SMEs through an interview protocol. In-depth interview provides more insight and probing into the subject matter. Also, with regards to coverage, this study is limited to a state in Nigeria out of 36 states. Although, Kwara State account for a significant number of SMEs in Nigeria by virtue of its proximity to Lagos State (the commercial city of Nigeria). Therefore, the study is limited by the low number of SMEs records in the state due to poor record keeping. Similarly, there are quite a few ways by which support institution help entrepreneurs grow and perform, however, only two were utilized in this study.

In lieu of the limitations highlighted, future researches can expand the scope of the study by investigating more ways by which support institutions assist entrepreneurs. Also, usage of interview will contribute to future research by investigating challenges encountered by entrepreneurs in accessing the support from organizations.

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