



The Entrepreneurship Question in Nigeria

Remi Chukwudi Okeke

Madonna University, Anambra State, Nigeria

Nkechinyere Omumu Anyadike

University of Nigeria, Nsukka, Nigeria

Abstract

The general objective of this article was to interrogate the entrepreneurship question in the West African state of Nigeria. In the paper, entrepreneurship is denoted in interdisciplinary trajectories as value generation and extraction, connoting seminally positive change(s). The article specifically investigated if the entrepreneurship problematique in the country is identifiable as revolving around systemic defects, leadership culpability or citizens' lethargy. The work found a position of an immensity of challenges in the entrepreneurial environment of Nigeria. Under a qualitative research methodology, results of the study indicate that systemic defects and leadership culpability are central to the entrepreneurship blockages in the country. It is suggested in the work, that to answer the entrepreneurship question in the Nigerian nation necessitates the dismantling of these two obstructions - systemic defects and leadership culpability.

Keywords: Entrepreneurship, Entrepreneurship in Nigeria, The Entrepreneur, Entrepreneurial Studies, Entrepreneurship Issues

JEL Classification: 020

Paper Classification: Research Paper

Introduction

The scale of extant research on the entrepreneurship question in Nigeria is gargantuan. The current contribution is not intended as an add-on to the existing long list of such scholarly endeavours. The study accordingly sets out to specifically investigate if the entrepreneurship problematique in the country is identifiable as revolving around systemic defects, leadership culpability or citizens' lethargy. And in order to make research-meaning out of the prevailing scenarios, it is fundamentally important to specifically identify the substance and essence of entrepreneurship. It is in other words, imperative to succinctly define entrepreneurship. But this is not actually an easy task. Entrepreneurship as an academic discipline has been studied from manifold schools and perspectives, by scholars and theorists, in such areas as economics, economic history and sociology (Neergaard & Ulhøi, 2007; Lindgren & Packendorff, 2009; Crawford, Dimov & McKelvey, 2016). This diversity of dimensions consequently produces a plurality of



conceptualizations. Without conceptual exactitudes however, putative scholarship merely remains an academic excursion. In this paper therefore, entrepreneurship is denoted in interdisciplinary trajectories, as value generation and extraction, connoting seminally positive change(s) (Gaddefors & Anderson, 2017; Martin & Javalgi, 2016; Diochon & Anderson, 2011; Alvarez & Busenitz, 2001).

Entrepreneurship in this article, does not squarely imply (neither is it merely limited to) the starting and running of businesses or the origination and management of commercial and industrial undertakings. Nevertheless, it needs to be acknowledged that invariably, entrepreneurship requires 'real human actions and interactions to come to fruition' (Crawford, Dimov & McKelvey, 2016, p.168). Is there then a situation of entrepreneurship deficiency in the Nigerian economy? In this contribution, the relevant issues in entrepreneurship challenges in the Nigerian nation have been summed up as the entrepreneurship question in Nigeria. The generic enquiry is further translatable as follows: does the entrepreneurship challenge in the Nigeria rotate around systemic defects, leadership culpability or citizens' lethargy? The work adopts a qualitative research methodology; as the research endeavour continues in the following order: a literature review, an outline, and the related discourses on impediments to entrepreneurship development in Nigeria, a summation of the identified issues by focusing on systemic defects, leadership culpability and citizens' lethargy, to determine the specific location of the study's thesis. Then a formal conclusion to the contribution was made.

Literature Review

Abimbola and Agboola (2011) studied the relationship between entrepreneurship and the entrepreneurial environment in Nigeria. They examined some policy programmes of government with a view to ascertaining their germaneness in entrepreneurship development initiatives in the country. Abimbola and Agboola (2011) found that most of the programmes were moribund, either due to stoppage by succeeding governments or inadequate resources (both in material and human forms) for the operation of such schemes. In the few cases where the programmes were in place, they were only located in 'comfort zones' (they were discriminatorily located and nepotistically allocated). Then Chukwuemeka (2011) examined the effect of public policy on entrepreneurship development in the Nigerian nation. The study's analysis showed that government's ill-formulated and ill-implemented fiscal policies, have contributed to the slow pace of entrepreneurship development in Nigeria. Chukwuemeka (2011) further found that these public policies were so complex that the cost of formulating and implementing them outweighed their intended benefits. This contributor recommended for instance, the integration of all efforts pursuant to power/energy related issues in order to ensure stability in electricity supply in the country. He also canvassed for the adequate funding of all business-related public policies, towards ensuring smooth implementation.

Halkias, Nwajiuba, Harkiolakis and Caracatsanis (2011) examined the social and business profiles of 67 Nigerian women-entrepreneurs (in three regions of the country) in order to ascertain patterns of entrepreneurship, and economic and social challenges faced by such female business owners in the nation. The study was aimed at supporting and encouraging sustainable, small-scale economic development activities by Nigerian women. It additionally aimed at finding ways of integrating these small-scale businesses into the existing urban economic development strategies and projects, for poverty alleviation. The work was still, further aimed at examining the contextual influences on the women's endeavours, to raise the level of awareness about women entrepreneurs among all economically active agents and researchers, and in such regards influence social and economic policies which attempt to address issues of women entrepreneurship in the country. Results of the study indicated that female entrepreneurship in Nigeria is driven by micro-

financing and family dynamics, which combine to influence and shape the birth of a business and its eventual successes or failures.

In a comparative study of Nigeria and Sweden, Eriobunah and Nosakhare (2013) found immense differences in the problems of the entrepreneurs. For the Nigerian entrepreneurs, access to finance, technological setbacks, marketing issues, political instability and national infrastructural deficits were major bottlenecks to entrepreneurship development. While in the Swedish case, the entrepreneur-respondents of the study only complained of not making huge profits, arising from high tax rates in the country. The researchers invariably suggested that the Nigerian authorities should emulate their Swedish counterparts in the provision of the appropriate environment for the sustenance of entrepreneurship. Ofili (2014) also focused on the challenges confronting entrepreneurship in Nigeria, highlighting that entrepreneurship, which is critical to the development of societies, requires the right atmosphere to thrive. The educational system, the judicial system, the financial system, and indeed general government policies, argued Ofili (2014) should be such that encourage and promote entrepreneurial tendencies, for entrepreneurship to succeed. He further remonstrated that fundamental infrastructures such as power, effective transport systems and water, are all necessary to boost entrepreneurship.

Idam (2014) attempted to identify the causes of ineffective government efforts at entrepreneurship development in Nigeria. Key government programmes were examined by the researcher to detect intrinsic weaknesses. The paper found that the classification of all small businesses as entrepreneurial, constitutes impediments to the development of entrepreneurship in Nigeria (and other developing economies) as policies and programmes were implemented sweepingly. Idam (2014) canvassed for a distinctive classification to distinguish the entrepreneurial firms from the non-entrepreneurial small businesses, and the development and implementation of policies and strategies suitable for each class of small businesses. He argued that while the small businesses undeniably require supports, the entrepreneurial firms obviously require higher levels of backing to enable them play catalytic roles in economic development and employment generation. This study identified other challenges which should be properly addressed, as they militated against the development of entrepreneurial and non-entrepreneurial small businesses in the country. These obstacles include: infrastructural inadequacies, high level of insecurity, the incidence of pervasive corruption and environmental hazards.

Okoye-Nebo, Iloanya and Udunze (2014) argued that the development of the Nigerian and Sub-Sahara African societies is immensely dependent on youth's empowerment through entrepreneurship. They investigated the extent to which entrepreneurship in Nigeria has helped in the reduction of youth unemployment, and found a low level of linkages between the two variables. This poverty of relationship between the two ideals was due to increased corruption in the national system, inadequate and inefficient infrastructural facilities and maladministration. The authors recommended that policy makers in the country should provide an enabling and secure environment for the nation's youths to be gainfully employed for economic development. And this should be through the provision of adequate infrastructural facilities, such as communications, road networks, water, electricity, etc.

Ayoade and Agwu (2016) investigated the efforts of past Nigerian government in addressing the problem of unemployment in the country, and the effectiveness of such attempts at encouraging a sense entrepreneurship in the nation, towards facilitating job creation for the large population of Nigerian job seekers. Findings of the work showed that majority of the intervention programmes by successive governments in Nigeria failed to produce the anticipated results. Findings of the study further revealed a number of bottlenecks in these regards, principally

hinged on bureaucratic bottlenecks, corruption, political instability, inconsistencies in government policies, and the lack of entrepreneurial skills by a majority of the unemployed citizens. The authors recommended combined hard work on the part of the people and the government, in the development of the requisite sense of entrepreneurship. This they suggested should be done through the government providing an enabling environment and the critical infrastructures. The paper also recommended the introduction of relevant entrepreneurial educational programmes in all the nation's institutions of learning, which would be tailored towards development of entrepreneurial skills, while interest-free start up loans should equally be availed qualified potential entrepreneurs.

Amadi and Ekechi (2017) examined what could be done to decrease the level of poverty and misery among Nigerian citizens, particularly women. They perceived the acquisition of entrepreneurial education by females as an unavoidable measure, which could quickly reduce the poverty level in Nigeria in particular, and in the wider developing countries. Amadi & Ekechi (2017) concluded that until all forms of marginalization against women were eliminated, and women empowered through entrepreneurial education, poverty alleviation or eradication, as proposed by successive Nigerian governments would remain elusive issues. These contributors strongly recommended the empowerment of women through entrepreneurial education by the government and society at large. Mukhtar, Gwazawa and Jega (2018) focused on the importance of entrepreneurship as a meaningful mechanism for the diversification of the Nigerian economy. Their paper highlighted that entrepreneurship has been pivotal in job creation and economic development strides in many developing nations, noting that training on entrepreneurship is among the possible avenues for economic diversification in Nigeria. The researchers recommended increased government interest and support to entrepreneurship by the provision of access to licenses / permits, improved funding, tax exemption as may become necessary, and the inclusion of entrepreneurship in the curriculum of studies from the primary to tertiary levels of education.

Lawal, Iyiola and Adegbuyi (2018) reviewed government assistance programmes on entrepreneurial financing in Nigeria and the extent to which Nigerian entrepreneurs utilize alternative financing channels in meeting their funding needs. The study found that the use of alternative funding channels was gradually gaining ground in the country, additional to the use of traditional lending opportunities. The researchers stressed the need for focused and purposeful public policies, aimed at creating cost effective funding frameworks for ameliorating the financial challenges of Nigerian entrepreneurs. The study of Ulabor, Adeyemi, Adeyokun and Amode (2019) focused on how sustainable development goals may be achieved in the Nigerian nation, through entrepreneurship development programmes. They found that insufficient infrastructure, lack of technical skills, lack of vision, lack of access to capital, etc., are the major problems confronting entrepreneurship development programmes in Nigeria.

Ogbari, Olokundun, Ibadunni & Obi (2019) examined the effect of entrepreneurship development education on the reputation of higher educational institutions in Nigeria. Findings of the work suggest that curriculum content affects the research output of institutions. The researchers further found that teaching approach impacts positively on corporate reputation. The paper recommended what was termed course agnosticism for higher educational institutions in the country in their entrepreneurial studies (this, probably arising from the fact of the case study institutions for the study being founded by faith based organizations). Higher institutions of learning, Ogbari et al., (2019) suggested should also begin to teach entrepreneurial skills not merely for the sake of improving their corporate image, but also for the creation of a really empowered pool of entrepreneurs needed in further powering the economy with skills and knowledge acquired through entrepreneurial learning.

In their study of entrepreneurial intention and wealth creation in Nigeria, Danjumbo and Edeh (2019) found that entrepreneurial intention had a positive relationship with wealth creation. They concluded that entrepreneurial intention (measured in terms of perceived feasibility, desirability and propensity to act) promoted new venture creation, which in turn resulted into wealth creation through employment. The researchers recommended government's encouragement of youths to embark on entrepreneurial actions for wealth creation, and unemployment reduction in the country. Irmiya, Tihamiyu and Ayuba (2019) examined how entrepreneurship education and learning, could deliver Nigeria from the pangs of unemployment, and among other recommendations suggested government's creation of incentives for banking institutions to enable them provide easily accessible loans to entrepreneurs. They further recommended partnerships between universities and nongovernmental organizations, towards the provision of soft loans and grants to graduating students from such institutions, to enable the recipients start their own businesses.

Aniekwu and Jude (2019) researched how entrepreneurship can serve as panacea to political challenges in Nigeria. The researchers employed a multidisciplinary methodology in the study of entrepreneurship and the tackling of political challenges. The concepts of entrepreneurship and development, and the nexus between political challenges and entrepreneurship were discussed by the authors. The paper perceived entrepreneurship as a vehicle for the reduction of abject poverty, destitution, deprivation, inferiority, debasement, cheap labour, and their likes, all of which are capable of precipitating national political challenges. The paper recommended the strengthening of government's extant poverty alleviation programmes through the provision of adequate supports to the identified entrepreneurs in the country, and also by encouraging the youths of the nation to make entrepreneurship a priority. The work posited in conclusion that political challenges in Nigeria are results of poor concentration on entrepreneurship. Then properly reading their contribution, it is possible and plausible to interchange the notion of political challenges in the authors' submissions with the concept of developmental challenges. This would easily synchronize the thesis of the paper with the larger contents.

The review of related literature to this study points towards a common knowledge about the existence of immense challenges in the entrepreneurial environment of Nigeria. But in concrete specificities, what are these challenges? Further denoted as the impediments to entrepreneurship development in Nigeria, what is the character of these disablements? This forms the focus of the inquisitions in the next section of this study.

Impediments to Entrepreneurship Development in Nigeria

Political Pretention

It is almost settled in scholarly literature and empirical reality that, the political institution is pivotal in the catalyzing of development for all segments of society. But the net response of political leadership to the entrepreneurship question in the Nigerian nation has been truly out of tune with reality. For instance, under the Buhari administration (2015-date), the sum of N52 billion was once voted for the engagement of unemployed citizens for a period of three months, during which the scheme's participants would receive a monthly stipend of N20, 000 per person. Each of the 774 local government areas in the country were to contribute 1000 persons to the temporary national workforce expected to be engaged in such jobs as the cleaning of blocked drainages and sweeping of the streets of Nigerian cities. The executive arm of government as represented by the country's Minister of State for Labour, Employment and Productivity, and the Senate of the Federal Republic of Nigeria remained at loggerheads over which arm of government was to be in

charge of working out the modalities for the take-off of this programme (Premium Times, 2020; Salau, 2020; Usman, 2020). This politically lucrative project was claimed to have been designed for some unskilled citizens.

According to the Minister of State in Premium Times (2020) beneficiaries of the scheme were to be specifically engaged in drainage digging and clearance, irrigation canals clearance, rural feeder road maintenance and the maintenance of the Great Green Wall nurseries and orchards in some states of the country. They were additionally to be engaged in traffic control, cleaning of streets (already highlighted) and cleaning of public infrastructure (sic) like health centres and schools. Then, if these citizens were unskilled, what skills acquisition was to accrue to them from the jobs they were expected to execute under this programme?

To be entrepreneurial means to be innovative. The entrepreneurship question in Nigeria implies an inquisition into the ways and means of engendering increased innovativeness in the country. The dearth of this inventiveness is pervasive in the Nigerian nation and particularly characterizes the generic educational system, leading to the increased canvassing of entrepreneurship as panacea to societal retardation. Then the incumbent government remembered unskilled workers and chose to spend the stupendous sum of N52 billion on them for a period of 3 months in order for them to merely engage in menial jobs, and retire to their previous conditions of eternal condemnation to unskillfulness.

Inadequacy of Infrastructure

Entrepreneurship development and progress are undoubtedly dependent on the adequacy of their enabling infrastructure. Even in its most rudimentary forms, entrepreneurship is a function of the existing infrastructure. Then under the modern scenarios, the criticality of infrastructure for the effectiveness of entrepreneurial strides becomes more pronounced. Electricity, water and affordable and accessible transportation are needed. But these are all currently problematic to obtain in the Nigerian environment. Electricity supply has either remained totally nonexistent or provided for domestic and entrepreneurial consumption in sickly decibels (Okeke & Agbodike, 2015; Anwana & Akpan, 2016; Ekpo & Basse, 2016; Ekpe & Umoh, 2019). There is in Nigeria, the paradox of a country so rich in water resources but usually confronted by water supply challenges (Okeke, 2015; Odume & Slaughter, 2017; Abubakar, 2018; Arowoshegbe, Emeni & Uniamikogbo, 2018; Obeta, 2018). The national transportation system in the country is also perennially chaotic (Solanke, 2013; Ojekunle, 2016; Alade, 2020; Okotie, 2020). Alade (2020) depicts the story of the transport sector in Nigeria as a tale of woes. Entrepreneurial strides do not thrive under such conditions of infrastructural deficiencies.

The Incidence of Colonial Hangover

The former British colony of Nigeria obtained independence from her former colonial masters in October 1960. But six decades after independence, some trajectories of the Nigerian worldviews are still influenced by the experience of colonial relations. Under colonialism, public sector employment in the country was basically seen as Whiteman's work. The salaries and sundry perquisites associated with the colonial employment were perceived to be coming from some cryptic colonial sources connected with the colonizer. In the civil service in particular, workers' remuneration appeared often as largesse from officialdom for doing little or nothing. Entrepreneurship was disregarded while this form of work was preferred. Invariably, the postcolonial public sector elite inherited the dichotomy between the needs of the indigenous environment and the aloofness of the colonial work setting. The civil servant increasingly

appeared like someone rewarded handsomely for doing nearly nothing. It was difficult to synchronize the continuing benefits accruing to this category of workers (particularly at the upper cadres) with their productivity and the rising challenges in the society.

In a subsequent subsection of the paper, the bearing that this scenario possesses with corruption shall also be discussed. The relevant issue at this point is to note that some Nigerians have continued to look forward to being engaged in such public sector activities from where funds seemingly fall from inexplicable sources (akin to the colonial masters' charity) to the workers' delight. Entrepreneurship thus continues to seem like the next option for only the citizen unable to secure a position in the postcolonial public sector setting.

National Insecurity

The story of modern Nigeria sometimes reads like a narrative of national insecurity. Entrepreneurship is operable in limitless national locations. Insecurity in similar trajectories also occurs in unbounded dimensions in the country. The north-eastern part of the country is the home base of the dreaded Boko Haram terrorists (Eme & Ibietan, 2012; Chukwurah, Okechukwu & Ogbeje, 2015; Amusan & Ejoke, 2017). The north-west part is the epicenter of sundry criminalities occasioning bomb explosions and kidnappings, including the killing of Nigerian soldiers (Aljazeera, 2020; Crisis Group, 2020). The south-south division of the country is historically manned by Niger Delta militants who could bomb, kidnap and destroy at will (Oluduro & Oluduro, 2012; Obi, 2014; Aghedo, 2015; Tobor, 2016; Tantua, Devine & Maconachie, 2018). The south-east and south-west sections of the nation are frequently under the domination of armed gangs and kidnappers (Okereke, 2019; Oyewole & Agha, 2019; Ajayi, 2020; Ngwu, 2020; Okoli, Agbo & Adonu, 2020; Olofin, 2020).

The entire Southern, and the Middle Belt areas of the Nigerian state in fact, usually remain under the dominion of criminal elements usually called Fulani herdsmen, who terrorize villages and cities, kill, rape, main and devastate to their satisfaction (Iheanacho, 2016; Ubelejit, 2016; Amadi & Amadi, 2017; Ajibefun, 2018; Okoli & Ogayi, 2018; Salihu, 2018; Chukwuma, 2020). The remainder of the northern area is regularly controlled by kidnappers, killers, and sundry daytime and night marauders (Abiodun, Uzoho & Shiklam, 2020; Ajihromanus, 2020; HassanWuyo, 2020; Adubi, 2019; Isah & Isuwa, 2019). Generically therefore, insecurity in the country continues to intensify (Ibrahim, 2020; Zubairu, 2020; Tella, Abdulhakeem & Hassan, 2018; Crisis Group, 2017; Okonkwo, Ndubuisi-Okolo & Anagbogu, 2015). It remains doubtful therefore that such a scenario of acute national insecurity would be conducive for entrepreneurial endeavours.

Detrimental Tax Architecture

The spirit of entrepreneurship in a nation requires a nationally conducive tax environment. It requires a taxation architecture that is generically encouraging. But the Nigerian entrepreneurial tax incentives are unnecessarily concentrated on the big investors. The country exists in denial of the potential entrepreneurial contributions, which come from the informal economy. In the process, the economic operators at this level are subjected to all forms of extortions, classifiable as taxation. They are so designated because they are putatively paid to government (particularly local governments in the country). But these same funds also usually end up in the private pockets of government officials at the local and state government levels. Additionally under these scenarios, the nation's entrepreneurs at these budding (low-scale) levels are subjected to many illegal levies that are officially unrecognized at any level in government. When previous public office holders leave the government, they easily produce their own booklets of receipts with which

they engage some reapers who go about collecting illegal levies for them.

The fear of such illegal tax collectors has accordingly become the beginning of entrepreneurial wisdom at the level of the voiceless members of the society. It debar many members of this class of citizens from engaging in risks with their meager resources even as risk taking is central to entrepreneurship (not necessarily this category of risk-taking). It is essentially the concourse of the entrepreneurial spirits at all the levels of economic endeavours in an economy which leads to the entrepreneurship culture (for growth and development). Transparently helpful taxation architecture is required in these regards, particularly the type that is protective of the otherwise designated informal economy operators (assumed to be strictly outside the tax bracket).

Negative Curriculum Content

The net value of education in Nigeria is currently entrepreneurially negative. This has remained an open secret. The curriculum is anti-functional education. It is heavily theory-based. The content of education at different levels of the educational engagement in the country is largely class-room focused. Even entrepreneurship education in the nation's schools is also majorly conducted in the classrooms. The teachers do not have practical experiences and backgrounds in entrepreneurship. The students eventually leave the schools on graduation without being impacted by an entrepreneur. The plan of education in the country does not amply provide for visits to the schools by certified entrepreneurs. The potential entrepreneurs in the schools are only expected to learn how to become entrepreneurial, from the teacher who has never been an entrepreneur. Increasingly therefore, the country produces agricultural scientists who seek employment in the banking industry, and civil engineers whose ambitions are to play professional football.

Under these circumstances, the faulty GSM handsets of the ostensibly educated Nigerians are usually repaired by the citizens who had since dropped out of school. All plumbing works, electrical works and allied repairs in the houses of the learned Nigerians are also undertaken by the same citizens that had abandoned school. Every mechanical fault in the motor vehicle driven by the educated citizen is taken to the workshop of the assumed uneducated member of the society for repairs. The General Education (GE) or General Study (GS) programmes in tertiary education institutions in Nigeria are mainly for classroom learning. The entrepreneurship education content of such GE/GS courses is also interrogated in the classroom

Gender Prejudice

There is still a cultural expectation in the country that the envisaged entrepreneur should be the male member of the society. The man is envisaged to take the leading role in entrepreneurship issues, and probably thereafter engage his female compatriots as employees. When entrepreneurship is taught in schools therefore, the focus is on the boys as the more probable entrepreneurs. Under this cultural tendency, the priority of the girl-child should be to grow and get married. Her entrepreneurial thoughts are subsequently expected to be guided by her usually prejudiced spouse. The embedded bias thus places limitations on the entrepreneurial instincts of the female members of the society. There may not therefore be increasing discriminations in the country's labour market, as the male and female citizens compete for the available job opportunities. But there are still gender prejudices in the private ownership of certain employment-generating concerns in the country. Women are currently, not culturally expected to extend their ambitions to the founding of such organizations. Hence, the interests of female entrepreneurs are yet to become noticeable in the establishment of big transport companies

operating all over the nation, and in the setting up of the gradually ubiquitous private universities in Nigeria. The grand scale hoteliers in the economy are also mainly the male entrepreneurs due to gender prejudice.

Negative Effect of New Media

The advent of the new media has its associated shortcomings. It ideally comes with constructive exposures for the entrepreneurial mind (all things being equal). But when the anti-entrepreneurial negativities in the environment (as already illustrated in the preceding subsections of the paper) outweigh the positive vibrations from the socio-economic system, the new media becomes an additional burden. Some of the images the new media beams to the impressionable consumers (particularly the youth) suggest the possibilities of effortless form of existence. Poignantly and paradoxically, the creators of the obviously entertaining programmes that mislead many people are entrepreneurs in their own rights. Scores of millions of Nigerian youths may thus remain glued to their televisions and other Information Technology (IT) appliances, on twenty-four hourly bases for 90days, watching Reality TV displays. A season of the shows is usually interspersed with the professional football season entertainment, still ubiquitously delivered to the youths (through the new media). The occasioned society-drawbacks are attributable to the fact that alternate entrepreneurial schemes (beginning with the content of education as provided in schools) are in short supply in the socio-economic system.

A Nationally Adverse Value System

Invariably, a nationally adverse value system exists in the larger society. The hero of the suggestible youths is the winner of the new-media razzmatazz. Because it is now assumed that the associated success merely arose fortuitously, more and more of the young ones in the society would begin early to attempt to participate in the next edition of the new media-promoted tournaments which may not accommodate more than thirty participants at a time (in a nation of over 200 million people). The opulent life-style of the winner of the latest edition of the entertainment events becomes the benchmark for the new millions of aspirants for the next edition. Then the alter egos of the Reality TV actors are found among the political class who are also progressively classifiable as theater artists. The common denominator in the tendencies of the two classes of minority winners is their arrant display of opulence which begins to adversely affect the value system of the society. The other route of suddenly becoming well-off in the society is therefore to turn into a politician and possess easy access to the public treasury. The related value systems disregard the societal worth of self-evident entrepreneurship.

Pervasive Incidence of Public Sector Corruption

Sometimes it appears as if the Nigerian public sector is an open theater for all types of kleptomaniacal actors to display their atrocious skills in looting notoriety. No subsector of the public sphere, any ministry, department or agency of government is immune to the onslaughts of the sleazy actors (Agbibo, 2012; Uwak & Udofia, 2016; Eyisi, Sofiri & Eke, 2018; Hope, 2018; Kabiru, 2019). From the executive, to the legislature and the judiciary, nearly all the occupants of the exalted offices can be involved in unclean acts bordering on the thieving of nationally owned funds (Okafor, 2005; Ayodeji & Odukoya, 2014; Das, 2018; Lugard, 2018; Agunyai & Olawonyi, 2019). Different generations of local and international scholars have researched public sector corruption in Nigeria and proffered solutions; still the public sector criminal deviation persists at very egregious levels (Osoba, 1996; Egunjobi, 2013; Ijewereme, 2015; Abdulmalik & Ayinla, 2017; Igiebor, 2019; Okunola, Umaru & Hassan, 2019).

International and domestic media organizations have ceaselessly focused their investigative attentions on corruption in Nigeria, and the occurrences remain unabated (Boulden, 2012; BBC News, 2016; Guensburg & Powell, 2019; Onyekpere, 2020; Sanni, 2020; Umar, 2020). Even the government's anti-corruption agencies are usually accused of corruption (Ojo, 2016; Munshi, 2020; Olukoya, 2020). Law enforcement departments, the police, different security agencies are all disreputably engaged in public sector corruption in the country (Bosah, 2005; Solomon, 2017; Ogala, 2018; Onwubiko, 2019; Banini, 2020; Ojo, 2020). The nexus between this pervasive incidence of sleaze and entrepreneurship in the paper is that corruption begins to seem legitimate in the society as means of livelihood. Entrepreneurship increasingly comes to be less rewarding than public sector thievery.

Among Systemic Defects, Leadership Culpability and Citizens'

Lethargy: A Summation of the Embedded Issues

Systemic defects, leadership culpability and citizens' lethargy, have copiously featured among the impediments to entrepreneurship development, interrogated already in this contribution. The entrepreneurship question in the country therefore squarely rotates around these variables of the research paper. But where is the epicenter of the embedded challenges? Scholarly and lay participation in attempting to answer the entrepreneurship question in the country have remained oncoming. There is accordingly a near consensus on the question of the existence of monumental impediments to the institutionalization of the entrepreneurial spirit in the Nigerian nation. Having generically identified the entrepreneurial disorders in their broad outlines, it remains to locate the heart of the problem upon which panaceas are to be effectively hoisted. Then there is so much focus in the Nigerian system on entrepreneurship education. The definite assumption in this tendency is that the unenterprising nature and entrepreneurial deficiencies of the proposed recipients of this new learning have been central to the national entrepreneurship question. But this supposition has been found to be misleading by the expositions of this study.

The empirical position in the Nigerian rural settings and urban locations is that the nation's citizens are not entrepreneurship-diffident. Nigerian citizens are certainly entrepreneurial. They can be entrepreneurial. They are not afraid of entrepreneurship. But their entrepreneurial dispositions are frequently dampened by pervasive political pretensions in the country. Nigerian citizens' entrepreneurial outlooks are usually weakened by the infrastructural deficiencies in the general national system. Citizens' inertia has accordingly been explicitly highlighted in this work as an aspect of the generic inhibitions to the question of entrepreneurship development in the country. But it does not constitute the core of the associated issues. Provided with the proper infrastructure in schools for instance, the Nigerian child would be as prodigious as the student's equals in the other presumably more entrepreneurial locations. Systemic defects and leadership culpability are central to the occasioning blockages.

Conclusion

In conclusion, this paper has interrogated the entrepreneurship question in Nigeria. Entrepreneurship is defined in the article as value generation and extraction, connoting seminally positive change(s). It has been duly acknowledged in the paper that entrepreneurship requires human efforts and intercourse to come to fruition. The study found a position of the immensity of challenges in the entrepreneurial environment of Nigeria. The associated issues were further articulated and discussed in the paper as impediments to entrepreneurship development in

the Nigerian nation. And in broad outlines, the generic questions centered on systemic defects, leadership culpability and citizens' lethargy. But providing answers to the entrepreneurship question in the country invariably entails the identification of the epicenter of the embedded challenges among these variables of systemic defects, leadership culpability and citizens' lethargy. It was in the identification of this midpoint of the occasioning problematique that the work arrived at its research apogee. Results of the study indeed suggest that systemic defects and leadership culpability are central to the entrepreneurship development blockages in the country. To answer the entrepreneurship question in the nation therefore necessitates the dismantling of these two stumbling blocks.

References

- Abdulmalik, S. M., & Ayinla, L. A. (2017). Pervasive Corruption in Nigeria: A Holistic Approach. *KIU Journal of Social Sciences*, 3(1), 199-207.
- Abimbola, O. H., & Agboola, M. G. (2011). Environmental factors and entrepreneurship development in Nigeria. *Journal of Sustainable Development in Africa*, 13(4), 166-176.
- Abiodun, E., Uzoho, P., & Shiklam, J. (2020). Northern groups demand sacking of Service Chiefs over insecurity. <https://www.thisdaylive.com/index.php/2020/06/16/northern-groups-demand-sacking-of-service-chiefs-over-insecurity/>
- Abubakar, I. R. (2018). Strategies for coping with inadequate domestic water supply in Abuja, Nigeria. *Water International*, 43(5), 570-590.
- Adubi, A. O. (2019). Northern Nigeria under Siege, leaders sleeping, says Shehu Sani. <https://businessday.ng/uncategorized/article/northern-nigeria-under-siege-leaders-sleeping-says-shehu-sani/>
- Agbibo, D. E. (2012). Between corruption and development: The political economy of state robbery in Nigeria. *Journal of Business Ethics*, 108(3), 325-345.
- Aghedo, I. (2015). Sowing peace, reaping violence: Understanding the resurgence of kidnapping in post-amnesty Niger Delta, Nigeria. *Insight on Africa*, 7(2), 137-153.
- Agunyai, S., & Olawonyi, K. (2019). Legislative-executive corruption and good governance in Nigeria: Insights from Buhari's administration in the fourth republic. In O. Fagbadebo & F. Ruffin (Eds), *Perspectives on the legislature and the prospects of accountability in Nigeria and South Africa, Advances in African Economic, Social and Political Development* (pp. 105-119), Springer International / Springer Nature,
- Ajayi, O. (2020). Insecurity: Robbery, kidnappings increasing in S'West - YCE <https://www.vanguardngr.com/2020/04/insecurity-robbery-kidnappings-increasing-in-swest-yce/>
- Ajibefun, M. B. (2018). Social and economic effects of the menace of Fulani herdsmen crises in Nigeria. *Journal of Educational and Social Research*, 8(2), 133-139
- Ajihromanus, V. (2020). Incessant killings: Northern groups to commence regional protests in Katsina tomorrow. Retrieved from <https://www.vanguardngr.com/2020/06/incessant-killings-northern-groups-to-commence-regional-protests-in-katsina-tomorrow/>
- Alade, B. (2020). Transport sector's tales of woe, renewed hope for 2020. Retrieved from <https://guardian.ng/features/transport-sectors-woe-renewed-hope-for-2020/>
- Aljazeera, (2020). 'Bandits' kill 23 Nigerian soldiers in northwest: Report. Retrieved from <https://www.aljazeera.com/news/2020/07/kill-23-nigerian-soldiers-northwest-report-200720001625642.html>
- Alvarez, S. A., & Busenitz, L. W. (2001). The entrepreneurship of resource-based theory. *Journal of Management*, 27(6), 755-775.

- Amadi, D. C., & Amadi, A. I. (2017). The Fulani herdsmen attack on Aku town and environs: The roadmap to the challenges. *IOSR Journal of Humanities and Social Science*, 22(1), 1-6.
- Amadi, A. N., & Ekechi, C. A. (2017). Empowering Women through Entrepreneurial Education: A Necessary step towards Poverty Alleviation in Nigeria. *Journal of Qualitative Education*, 13(1), 100-106.
- Amusan, L., & Ejoke, U. P. (2017). The psychological trauma inflicted by Boko Haram insurgency in the North Eastern Nigeria. *Aggression and Violent Behavior*, 36(-), 52-59.
- Aniekwu, C. C., & Jude, C. O. (2019). Reducing Political Challenges in Nigeria through Entrepreneurship. *Amity Journal of Entrepreneurship*, 4(1), 15-23.
- Anwana, E. O., & Akpan, B. (2016). Power sector reforms and electricity supply growth in Nigeria. *Asian Journal of Economics and Empirical Research*, 3(1), 94-102.
- Arowoshegbe, A., Emeni, F., & Uniamikogbo, E. (2018). Impact of water accounting on water supply in Nigeria. *International Journal of Accounting and Finance (IJAF)*, 7(2), 160-183.
- Ayoade, E. O., & Agwu, P. E. (2016). Employment generation through entrepreneurial development: The Nigerian experience. *British Journal of Economics, Management & Trade*, 11(3), 1-14.
- Ayodeji, G. I., & Odukoya, S. I. (2014). Perception of judicial corruption: assessing its implications for democratic consolidation and sustainable development in Nigeria. *Journal of sustainable Development in Africa*, 16(2), 67-80.
- Banini, D. K. (2020). Security sector corruption and military effectiveness: the influence of corruption on countermeasures against Boko Haram in Nigeria. *Small Wars & Insurgencies*, 31(1), 131-158.
- BBC News, (2016). Nigeria corruption cash 'took 10 days to count'. Retrieved from <https://www.bbc.com/news/world-africa-37987789>
- Bosah, C. (2005). Corruption: DPS Alamieyeseigha and Tafa Balogun Saga. Retrieved from <http://www.socialistnigeria.org/paper/2005/nov-dec/2.html>
- Boulden, J. (2012). How corrupt Nigerian politician was brought to justice in the UK. <https://edition.cnn.com/2012/05/09/world/africa/ibori-mpa/index.html>
- Chukwuemeka, E. (2011). The challenges of government policy on entrepreneurship in Nigeria. *The Journal of Commerce*, 3(2), 11-20.
- Chukwuma, K. H. (2020). Constructing the herder–farmer conflict as (in)security in Nigeria. *African Security*, 13(1), 54-76.
- Chukwurah, D. C., Okechukwu, E., & Ogebe, E. N. (2015). Implication of Boko Haram terrorism on northern Nigeria. *Mediterranean Journal of Social Sciences*, 6(3), 371-379.
- Crawford, G. C., Dimov, D., & McKelvey, B. (2016). Realism, empiricism, and fetishism in the study of entrepreneurship. *Journal of Management Inquiry*, 25(2), 168-170.
- Crisis Group, (2020). Violence in Nigeria's North West: Rolling Back the Mayhem. <https://www.crisisgroup.org/africa/west-africa/nigeria/288-violence-nigerias-north-west-rolling-back-mayhem>
- Crisis Group, (2017). Nigeria: Growing Insecurity on Multiple Fronts <https://www.crisisgroup.org/africa/west-africa/nigeria/nigeria-growing-insecurity-multiple-fronts>
- Danjumbo, C. T., & Edeh, F. O. (2019). Entrepreneurial Intention and Wealth Creation in Nigeria. *University of Port Harcourt Faculty Journal of Management Sciences*, 4(1), 159-169.
- Das, V. (2018). Legislative kleptocracy in Nigeria: Systems approach. *Journal of Money Laundering Control*, 21(2), 134-148.

- Diochon, M., & Anderson, A. R. (2011). Ambivalence and ambiguity in social enterprise; narratives about values in reconciling purpose and practices. *International Entrepreneurship and Management Journal*, 7(1), 93-109.
- Egunjobi, T.A. (2013). An econometric analysis of the impact of corruption on economic growth in Nigeria. *Journal of Business Management and Economics*, 4(3), 55-65.
- Ekpe, U. M., & Umoh, V. B. (2019). Comparative analysis of electrical power utilization in Nigeria: from conventional grid to renewable energy-based mini-grid systems. *American Journal of Electrical Power and Energy Systems*, 8(5), 111-119.
- Ekpo, U. N., & Bassey, G. E. (2016). An analysis of the economic consequences of infrastructural deficit in a developing economy: The case of electricity supply in Nigeria. *International Journal of Social Sciences*, 10(1), 28-48.
- Eme, O. I., & Ibieta, J. (2012). The cost of Boko Haram activities in Nigeria. *Arabian Journal of Business and Management Review (OMAN Chapter)*, 2(2), 10-32.
- Eriobunah, E. C., & Nosakhare, M. E. (2013). Solutions to entrepreneurs' problems in Nigeria: A comparison with Sweden. <http://www.diva-portal.se/smash/get/diva2:831207/fulltext01>
- Eyisi, E. C., Sofiri, J. P., & Eke, P. (2018). Official corruption and the dilemma of instability in Nigeria. *International Journal of Research in Economics and Social Sciences*, 8(2), 742-754
- Gaddefors, J., & Anderson, A. R. (2017). Entrepreneurship and context: when entrepreneurship is greater than entrepreneurs. *International Journal of Entrepreneurial Behavior & Research*, 23(2), 267-278.
- Guensburg, C., & Powell, A. (2019). Economy, Insecurity and Corruption Weigh on Nigerian Elections. <https://www.voanews.com/africa/economy-insecurity-and-corruption-weigh-nigerian-elections>
- Halkias, D., Nwajuba, C., Harkiolakis, N., & Caracatsanis, S.M. (2011). Challenges facing women entrepreneurs in Nigeria. *Management Research Review*, 34(2), 221-235.
- Hassanwuyo, I. (2020). Insecurity: Northerners killing northerners! <https://www.vanguardngr.com/2020/06/insecurity-northerners-killing-northerners-2/>
- Hope, K. R. (2018). Institutions and the culture dimension of corruption in Nigeria. *Crime, Law and Social Change*, 70(4), 503-523.
- Kabiru, S. A. (2019). Causes of Corruption in Nigeria: Implication for National Development. *Journal of Management and Economic Studies*, 1(4), 20-27.
- Ibrahim, J. (2020). Rising insecurity: My surprise at the president's surprise. Retrieved from <https://allafrica.com/stories/202001310213.html>
- Idam, L. E. (2014). Entrepreneurship development in Nigeria: A review. *IOSR Journal of Business and Management*, 16(1), 01-07.
- Igiebor, G. S. O. (2019). Political Corruption in Nigeria: Implications for Economic Development in the Fourth Republic. *Journal of Developing Societies*, 35(4), 493-513.
- Iheanacho, E. N. (2016). The menace of Fulani herdsmen in Nigeria: A threat to national security. *International Journal of Arts and Humanities*, 1(5), 395-405.
- Ijewereme, O. B. (2015). Anatomy of corruption in the Nigerian public sector: Theoretical perspectives and some empirical explanations. *Sage Open*, 5(2), 1-16
- Irimiya, R. A., Tihamiyu, K. A., & Ayuba, S. V. (2019). Entrepreneurship education and learning for full employment. *KIU Journal of Humanities*, 4(1), 135-145.

- Isah, A., & Isuwa, S. (2019). Insecurity - Roads in Northern Nigeria under Siege – Senate. Retrieved from <https://allafrica.com/stories/201910030061.html>
- Lawal, F. A., Iyiola, O. O., & Adegbuyi, O. A. (2018). Exploring alternative financing for entrepreneurship development in Nigeria: Surmounting challenges. *Journal of Entrepreneurship Education*, 21(1), 1-11.
- Lindgren, M., & Packendorff, J. (2009). Social constructionism and entrepreneurship: Basic assumptions and consequences for theory and research. *International Journal of Entrepreneurial Behavior & Research*, 15(1), 25-47.
- Lugard, S. B. (2018). Judicial corruption as a self-inflicted impediment to the independence of the judiciary in Nigeria. *KAS African Law Study Library*, 4(3), 310-321.
- Martin, S. L., & Javalgi, R. R. G. (2016). Entrepreneurial orientation, marketing capabilities and performance: the moderating role of competitive intensity on Latin American International new ventures. *Journal of Business Research*, 69(6), 2040-2051.
- Mukhtar, S., Gwazawa, U. G., & Jega, A. M. (2018). Entrepreneurship Development for Diversification of Nigerian Economy. *Journal of Economics, Management and Trade*, 21(6), 1-11.
- Munshi, N. (2020). Nigeria steps up probe at anti-corruption agency. Retrieved from <https://www.ft.com/content/aca8f93d-e788-4f3e-8ef7-bdb640f80ff7>
- Neergaard, H., & Ulhoi, J. P. (Eds.). (2007). *Handbook of qualitative research methods in entrepreneurship*. Cheltenham, UK: Edward Elgar Publishing.
- Ngwu, F. (2020). Insecurity and poverty crisis in South East: Evidence of leadership failure <https://businessday.ng/opinion/article/insecurity-and-poverty-crisis-in-south-east-evidence-of-leadership-failure/>
- Obeta, M. C. (2018). Rural water supply in Nigeria: Policy gaps and future directions. *Water Policy*, 20(3), 597-616.
- Obi, C. (2014). Oil and conflict in Nigeria's Niger Delta region: Between the barrel and the trigger. *The Extractive Industries and Society*, 1(2), 147-153.
- Odume, N., & Slaughter, A. (2017). How Nigeria is wasting its rich water resources. <https://theconversation.com/how-nigeria-is-wasting-its-rich-water-resources-83110>
- Ofili, O. U. (2014). Challenges facing entrepreneurship in Nigeria. *International Journal of Business and Management*, 9(12), 258-274.
- Ogala, E. (2018). When Generals Turn Bandits: Inside the massive corruption in Nigeria's security contracting. Retrieved from <https://www.premiumtimesng.com/investigationspecial-reports/268123-when-generals-turn-bandits-inside-corruption-nigeria-security-contracting.html>
- Ogbari, M. E., Olokundun, A. M., Ibidunni, A. S., & Obi, J. N. (2019). Imperatives of entrepreneurship development studies on university reputation in Nigeria. *Journal of Entrepreneurship Education*, 22(2), 1-10.
- Ojekunle, J. A. (2016). Operational characteristics of public transportation in the Federal Capital Territory, Abuja, Nigeria. *FUTA Journal of Management and Technology*, 1(1), 121-136.
- Ojo, J. (2020). Corruption: Another general bites the dust. Retrieved from <https://punchng.com/corruption-another-general-bites-the-dust/>
- Ojo, J. S. (2016). Looting the looters: The paradox of anti-corruption crusades in Nigeria's Fourth Republic (1999-2014). *Canadian Social Science*, 12(9), 1-20.

- Okafor, E. E. (2005). Executive corruption in Nigeria: a critical overview of its socio-economic implications for development. *African Journal for the Psychological Study of Social Issues*, 8(1), 21-41.
- Okeke, R. C., & Agbodike, F. C. (2015). Electricity sector reality, economic security and national development in Nigeria: An elite theory dimension. *International Letters of Social and Humanistic Sciences*, 65 (-), 40-46.
- Okeke, R.C. (2015). Fundamentals of sustainable development in Sub-Saharan Africa: A focus on water policy in Nigeria. *International Letters of Social and Humanistic Sciences*. 65 (-), 143-151.
- Okereke, D. (2019). Security risk analysis: Kidnapping hotbeds in south west Nigeria. Retrieved from <http://www.vigilance-securitymagazine.com/news/general/nigeria-watch-international/9961-security-risk-analysis-kidnapping-hotbeds-in-south-west-nigeria>
- Okoli, A., Agbo, D., & Adonu, C. (2020). Nigeria: Insecurity - South-East to name joint security outfit soon – Governors. Retrieved from <https://allafrica.com/stories/202002100140.html>
- Okoli, A. C., & Ogayi, C. O. (2018). Herdsmen militancy and humanitarian crisis in Nigeria: A theoretical briefing. *African Security Review*, 27(2), 129-143.
- Okonkwo, R. I., Ndubuisi-Okolo, P., & Anagbogu, T. (2015). Security Challenges and the Implications for Business Activities in Nigeria: A Critical Review. *Journal of Policy and Development Studies*, 9(2), 157-168
- Okotie, F. (2020). Nigeria's public transport: Infrastructure development and improving passengers' satisfaction. Retrieved from <https://businessday.ng/columnist/article/nigerias-public-transport-infrastructure-development-and-improving-passengers-satisfaction/>
- Okoye-Nebo, C., Iloanya, K., & Udunze, U. (2014). Youth unemployment and entrepreneurship development: Challenges and prospects in Nigeria. *Kuwait Chapter of the Arabian Journal of Business and Management Review*, 4(4), 20-35
- Okunola, M. O., Umaru, A., & Hassan, S. I. (2019). Manifestations and impacts of corruption on democratic governance in Nigeria. *International Journal of Development and Management Review*, 14(1), 164-174.
- Olofin, O. O. (2020). The socio-economic cost of kidnapping in Southwest, Nigeria. *Commonwealth Journal of Academic Research*, 1(3), 107-115
- Oluduro, O., & Oluduro, O. F. (2012). Nigeria: In search of sustainable peace in the Niger Delta through the amnesty programme. *Journal of Sustainable Development*, 5(7), 48-61
- Olukoya, S. (2020). Nigeria anti-corruption chief suspended, accused of graft. Retrieved from https://www.washingtonpost.com/world/africa/nigeria-anti-corruption-chief-suspended-accused-of-graft/2020/07/10/513f346c-c2c5-11ea-8908-68a2b9eae9e0_story.html
- Onwubiko, E. (2019). How can FG curb corruption within the military? Retrieved from <https://punchng.com/how-can-fg-curb-corruption-within-the-military/>
- Onyekpere, E. (2020). Corruption in Nigeria: Reality not perception. Retrieved from <https://punchng.com/corruption-in-nigeria-reality-not-perception/>
- Osoba, S. O. (1996). Corruption in Nigeria: historical perspectives. *Review of African Political Economy*, 23(69), 371-386.
- Oyewole, N., & Agha, E. (2019). Spike in kidnappings, banditry have South West on edge. Retrieved from <https://www.dailytrust.com.ng/spike-in-kidnappings-banditry-have-south-west-on-edge.html>
- Premium Times, (2020). Federal govt releases details of programme to employ 774,000 Nigerians. Retrieved from <https://www.premiumtimesng.com/news/top-news/395041-just-in-programme-to-employ-774000-nigerians-starts-october-minister-announces.html>

- Salau, A. (2020). Buhari's 774,000 jobs scheme remains suspended — Senate. Retrieved from <https://www.dailytrust.com.ng/buharis-774000-jobs-scheme-remains-suspended-senate.html>
- Salihu, H. A. (2018). The Armed-Fulani-Herdsmen and violent attacks against farmers and farming communities in Nigeria: An Overview. *KIU Journal of Humanities*, 3(3), 169-184.
- Sanni, K. (2020). Nepotism, root cause of corruption in Nigeria – Sanusi. Retrieved from <https://www.premiumtimesng.com/news/top-news/403851-nepotism-root-cause-of-corruption-in-nigeria-sanusi.html>
- Solanke, M. O. (2013). Challenges of urban transportation in Nigeria. *International Journal of Development and Sustainability*, 2(2), 891-901.
- Solomon, S. (2017). Corruption in Nigerian Military benefits Boko Haram.. Retrieved from <https://www.voanews.com/africa/report-corruption-nigerian-military-benefits-boko-haram>
- Tantua, B., Devine, J., & Maconachie, R. (2018). Oil governance in Nigeria's Niger Delta: Exploring the role of the militias. *The Extractive Industries and Society*, 5(3), 302-307.
- Tella, C. M., Abdulhakeem, A., & Hassan, M. B. (2018). Arms Trade as Instrument of Insecurity in Nigeria. *Advances in Social Sciences Research Journal*, 5(3), 520-531.
- Tobor, J. (2016). Terrorism or clamor for resource control: An analysis of Nigeria's Niger Delta militants. *Contemporary Voices: St Andrews Journal of International Relations*, 7(3), 23-34
- Ubelejiti, N. T. (2016). Fulani herdsmen and communal conflicts: Climate change as precipitator. *Journal of Political Science and Leadership Research*, 2(1), 26-32.
- Ulabor, E. A., Adeyemi, A. O., Adeyokun, M., & Amode, S. T. (2019). Entrepreneurship development programmes in Nigeria: A tool for sustainable development in Nigeria. *Annals of Management and Organization Research*, 1(1), 31-44.
- Umar, A. (2020). Corruption and Nigeria's image. <https://punchng.com/corruption-and-nigerias-image/>
- Usman, U.S. (2020). 774, 000 jobs: I have fresh instruction from Buhari – Keyamo. <https://www.dailytrust.com.ng/774-000-jobs-i-have-fresh-instruction-from-buhari-keyamo.html>
- Uwak, U. E., & Udofia, A. N. (2016). Corruption in Nigeria's public sector organizations and its implications for national development. *Mediterranean Journal of Social Sciences*, 7(3 S1), 27-35
- Zubairu, N. (2020). Rising Insecurity in Nigeria: Causes and Solution. *Journal of Studies in Social Sciences*, 19(4), 1-11

Author's Profile

Remi Okeke holds a Ph.D in Public Administration from the University of Nigeria, Nsukka. He currently lectures in the Department of Public Administration, Madonna University, Okija Campus, Anambra State, Nigeria.

Nkechi Anyadike is a lecturer in Department of Public Administration and Local Government, University of Nigeria, Nsukka. Mrs. Anyadike is currently waiting to defend her doctoral dissertation.
