Relationship Between Entrepreneurshipand Employability Among Nigerian Tertiary Institution Graduates

1Oladipo kolaposakiru, 2Gafar Olanrewaju yusuf 1Mohammed Abdullahi, 1Aliyu yero, 1Narges Kia.
1Department of Human Resource Development, Universiti Putra Malaysia
2Faculty of Management and Human Resource Development, Universiti Technnology Malaysia.

Abstract: Many graduatesin Nigeria areunemployed, regardless oftheirqualifications, they're employable yetthey aren't employed. The lack ofability from thegreate reeducational facil ities to meet the requirements ofthosegraduates in addition topromotion of monetary selfrelianceandself sufficiency hasresulted into youths joblessness (unemployment). These haveput intorise in restiveness among Nigerian youths. Thesudy looks into the relationship between entrepreneurship and employability among Nigerian graduates. The paper, talked about the idea of entreprenuership and employability. Since employability is the action of getting qualification that allows anyone to employed, the studyalso checked out the fundamental abilities which will make one employable and simultaneously becoming itself sufficient. Also talked about how teaching of creativeness and problem fixing abilities might help reposition Nigerian graduates.

Key word : employability, entrepreneurship, Nigerian graduates, youth.

I. Introduction

Nigeria similar tounder developednations around the world is faced withplenty ofproblems and has details including poverty, unemployment, conflicts and ailments. These situations pose great challenges for the entire life of individuals in lots of under developed nations therefore with exercising of educated males and girls who are able to function effectively inside the society through which they live. There are a large number of graduates of Nigerian schools who do not have the capability to get employment within the country, this problem is mentioned being traceable for the disequilibrium between workforce needs and inadequate essential employable capabilities of the graduates. This apparent critical skill gaps inhibit the development of youths as well as the ent re growth and development of the country. The earth is facing a very hard time and Nigeria just like anation cannot run away from this, rather we are to provide techniques to complete development of those problem facing. A couple of the major problems facing Nigeria today just like developing countries in include unemployment, poverty, poor health care services, youth restiveness, insecurity, etc. Nigeria cannot easily make headway, once were neglect or haven’t developed a peace of entrepreneurship which assists the employability within our youths. An example can be adversity. This paper addresses the mass unemployment in Nigeria, along with the failure of graduates to take advantage of tacit and explicit understanding acquired utilizing their studies in an organizational way.

Entrepreneurship has a several potential benefits in the objectives of reducing unemployment among Nigerian graduates, since it plays an important role in development and growth of the economy. It assists in marketing innovation which inspires graduates to discover new techniques for doing things through experience based learning. However, the Nigerian youths mentioned are being confronted with poverty, unemployment, urbanization, inadequate capacity and capabilities needed to gradually slow down the economy forward. Poverty that's apressure for 

Helps/Helps is very common. For the reason that they are facing unemployability and inadequate necessary productive capabilities to keep body and soul together. This reality leaves all of them within a significant method of sustainting livelihood. To settle the debts, they simply enjoy prostitution(both males and ladies). (2) quotes Cicero as proclaiming that Any systematic control over subject has to start getting a definition that everyone may comprehend the subject of enquiry?. Therefore, the beginning of any discussion or argument lies the clarification of concept of relevant terms.

Concept of entrepreneurship

The word entrepreneur ship is not easily defined. Review of available literature indicates that could be more generic definitions. This produces a problem of conceptual clearness. However, with students from different backgrounds having attempted to make use of aworking idea of this concept phenomenon. (3) states, Entrepreneurship is anxious with innovation and management. Hesees entrepreneurship as whether creative innovator that's creating new challenges that capable of satisfying
consumer's wants or even an adaptive innovator that can modify gifts or services for better performance although associated with controlling activities of planning, controlling, organizing, and co-ordinating his business to own objectives within the enterprise. Entrepreneurship, based on Timmons in (4) may be the approach of creating opportunities by appropriating and transforming mature organizations with new companies reacting to recognized options. (6) defined entrepreneurship as something we were born with because it is about turning what excites us around into capital (7). Defined entrepreneurship is something that people might be grateful for more. (7) defined entrepreneurship because the readiness and skills of the people discover investment choices and manage company effectively. Inside the above, we're able to deduce that entrepreneurship handles transformation of ideas that seconomic goods. Probably most likely the most critical element of entrepreneurship is the progression of work from home business. Progression of work from home business may be a pressure behind the development of certain business abilities within the college. Entrepreneurship could be a development of a creative process. That’s advancement of new challenges and cost both entrepreneur long with the audience (market). Entrepreneurship involves high-risk. This is often predicated upon the very fact the long-term is frequently unseen, and unpredictable. There’s no comprehensiveness in reasoning and making options rather theentrepreneur works under bounded rationality in the dynamic atmosphere because of lots of key games.

### Impact of entrepreneur ship education in graduate students

Based on (8), Entrepreneurs reunite individuals who find there requirements of the society and device methods for meeting individuals needs. Researchers see entrepreneurs as innovators and redesigners occasioned by having the understanding from the concept. A business owner sees a business like threat, an hostile competitor, perhaps an ally and a resource of supply, a person of some abilities who produces wealth for other people, who finds possible ways to make use of assets and produces wealth and produces job other medication is SGD obtained (9). (10) observed that when putabusiness owner inside a desert, he’ll create water from sand, provide him mountains, he’ll create a tunnel, provide him a forest, he’ll transform it into acity, provide him a hugging, he’ll transform it into an estate, provide him a swamp, he’ll build skyscrapers, provide him a dump in an agarden, push him right into a river, rather than drowning him, he’ll come forth with fishes. (4) noted that entrepreneurs are individuals who bring ideas from the field to something about reality. They’re individuals who dream rather than return to their dreams become real. They’re individuals who give existence to ideas and make wealth from nothing. They’re individuals who approve what they want to be able to do everything they really want. Entrepreneurs are individuals who are able to be commercially and make wealth other people, towards them maximum. They’re individuals in which people lop their best head seven if they didn’t even begin to see the four walls from the college. They pay professors salaries and lost graduates around in the payroll. Employability has been able to find and keep fulfilling work. 

Employability describes a person’s capacity of attaining initial employment, maintaining employment and acquiring new employment if needed (11). Basically, employability is all about being able to find and keep fulfilling work. More adequately, employability may be the ability to be more self-sufficiency inside the worksell to the potential of sustainable employment. For people, employability is dependent around the understanding, abilities and capabilities they possess, how they use individuals assets and offer these to companies and also the context (e.g. personal conditions and work market atmosphere) within that they seek work. In addition, (12) described that graduates employability is dependent around the understanding, abilities and attitude they possess, how they use individuals assets and offer these to companies, and also the context (e.g. Personal conditions and work market atmosphere) within that they seek work. Employability is really a two-on-the-side equation and lots of people need many forms of support to be able to be both mental and physical obstacles and learning and private development (i.e. upgrading their assets). Employability isn’t nearly vocational and academic abilities. People need relevant and functional work market information to assist them to make informed choices concerning the work market options at hand. They might like the need support to understand and in similar information could be helpful, and interpret that information and switch intelligence. Graduate Employability Abilities is shorter remains a significant constraint in Nigeria. The abilities of the graduates from the program (from the greater degree) is regarded as a constraint along term economic growth along with adding step to the incidence of graduate unemployment. Graduates lack generic expertise and aren’t in the work place ready. Furthermore, among the aim of the scientific studies are to elucidate the brand new orientation of excellence which will empower the graduates being males and ladies of influence not just in educational hobbies but additionally within the area of labor. Only this change can effectively result in amoral reamament along with asocietyfree
of jobseachers, poverty, anarchy, tyranny and profligacy. A society where possibilities exists for the forthcoming generation, in which alenghly looked forward to African Intellectual Rebirths could bimdwiwed. Roles of Educational Facilitiesto Employability The field of clients are fast paced and perfectionist-oriented. The public cares sharpen and quick to evaluate, hence a business owner should be calculating and deliberate. The market place in which theentrepreneurworkshas little tolerance for mistake, insufficient commitment toormess. This result in the education of the youths who’s would be entrepreneur an important component for achievement. Educational facilities have well planned procedures that eventuates in the purchase of business expertise. They’ve entrepreneurial education within the curricular, which supports the students with their abilities on making decisions, purchase of new ideas, techniques of raising and looking after conversations and creating business associates. Through this entrepreneurship education, qualitative ability that facilitates computation and documentation are further learnt. Entrepreneurship education is the kind of education in which the students are uncovered to cognitive affective and psychomotor capabilities that will enable the student be independent, self-sufficient and sustainable. Entrepreneurship education provides an option. It seeks to organize people, particularly youths, to become responsible and enterprising people who will become entrepreneurs in business by submerging themselves in tangible existence learning encounters where they are able to take a risk, manage the outcomes, and gain knowledge from the final results. These educational facilities have centers where individuals are educated to develop and get abilities. E.g. the Center for Entrepreneurship and Development Research, College of Nigeria, Nsukka. These youths are qualified to achieve counters because they are associated with mentors, obtain access to information and therefore are given a chance for growth. This suggests that they're supplied with information, understanding, abilities and attitudes that will enable them to succeed in a business, as men and women. They will ‘turn out’ to become business men and business women who have developed business abilities and therefore are learning to earn money. These competences will consequently enable them to deploy their enthusiasm for innovation building an exceedingly joyful manner. Anything lacking these facts going to be handling Nigerian problems of rethinking the youths with kid knits.

Ways Forward in Marketing Entrepreneurship Among Nigeria Graduates

Nigerian youths facenumber of problems - poverty, unemployment, conflicts and illnesses isn't always easy. These complaints therefore will require the youths to be empowered with creative problem-solving abilities. Working out of educated people who are able to function effectively within the society for the enhancement of self and also the society will need special attention. The machines going to be deliberately set to concern itself within the introduction of seeming human capital needed for national development (13). Practically speaking therefore, the schools should:

1. Make sure that schools deliberately provide sectors specific abilities needed to add mass to human capital, use professional and enterpriseseachers and mentors.
2. Train entrepreneurship and creative business while very young.
3. Organize for curricular integration of education, entrepreneurship and community development
4. Plan programs change Nigerian graduates.

Finally, rethinking the youth for eradication of unemployment, they have transformed into confident, aggressive and purposeful people. The profile of emerging professionals is regarding business education, this could incorporate astronometric scientific, technical and factual base with higher history and research capabilities. The person who for non-degree learning skills acquisition will consider the long run and relate them to suggestions to his/her business. The dream youth must have strong abilities running a business planning, financiand accounting, in addition to capability to createnew and innovative marketing plans that utilize modern communication technology. Preferred attitudes for Nigeria would be entrepreneurs incorporate aspects for democratic concepts and also the legal processes in nourishment and also the greatest degree of integrity and ethics. The Nigerian youth therefore should try to learn that existence is a partnership where the individual aims to satisfy themselves using active support of others. That’s, his/her must be realize the truth that the must develop this potential and also to make his/her talent towards the common good of (14). Using the spirit of working together, inter-existence and also the desire to have collective survival to see as teledeveloment of mutual support as well as networking.

II. Conclusion

Handwork and skill acquisition may be the quickest move to talent discovery. Once the youths inschools, greater institutions and colleges are groomed to understand the abilities necessary for their future self-employment and nutrition, the end result could be reassurance and future self-employment.
The era of white-collar jobs goes, when graduates research to government for employment. The issue is the fact that youths aren’t uncovered to achieve the background study from the business they would like to set up once they leave school. Money isn’t the first factor when one wants to set up a company; money comes later once they should have a thorough understanding of economics. Desirous entrepreneurs should begin to put on their thinking cap and develop excellent ideas which will scale hand and plan ways to use the idea to earn money. A good business idea creates its funding. Effectively, entrepreneurship and employability go together because entrepreneurship education will assist you to facilitate the purchase of abilities, competence, and skill through the graduates. When these graduates are outfitted, they will assist you to reduce, unemployment, assistance to generate earnings, lead to GDP, faster innovation, and incubate potential large industries which will boost technological development and identify business possibilities in Nigeria.

References:
[10]. Book Company.