

FAMILY CONDITION AND PERSONALITY DEVELOPMENT AS TRAJECTORIES FOR PARTICIPATION IN ENTREPRENEURIAL SKILLS TRAINING PROGRAMME OF ONDO STATE, NIGERIA

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Abstract: The study was carried out on family condition and personality development as trajectories for participation in entrepreneurial skills acquisition programme of Ondo State Nigeria. Descriptive survey research design was used. The population for the study comprised all the clientele of entrepreneurial skills acquisition training programme in Ondo State, Nigeria. The sample size for the study was sixty (60) subjects, selected through a multi-stage sampling technique. Data for the study was collected, through a self-developed questionnaire by the researchers, entitled, “Questionnaire on Family Condition and Personality Development as Trajectories for Participation in Entrepreneurial Skills Acquisition Training Programme of Ondo State, Nigeria”. The research instrument was validated by an expert in Test and Measurement, while its reliability obtained was 0.67 coefficient reliability through test retest method. The research questions were analysed, using descriptive statistics (frequency counts, simple percentages and means). Conclusion were made that the clienteles’ poor family financial status, self-esteem and self-efficacy made them to be participating in the training programme. Recommendations were therefore made that: public enlightenment should be made by Ondo State Government on the benefits of the training programme to tackle financial challenges of the people. Also, that the training programme is an avenue for people achieve self-esteem and self-efficacy for entrepreneurship.

Keywords: Family condition, Personality development, Trajectories, Entrepreneurial skills, Training.

1. BACKGROUND TO THE STUDY

Poverty and unemployment in recent time are global socio-economic challenges. Predominantly in the Latin America, Africa and some nations in Asian continent. Egunyomi (2014), reported that over billion of people are deeply enmeshed in poverty and that is an international scourge. However, the ravaging effects of poverty and unemployment are very grievous on citizenry and the country, Nigeria. Unemployment is one of the multifarious socio-economic challenges

affecting most developing nations of the world, Nigeria, inclusive. There is a high rate of unemployment today in the nation with its negative consequential effects, such as, rituals for making money, kidnapping, stealing, robbery, 419 scams and other social-vices, which have engulfed the nation and retard the nations' development.

Kazeem (2018), reported the recent rating of the nation in terms of poverty that 86.9 million Nigerians are living in extreme poverty which stood at 50% of the nation's population. Further, that Nigeria unemployment rate stood at 23.1 per cent of the work force. The scenario have been attributed to diverse factors. Erinsakin (2014), stated the following as causes of poverty and unemployment in Nigeria; corruption, bad governance, poor leadership, poor implementation of economic policies etc.

The realization of high poverty and unemployment rate in the country, Nigeria have necessitated several economic programmes and policies. However, most of these programmes and policies have been plagued and bedeviled by several militating factors, thus, shows that the twin problems are still persisting in the nation. Thus, necessitated the implementation of Entrepreneurial skill acquisition training programme in Ondo State, Nigeria.

Agagu (2007) and Erinsakin (2014), observed that Ondo State is one of the few lucky states in Nigeria which are abundantly blessed with natural mineral resources. Yet, poverty and employment remain, threatening issues to the state economic growth and development, as well as survival of individuals. Based on the implementation guidelines of the programme entrepreneurial skill acquisition training programme of Ondo State, Nigeria is aimed to improve the wobbling economy of the state and that of individuals (Ondo State Government, ODSG 2006). As reported by Erinsakin (2014), at the inception of the programme, it is being run, through the Agency of Adult and Formal Education (ANFE) in partnership with the National Directorate of Employment (NDE). However, at present the programme is being run through the newly created Department of Vocational Education of Ministry of Adult, Technical and Vocational Education (Akinsuroju, 2012). The programme objectives include; training of unemployed youths and interested adults in entrepreneurship to make them self-employed for self-reliance, economically. The targets clientele are: the artisans, unemployed graduates, students, widows, retirees, civil-servants, ex-service men etc. According to Agagu (2007), Ondo State entrepreneurial skill acquisition programme is a short-term programme, aimed at poverty eradication and unemployment reduction. Ondo State Government believes that training and re-orientation for the unemployed people would empower them with entrepreneurial skills for vibrant, productive entrepreneurship and skills in business development.

Observable, several empirical studies had been carried out on the programme. For instance, Abubakar (2010), conducted a research on refocusing education system towards entrepreneurship development in Nigeria: A tool for poverty eradication. The study stressed the importance of Entrepreneurship education as a panacea to socio-economic challenges in Nigeria. Also, Adeola, Bolarinwa and Olafare (2011), carried out study on curriculum outcomes psycho-social characteristics and entrepreneurship abilities of College of Education graduates. Implications for national re-orientation. However, little or nothing has been done on family condition and personality development as trajectories for participation in entrepreneurial skills acquisition training programme of Ondo State, Nigeria.

Abdu-Raheem (2015), noted that family is the first smallest unit of a person in any human society. Further, it was stressed that family responsible for the development of a person's physical, mental and moral dispositions. Besides, family condition is a function of interwoven parental socio-economic variables, such as; the size of the family, parental occupation, parental level of incomes, educational attainment among others are capable of shaping the future of a person, either positively or negatively. Parental high socio-economic level or status or attainment may widen chances, fortune and luck in diverse areas of life for their children.

Researchers have revealed that the success of individuals in some cases depends on socio-class or status of parents. Parents who are educated have advantage over uneducated parents in terms of their children education. Wealthy parents make environment more conducive and stimulating for their children's education and economic survival. Eweniyi (2003), opined that parental intelligence, state of health living condition, disposition to life, motivation, activity could determine life-chance of a child.

Personality is the characteristics pattern of an individual in terms of thinking, feelings and behaviour, which are frequently been determined by the continued interaction with the environment (American Psychological Association (APA), 2017). Individual's state of mind, either directly or indirectly play a significant role in the path of life to be followed. It

determines how individuals feel, think, perceive and reason. Personality makes an individual to be unique and distinct in behaviours (Dunham, 1984).

Opatha (2014), defined personality development as a systematic and continuous attempt to create and prevent key work-related personality traits within a person. Some determinants of personality are locus of control. Nelson and Quick (1997), explained that as an individual's belief about internal (self) versus external (situation or others control). Internal locus of control refers to an individual belief that his or her destiny, success and what happens to them or her is within his or her possession, while external locus of control means that other people have, success, situation determine his or her chances, destiny and luck.

Another personality trait is self-esteem. This is an individual's general feelings of self-worth. In other words, one's self-evaluation. Also, self-efficacy as explained by Bandura (1977), it refers to individual's perception of his or her ability to achieve some tasks. It is a belief of a person about his or her skills, knowledge, ability and strength to achieve a particular level, while self-monitoring is a process of putting someone under monitoring, control and supervision. Dubrin (1997), explained that the perception of individuals that his or her entering is being monitored or put under a close watch will determine the success of that person as performing a task. However, there are other traits that determine personality development. This study therefore was carried out on family condition and personality development as trajectories for participation in entrepreneurial skills acquisition training programme of Ondo State, Nigeria.

Statement of the Problem

Poverty and unemployment are socio-economic challenges which most nations of world are contending with, especially the developing nations Nigeria, inclusive. This makes Nigerian government at various levels to embark on several economic policies to tackle the challenges. The entrepreneurial skills acquisition training programme of Ondo State Government in Nigeria was implemented for various people (artisans, retirees, civil servants, widows, unemployed youths and adults) to make them to be self-employed for self-reliance, economically.

Several studies have been conducted on the programme, however, much have not been done on family condition and personality development as trajectories for participation in Entrepreneurial skill acquisition programme of Ondo State, Nigeria. Thus, necessitated this study.

Objectives of the Study

The generally, objective of the study was out on condition and personality development as trajectories for participation in Entrepreneurial skills acquisition training programme of Ondo State, Nigeria. Specifically, the study objectives are to:

1. ascertain whether family financial status has influence on clientele's participation in entrepreneurial skills training of Ondo State, Nigeria;
2. determine, whether clientele's consciousness of their abilities to become successful entrepreneurs informed their participation in entrepreneurial skill training of Ondo State, Nigeria;
3. examine, whether peoples' awareness of their self-esteem make them to enroll for Entrepreneurial skills training programme of Ondo State, Nigeria.

Research Questions

Three research questions were formulated to guide the study.

1. does family financial status influence clientele's participation in Entrepreneurial skills training programme of Ondo State?
2. does clientele's consciousness of their abilities to become successful entrepreneurs informed their participation in Entrepreneurial skill training programme of Ondo State, Nigeria?
3. are clientele participating in entrepreneurial skills acquisition training programme of Ondo State, Nigeria because of their awareness of their self-esteem?

Significance of the Study

The study is significant to the stakeholders in entrepreneurial skills acquisition training programme of Ondo State, Nigeria in the following ways:

1. The result of the study will enable Ondo State Government, being the provider of the programme to be aware that the family financial status of the programme clientele can influence their participation in the programme.
2. The findings of the study will also provide justification for the implementation entrepreneurial skills training programme in forms of engendering people with potentials skills into entrepreneurship.
3. The study will add to the extant literature on the area of the study and serve as a source of reference to researchers in future etc.

2. METHODOLOGY

Descriptive survey research design was adopted for the study. The population of the study, comprised the clientele of entrepreneurial skill training programme in Ondo State, Nigeria. The sample size of the study was sixty (60) respondents. The subjects for the study were selected, through a multi-stage sampling technique. Dudo state was splited into three senatorial districts (North, Central and South). Then, from each of the senatorial district a centre that had the highest number of clientele was selected. A simple random sampling technique was used to select twenty (20) respondents from each of the three senatorial district, thus, making the total respondents to be sixty (60). The research instruments that was used to collect data for the study was self-developed research instrument, entitle "Questionnaire on Family Condition and Personality Development as trajectories for Participation in Entrepreneurial Skills Training of Ondo State, Nigeria", using four likert rating scales of Strongly Agree (SA), Agreed (A), Disagreed (D) and Strongly Disagreed (S). The research instrument was validated by an expert in Test and Measurement, while its reliability was determined through test retest method. 0.67 was obtained as a coefficient reliability. Descriptive statistics (frequency counts, simple percentage and means) was used to analysed the research questions.

3. PRESENTATION OF RESULTS AND DISCUSSION OF FINDINGS

Research Question One: Does family financial status has influence on clientele' participation in entrepreneurial skill acquisition training programme of Ondo State, Nigeria?

Table I: Showing frequency counts, simple percentage and mean on does family financial status has influence on clienteles' participation in entrepreneurial skill training programme of Ondo State, Nigeria?

S/N	ITEMS	SD	D	A	SA	Mean	Remarks
1.	I enrolled for the training die to my poor family financial status	4 (7%)	8 (13.3%)	14 (23.3%)	34 (57%)	3.3	Accepted
2.	My participation in the programme is not because of poor financial status of my family	24 (40%)	20 (33.3%)	8 (13.3%)	8 (13.3%)	2.0	Rejected
3.	My interest in the programme is because it will empower me financially	4 (7%)	10 (17%)	12 (20%)	32 (53.3%)	3.1	Accepted
4.	The training can not solve my financial challenge	25 (42%)	15 (25%)	8 (13.3%)	7 (12%)	1.8	Rejected
5.	I see the training as the best way to solve my financial problem	6 (10%)	4 (7%)	10 (17%)	40 (67%)	3.4	Accepted
6.	The training can't solve my financial problem	24 (40%)	20 (33.3%)	9 (15%)	5 (8.3%)	1.8	Rejected
	Total	87 (25%)	77 (22%)	61 (17.3%)	126 (36%)	2.6	Accepted

Table I shows results on can family financial status influence clientele's participation in entrepreneurial skills acquisition training of Ondo State, Nigeria. On item (1), 34 (57%) of the respondents strongly agreed, 14 (23.3%) agreed, 8 (13.3%) disagreed, while, 4 (7%) strongly disagreed. On item (2), 8 (13.3%), strongly agreed, 8 (13.3%) also agreed, 20 (33.3%), disagreed and 24 (40%), strongly disagreed. On item (3), 32 (53.3%) of the respondents strongly agreed, 12 (20%) agreed, 10 (17%) disagreed, while 4 (7%), strongly disagreed. On item (4), 7 (12%), strongly agreed, 8 (13.3%) agreed, 15 (25%) disagreed, while, 25 (42%), strongly disagreed. On item (5), 40 (67%), strongly agreed, 10 (17%) agreed, 4 (7%) disagreed, while 6 (10%) strongly disagreed.

Finally, on item (6) 5 (8.3%) among the respondents strongly agreed, 9 (15%) agreed, 20 (33.3%), disagreed, while 24 (40%), strongly disagreed. Generally, the results indicated that family poor financial status is a factor that make clientele of the programme i.e. entrepreneurial skill acquisition to enroll for it in Ondo State, Nigeria. Hence, the average mean of the total respondents ($\bar{X} = 2.6$) is greater than the mean rating scale of four ($\bar{X} = 2.5$). The result above agrees with the opinion of Eweniyi (2005), that parental socio-economic variables such as; financial status, level determine a person quest for a particular thing. In this case, the poor family financial status of the respondents made them to enroll for the training programme in Ondo State, Nigeria.

Research Question Two: Does clientele's consciousness of their abilities to become successful entrepreneur inform their participation in entrepreneurial skill training programme of Ondo State, Nigeria?

Table II: Showing frequency counts, simple percentage and means on will clientele's consciousness of their abilities to become successful entrepreneurs inform their participation in entrepreneurial skill training programme of Ondo State, Nigeria.

S/N	ITEMS	SD	D	A	SA	Mean	Remarks
1.	My awareness of my skills in entrepreneurship make me to enroll for the family programme.	10 (1.7%)	12 (20%)	11 (18.3%)	29 (48.3%)	3.0	Accepted
2.	My enrolment for the family is without consideration of my entrepreneurship skills	27 (45%)	13 (22%)	12 (20%)	8 (13.3%)	2.0	Rejected
3.	My feeling that I will do better in the training programme make me to enroll for it	31 (52%)	14 (23.3%)	7 (12%)	8 (13.3%)	1.9	Rejected
4.	I enroll for the training programme without having a though about my success in the training programme	6 (10%)	4 (7%)	20 (33.3%)	30 (50%)	3.2	Accepted
5.	My enrolment for the training programme is due to the previous expensive that I have on the training programme	10 (1.7%)	6 (10%)	12 (20%)	32 (53.3%)	3.1	Accepted
6.	My enrolment for the training programme has no link with my previous experience on entrepreneurship	26 (43.3%)	16 (26.6%)	11 (18.3%)	7 (12%)	2.0	Rejected
	Total	110 (30.3%)	65 (18%)	73 (20.1%)	114 (31.4%)	2.5	Accepted

Table 2 reveals the results on will the clientele's consciousness of their abilities to become successful entrepreneur inform their participation in entrepreneurial skills acquisition training of Ondo State, Nigeria. On item (1), 29 (48.3%) among the respondents strongly agreed, 11 (18.3%), agreed, 12 (20%), disagreed, while 10 (1.7%) strongly agreed.

On item (2), 8 (13.3%), strongly agreed, 12 (20%) agreed, 13 (22%) disagreed, while 27 (45%) strongly disagreed. On item (3), 8 (13.3%) among the respondents reported strongly agreed, 7 (12%), agreed, 14 (23.3%) disagreed, while 31

(52%) strongly disagreed. On item (4), 30 (50%) strongly agreed, 20 (33.3%) agreed, 4 (7%) disagreed, while 6 (10%) strongly disagreed.

On item (5), 32 (53.3%) strongly agreed, 12 (20%) agreed, 6 (10%) disagreed, while 10 (1.7%) strongly disagreed. Finally, on item (6), 7 (12%) strongly agreed, 11 (18.5%) agreed, 16 (26.6%) disagreed, while 26 (43.3%) strongly disagreed.

Based on the results, the consciousness of the clientele's about their abilities to become successful entrepreneurs made them to enroll for the entrepreneurial skill training of Ondo State, Nigeria. Hence, the average mean of the total respondents ($\bar{X} = 2.5$) is not below the mean rating scale of four ($\bar{X} = 2.5$). The result is in agreement with Dubrin (1997), opinion that people's perception of their ability to carry out a particular task could make someone to take up such task. Also, Nelson and Quick (1997), opinion on internal locus of control, which states that individual's belief to achieve low success, luck etc could a person towards taken up a particular task. Thus, provide explanation on why the clientele of entrepreneurial skills programme enrolled for it in Ondo State, Nigeria.

Research Question Three: Are clientele's participating in entrepreneurial skills acquisitions training of Ondo State Nigeria because of awareness of their self-esteem?

Table 3: Showing frequency counts, simple percentage and mean on are the clientele participating in entrepreneurial skill acquisition training of Ondo State Nigeria because of awareness of their self-esteem in the training.

S/N	ITEMS	SD	D	A	SA	Mean	Remarks
1.	My enrolment for the training programme is due to my confidence to excel in the training	8 (13.3%)	4 (7%)	12 (20%)	36 (60%)	3.2	Accepted
2.	My enrolment in the training has no bearing with my confidence to excel in the training programme	26 (43.3%)	18 (30%)	10 (17%)	6 (10%)	1.9	Rejected
3.	The teaching of my capability to perform in the training programme made me to enroll for it	4 (7%)	6 (10%)	20 (33.3%)	30 (50%)	3.2	Accepted
4.	I enrolled for the training programme without any teaching of a good performance in the training programme	21 (35%)	20 (33.3%)	11 (18.5%)	8 (13.3%)	2.1	Rejected
	Total	59 (24.5%)	48 (20%)	53 (22.0%)	80 (33.3%)	2.6	Accepted

Table III above presents results on are clientele participating in entrepreneurial skills acquisition training of Ondo State, Nigeria because of awareness of their self-esteem. On item (1), 36 (60%) among the respondents responded strongly agreed, 12 (20%) agreed, 4 (7%) agreed, while 8 (13.3%), strongly disagreed. On item (2), 6 (10%) strongly agreed, 10 (17%) agreed, 18 (30%) disagreed while 26 (43.3%) strongly disagreed. On item (3), 30 (50%) strongly agreed, 20 (33.3%) agreed, 6 (10%), disagreed, while 4 (7%), strongly disagreed. Finally, on item (4), 8 (13.3%) strongly agreed, 11 (18.3%), agreed, 20 (33.3%) disagreed, while 21 (35%), strongly disagreed

The results therefore revealed that the participation of clientele for the programme is due to their awareness of their self-esteem on the training. Hence, the average mean of the total respondents ($\bar{X} = 2.6$) is greater than the mean rating scale of four ($\bar{X} = 2.5$). The result is in conscious with Bandura (1977), opinion that a person's perception of his or her skills, ability and strength to achieve a particular task could serve as a motivational factor to venture into such activity. Thus, provides a clear explanation on why the clientele of entrepreneurial skill training programme clientele have shown interests and enroll for the training programme.

4. CONCLUSION

Based on the results of the study conclusions were made that poor family financial status of the clientele, the consciousness of their self-esteem as successful entrepreneur, coupled with their awareness of their abilities informed their participation in the training programme in Ondo State, Nigeria.

5. RECOMMENDATIONS

The following recommendations were therefore made based on the conclusion of the study:

1. Ondo State Government being a major provider of the entrepreneurial skill training programme in the state should enlighten public on the benefits of their training programme to tackle financial challenges of individuals.
2. Public should also be encouraged to enroll for the training programme so as to build the inherent abilities of individuals to become successful entrepreneur, by Ondo State Government.
3. People should be made to be aware that the training programme is an avenue for individuals to achieve their self-esteem for entrepreneurial activities.

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