

Influence of Small-Scale Business Skills on Employment Generation in Bayelsa State

Paul B. IGBONGIDI, PhD

*Department of Vocational and Technology Education,
Niger Delta University, Wilberforce Island, Bayelsa State, Nigeria*

Abstract: The study assessed the influence and prospects of small-scale business skills on employment generation in Bayelsa State. Two research questions were formulated and the study adopted a descriptive research design for the study. Using 1,200 small-scale businesses as the population while a sample size of 120 registered operators of Small-scale businesses in Yenagoa Local Government Area was randomly selected, the instrument used for the study was a questionnaire which was validated by three lecturers in the Department of Vocational Teacher Education, University of Nigeria, Nsukka. Reliability of the instrument was carried out on 20 small-scale business owners in Amassoma that were not part of the population and the method of data analysis used was Mean and Standard Deviation. The study showed that accounting skills and managerial skills can be used by owners of Small-scale businesses to enhance their employability. In Conclusion, it was observed that accounting and managerial skills can make owners of small-scale businesses become well informed in keeping fundamental accounting records and management planning for effective profitability of their business ventures. It was recommended that Strong awareness campaign, Workshops and seminars would help owners of Small-scale businesses to acquire skills in Small-scale and business education.

Keywords: Small-scale Business, Skills, Employment generation,

I. INTRODUCTION

Graduates with competent and marketable talents who would have revolutionised economies are no longer easily able to acquire jobs that will allow them to support themselves and make a positive contribution to the local community. In other situations where graduates are capable of starting their firms, the problem of competitive trade affects those enterprises, which makes it difficult for those businesses to survive. In this regard, the Nigerian government developed strategies to help graduates become self-sufficient and reliant in a country with rising unemployment (Brenard, 2008).

According to Richards (2016), a small-scale enterprise is a company that has fewer employees and lower sales. These businesses are typically privately held and run as partnerships, corporations, or sole proprietorships. By industry and nation, small businesses are defined differently by the law. According to the U.S. Small Business Administration, small businesses typically employ less than 500 people in non-manufacturing industries for 12 months. Any person who is on a company's payroll is regarded as an employee. However, according to Australia's Fair Work Act, small small-scale is defined as having less than 15 employees on its payroll. According to the Small Business Act of Europe, small businesses are defined as

those with less than 250 employees. Small businesses in Asia often employ 10 or fewer people, while small businesses in Africa typically employ 50 or fewer people (Richards, 2016).

Financial indicators including net earnings, balance sheet totals, asset values, and annual sales are required to define a small business. A tiny, non-manufacturing business in the United States, for instance, is not allowed to make more than \$7 million each year. Financial conditions differ per industry because those with higher operating expenses may also have higher annual receipts. Small-scale enterprises are often companies that do not control their respective industry (Richards, 2014).

According to Fissaeha (1991) in Agwu and Emeti (2014), small businesses in developing countries employ 22% of the adult population. Fabayo (1989) noted that small businesses are a significant source of employment opportunities for a wide cross-section of the workforce, including the young, old, part-time workers, and the cyclically unemployed. According to Kombo et al. (2011), small businesses, which make up 12–14% of Kenya's GDP, have made a significant contribution to the country's economic expansion by fostering entrepreneurship, generating income, and serving as a means of subsistence for the vast majority of the nation's low-income households. Therefore, encouraging such businesses in developing nations like Nigeria, and more especially Bayelsa State, will result in a huge distribution of income and wealth, economic independence, the growth of entrepreneurs, and several other favourable economic uplift elements.

According to Igbo (1995), who was cited by Akpotohwo and Amahi (2006), some of the accounting and financial abilities needed by business owners in related fields to run a successful business include: Ability to interpret financial statements, Ability to learn the ability of creating financial statements, Understanding of payroll and other deductions, Knowledge of accounts, Knowledge of costing, knowledge of gross and net profit, the capacity to identify funding sources, knowledge on how to get loans, understanding of taxes, fees, and restrictions imposed by the federal, state, and municipal governments Knowledge of the considerations considered by financial institutions when deciding whether to provide a loan, as well as the capacity to process accounts payable and receivable, proficiency in creating ledgers and obtaining the trial balance, having the capacity to create daily cash reports, creating bank reconciliation statements, ability to keep track of sales and purchases, maintaining debtors' ledgers, the capacity to

generate balance sheet, profit and loss accounts, and final accounts. Ability to construct a simple budget, avoid unforeseen expenses, and calculate depreciation. The language of business is accounting. It updates the owners, managers, and other interested parties on the state of the company. Accounting gives information to many different interest groups and, in the end, reveals how a business has been run throughout time whether successfully or unsuccessfully. It also offers details about the company's financial situation.

It cannot be overstated how important management skills are to running a successful business because they are integral to maximising profits. Osuala (2000) describes management as the process of attaining an organization's goal through the coordinated performance of five distinct functions: planning, organising, staffing, leading, and regulating. This is due to the significance of this job. Several talents are listed by Anyakoha (1995; in Onnoh-Onajite, 2012) as being necessary for entrepreneurs to accomplish their jobs. Among them are, among others: being able to spot market opportunities. Examples include the ability to set appropriate business goals, plan effectively for goal attainment, organise resources (both human and material) for goal attainment, implement plans (goal attainment), and evaluate all activities/operations in the process of goal attainment. Other examples include the ability to establish and maintain appropriate open channels for communication, relate properly, and make appropriate use of feedback.

Small-scale businesses have endured ongoing struggles to survive over the years. The majority of small firms lack the necessary expertise to maintain their operations. The majority of small firms struggle with a variety of issues, including the need for accounting expertise, managerial prowess, marketing expertise, effective money management, access to raw materials, and rising administrative costs. Given this, the researchers want to determine the impact and potential of small-business skills on creating jobs in Bayelsa State. Given this context, it is important to talk about the impact and potential of small-scale business skills on job creation in Bayelsa State.

II. STATEMENT OF THE PROBLEM

The following are some of the most significant ones: insufficient funding, unstable power supplies, infrastructure deficiencies, lack of focus, insufficient market research, excessive concentration on one or two finished product markets, lack of succession planning, inexperience, improper bookkeeping, insufficient records, or no records at all; inability to keep separate business and personal finances; lack of business strategy; inability to differentiate between revenue and profit; and inadequacy of business infrastructure. Basic accounting knowledge is essential for sustained business, according to Osuala (2009). As a result, the lack of these key accounting abilities among SMEs creates an issue, making it more likely that the company won't survive and that it will collapse within a short period. Therefore, every small and

medium-sized business in Bayelsa State should work to learn and hold these core abilities to tackle these ancillary issues.

Purpose of the Study

The main purpose of this study was to examine the influence and prospects of Small-scale business skills on employment generation in Bayelsa State. Specifically, the study tends to examine the;

1. Influence of accounting skills on the employability of residents of Bayelsa State.
2. Influence of managerial skills on employment generation of residents of Bayelsa State.

Research Questions

1. What is the influence of accounting skills as a small-scale business skill on the employability of residents of Bayelsa State?
2. What is the influence of managerial skill on the employment generation of residents of Bayelsa State?

III. METHODS

The study used a descriptive survey approach, in which the researcher gathers information from a sizable sample taken from a certain community and defines specific characteristics of the sample as they are. One and twenty (120) small-scale enterprises made up the study's sample, which included one thousand and two hundred (1,200) registered small-business owners in the Yenagoa Local Government Area. The small-scale business skill (SSBS) questionnaire was used as the data collection tool. Two components, A and B, made up the questionnaire. Section B had items to elicit responses on the respondents' opinions on the research focus using a four-point scale of Strongly Agree (SA), Agree (A), Disagree (D), and Strongly Disagree. Section A was on the bio-data of respondents (SD). By giving the initial draught of the instrument to three lecturers in the Department of Vocational Teacher Education at the University of Nigeria, Nsukka for validation, the researchers were able to establish the face validity of the tool. The validators' feedback was effectively used to improve the instrument. Twenty small-business owners in Amassoma town who were not among the area's original settlers tested the instrument's accuracy. The outcome of applying Pearson Product Moment Correlation Coefficient Analysis to the received score was 0.86. This value was thought to be indubitably trustworthy. Three research assistants assisted the researchers in distributing 120 copies of the instrument to the respondents. The 120 copies that were distributed were likewise returned, for a 100% rate. To address the two research questions, the study's data was examined using Mean Statistics and Standard Deviation. Agreement with the item was indicated by a Mean value of 2.50 or higher, while disagreement with the item was indicated by a Mean value of 2.50 or below.

IV. RESULTS

Research Question 1

The results of the data analysis of the study are as presented below:

What is the influence of accounting skills on the employability of residents of Bayelsa State?

Table 1: Mean and Standard Deviation scores on accounting skills as a small-scale business skill influence the employability of residents of Bayelsa State

S/N	Accounting skill on employability of Bayelsans	Mean	Standard deviation	Remark
1	It promotes the acquisition of comprehensive knowledge of the business	3.83	0.43	Agree
2	It enables owners of Small-Scale businesses to keep proper and accurate records	3.42	0.84	Agree
3	It enhances understanding of the concepts of assets & liabilities & proprietorship so that the fluctuation in the business cycles may be correctly interpreted	3.74	0.49	Agree
4	It provides the basis for investment to owners of Small-Scale business	3.08	0.39	Agree
5	It promotes the preparation of feasibility reports	3.94	0.59	Agree
6	Ability to demonstrate simple budgeting	3.48	0.69	Agree
7	Ability to keep daily cash payment receipts	3.02	0.48	Agree
8	Ability to keep all cash sales records	3.67	0.60	Agree
9	Ability to keep credit purchase records	3.95	0.52	Agree
10	Skill in keeping records of invoice	3.95	0.52	Agree
11	Ability to keep accurate accounting records	3.09	0.70	Agree
12	Skill to keep simple, easy-to-understand records	3.69	0.89	Agree
13	Ability to keep up-to-date credit sales records	3.05	0.86	Agree
14	Ability to handle double entry book-keeping	3.80	0.43	Agree
15	Skill in preparing product waybills	3.38	0.60	Agree
16	Skill in financial management	3.70	0.92	Agree
17	Ability to use basic accounting software	3.82	0.72	Agree
18	Ability to synthesize data	3.19	0.66	Agree
19	It promotes the acquisition of comprehensive knowledge of the business	3.41	0.50	Agree
20	It enables owners of SMEs to identify areas of inefficiency and wastes of resources	3.38	0.59	Agree
21	It enhances understanding of the concepts of assets & liabilities & proprietorship so that the fluctuation in the business cycles may be correctly interpreted	3.64	0.67	Agree
22	It boosts business activities	3.67	0.59	Agree
23	It promotes the preparation of feasibility reports	3.13	0.59	Agree
24	It provides the basis for investment to owners of public and private business	3.23	0.76	Agree
25	It promotes the acquisition of comprehensive knowledge of the business	3.70	0.48	Agree
26	It enables business owners to keep proper and accurate records	3.16	0.76	Agree
	Total Mean	3.50	0.62	Agree

Cut off Mean = 2.50

Source: Field Survey 2021

The result of the analysis in table 1 indicates that respondents Mean scores of 3.83, 3.42, 3.74, 3.08, 3.94, 3.48, 3.02, 3.67, 3.95, 3.95, 3.09, 3.69, 3.05, 3.80, 3.38, 3.70, 3.82, 3.19, 3.41, 3.38, 3.64, 3.67, 3.13, 3.23, 3.70 and 3.16 are greater than the cut off Mean score of 2.50. On the whole, the total Mean score of 3.50 is greater than the cut-off Mean score of 2.50. This implies that accounting skill as a small-scale business

skill influences the employability of residents of Bayelsa State.

Research Question 2

What is the influence of managerial skill on the employment generation of residents of Bayelsa State?

Table 2: Mean and Standard Deviation scores on the prospect of employment generation of residents of Bayelsa State.

S/N	Managerial skill in the prospect of employment generation by Bayelsa residents	Mean	SD	Remark
27	Ability to focus on a task to be accomplished	3.82	0.48	Agree
28	Ability to prioritize your activities	3.46	0.54	Agree
29	Ability to determine ways of keeping track of follow up	3.09	0.75	Agree
30	Ability to create a personal road map not to clash with business time	3.06	1.16	Agree
31	Ability to utilize the resources of the business	1.77	0.74	Disagree
32	Ability to increase your productive time	3.32	0.25	Agree
33	Ability to prioritize tasks as regards productivity	3.48	0.86	Agree
34	Efficient utilization of available recourses	2.96	0.84	Agree
35	Ability to plan the business strategically toward growth	2.42	0.99	Agree
36	Ability to control using the skills acquired from management training	3.75	0.71	Agree
37	Ability to boss everyone on their task to productivity	1.85	0.88	Disagree
38	Ability to direct staff members toward efficient and effective production on task	3.42	0.69	Agree
39	Ability to become result oriented on tasks	3.05	0.64	Agree
	Total Mean	3.03	0.73	Agree

Cut off Mean = 2.50

Source: Field Survey 2021

The result of the analysis in table 2 indicates that all the items Mean scores of 3.82, 3.46, 3.09, 3.06, 3.32, 3.48, 2.96, 3.73, 3.42, and 3.05 are greater than the cut-off Mean score of 2.50. However, items with Mean scores of 1.77, 2.42 and 1.85 are less than the cut-off Mean score of 2.50. Overall, the total Mean score of 3.03 is greater than the cut-off Mean score of 2.50. While, the items with Mean scores of 1.77, 2.42, and 1.85 are lesser than the cut-off Mean score of 2.50. This implies that managerial skill as a small-scale business skill influences the employment generation of a resident of Bayelsa State.

V. DISCUSSION OF FINDINGS

In response to research question one, "What is the influence of accounting skills on the employability of residents of Bayelsa State," it was discovered that accounting skills support the development of in-depth business knowledge, improve comprehension of the concept of assets, liabilities, and accurate records, and also serve as the foundation for investment for owners of small businesses and support the creation of feasibility reports. Additionally, these accounting abilities allow small business owners to maintain precise and accurate records.

Other abilities identified by the study include the ability to synthesise data, maintain accurate accounting records, demonstrate simple budgeting, prepare product waybills, handle double-entry bookkeeping, and create valid receipt records and credit purchase records. The level of agreement among small business owners demonstrated the necessity of core accounting abilities for operational effectiveness and profit maximisation in self-employment endeavours. The results concur with Chibunna (2012), who argued that

accounting skills acquired by business education students in small and medium-sized firms improve their business acumen and provide them with a thorough understanding of the business. According to Onoh (2006), self-employed people could not advance without these talents. He underlined that having these talents will help grow and stabilise their enterprises and prevent early failure.

The data gathered for research question two further demonstrated that managerial skills can concentrate on a task to be accomplished; the capacity to prioritise your business-related activities. This supported Chuta (2012) and Nnodim (2012), who believed that the main causes of Small-Scale Business underperformance in the areas of sales growth and profit were a lack of managerial skills in the areas of goal-setting, resource allocation, managing conflict, communication, measuring performance, taking action, and self-control.

VI. CONCLUSION

The impact and potential of small-business skills on job creation in Bayelsa State were explored in the article. To create small-scale businesses, it was found that managerial and accounting abilities can contribute to the creation of jobs, as well as opportunities for business and self-reliance for small firms. This means that accounting and management abilities can aid small business owners in becoming knowledgeable about maintaining basic accounting records and management planning for the successful profitability of their companies.

VII. RECOMMENDATIONS

The following recommendations were made for the study:

1. The competent government agencies should launch a vigorous awareness campaign to educate proprietors of small enterprises on the importance of learning accounting and managerial skills.
2. Small- and medium business owners should make an effort to learn accounting abilities that will improve the calibre of their goods and services.

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