

Impact of Entrepreneurial Training on Job Creation in Small Hospitality Industry in Gwagwalada Area Council of FCT-Abuja

By

¹Omoluabi, E. T.

Department of Business Administration, Faculty of Art, Management and Social Sciences,
Federal University, Gashua, Yobe State, Nigeria.

Email- ehishighman@gmail.com or ehishighmano@yahoo.com

²Akintunde, O. A.

Department of Business Administration, Faculty of Management Sciences, University of Lagos,
Nigeria

³Isiaka, S. B.

Department of Business Administration, Faculty of Management Sciences, University of Ilorin,
Ilorin Nigeria

Email- sibyaka@yahoo.com, or babaita@unilorin.edu.com

ABSTRACT

Job creation through entrepreneur education is one of the cardinal means of solving the numerous problems facing Nigeria. With the increasing development in entrepreneurial management training, many organizations have benefited by adopting modern orientations and innovation styles in management training and its applications. The study investigated the impact of entrepreneurial training on job creation in small hospitality industry in Gwagwalada Area Council of FCT-Abuja. A sample of 400 respondents involved in the study from five hotels. They were selected by using simple random sampling technique. A questionnaire was designed, developed and validated through expert judgement and reliability coefficient of 0.73 was obtained. It was used to gather relevant data on the impact of entrepreneurial training on job creation in small hospitality industry. The null hypotheses were tested using t-test statistical analyses at 0.05 level of significance, and it was discovered that there is no significant difference between male and female respondents 'on impact of entrepreneurial training on job creation in small hospitality industry in Gwagwalada Area Council of FCT-Abuja. Based on these findings, some recommendations were made which include: entrepreneurial trainings by qualified and experienced consultants should be encouraged towards job creation in small hospitality industry and government should provide credit facilities at affordable interest rates so as to encourage more participants on job creation through entrepreneurial trainings.

Keywords: Entrepreneurship, Hospitality Industry, Non-Governmental Organizations

1.0 Introduction

The insurgence challenges in the Northern part of Nigeria has made the federal capital territory (FCT) congested. As such, the available jobs are no longer enough for the job seekers in the FCT. This situation had led so many youth into stealing, fighting, prostitution to mention but is few. According to Liedholm and Mead (1998), the business sector has enough opportunity for people to explore and better their life through entrepreneurial activity. This has contribute significantly to a desirable expansion of output over time, the business sector has potential for enhancing job creation through establishment of industries and initiation of commercial enterprises As a result; governments have increased their interest in this sector with an aim of improving it. Nigerian government has developed strategies and promotes entrepreneurship programs aimed at improving economy by promoting small-scale enterprises. Meanwhile, job creation is the process of providing new jobs especially for people who are unemployed. Job creation is a central part of the policy of almost all African countries. The problems are particularly acute in Nigeria where over the period of the early 2000 there was a substantial decline in the number of private wage jobs. Job creation through entrepreneur education is one of the cardinal

means of solving the numerous problems facing Nigeria. When ample job opportunities are created, it will invariably help in taking the youths away from criminality, prostitution, drug use and drug abuse, violence, crime and civil unrest among others.

1.1 Statement of the problem

Entrepreneurship training is one of the most complicated issues of the small enterprise growth. It has been observed that in spite of the increasing participation of Non-Governmental Organizations (NGOs) and other small enterprise training agencies in the Nigerian informal sector, their training programs have had little or no impact on the attitude and acquisition of entrepreneurial skills to target beneficiaries. Reasons for this have not been well explored neither do we have empirical evidence to explain them. It is with this in mind that this study intends to find out the extent to which small hospitality industry are translating entrepreneurship training into job creation. It is expected that entrepreneurship training offered to small scale entrepreneurs significantly influence their behaviour and action in the process of job creation in the Federal Capital Territory, Abuja. Over the past decades the practice of Entrepreneurial management has expanded tremendously due to economic, social, technological factors and trends. This study is therefore designed through a statistical analysis to investigate the impact of entrepreneurial training on job creation in small hospitality industry in the Gwagwalada Area Council of FCT-Abuja.

1.2 Research Questions

In the course of this study, the following research questions was used to guide the study, these are:

- i. What are the major job opportunities in hospitality industry in Gwagwalada Area Council of FCT-Abuja?
- ii. What are the challenges facing entrepreneurial training on job creation in small hospitality industry in Gwagwalada Area Council of FCT-Abuja?

1.3 Objective of the study

The general objective of the study is to establish the impact of entrepreneurial Training on job creation in small hospitality industry in the Gwagwalada Area Council of FCT-Abuja. The specific objectives are:

- i. To identify the job opportunities in hospitality industry in Gwagwalada Area Council of FCT-Abuja.
- ii. To determine the challenges facing entrepreneurial training on job creation in small hospitality industry in Gwagwalada Area Council of FCT-Abuja.

1.4 Research Hypotheses

For the purpose of this study, the following hypotheses were postulated as follow:

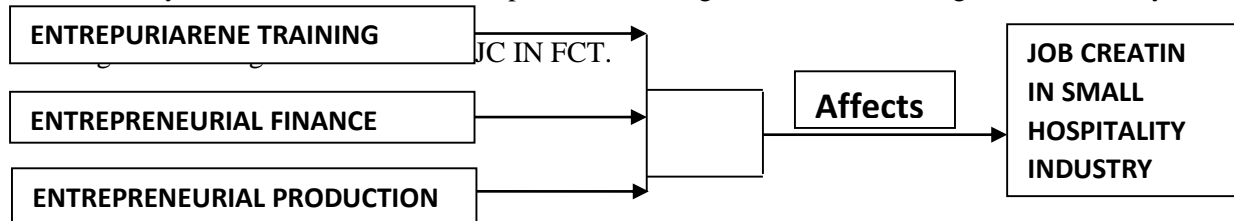
- H₀₁: There is no significant difference between male and female respondents' impact of entrepreneurial training on job creation in small hospitality industry in Gwagwalada Area Council of FCT-Abuja.

2.0 Conceptual Framework and Literature Review

The term entrepreneurship has been used in a business context for well over two centuries. The meaning has however changed considerably over the years Morris *et al*, (1996), Definitions are vary based on the idea that the entrepreneur performs one economic function or the other depending on the school of thought. According to Gibb (1993), entrepreneurship is the process of seeking investment opportunities without regard to the resources at ones disposal. Ige (2007), sees entrepreneurship as a pre disposition towards the establishment and operation of business venture by any individual either alone or along with others including government for the sake of making profit or social surplus in order to accumulate wealth. Given the extent of literature and various definitions, this paper adopts the definition of entrepreneurship as the ability and willingness of an individual to identify business opportunities and gather all the necessary resources to pursue them with a view to providing benefits for one and for others.

Management has its origin back in (1959) when Peter F. Druckes created the term "the knowledge workers". In his belief, a knowledge worker is one who works primarily with information or one who develops and uses knowledge in the work place. A knowledge worker helps to develop business intelligence and increases the significance of intellectual capital. According to Drucker (1993), these knowledge workers created an atmosphere in which any company can gain insight into customer preferences which is Entrepreneurial thinking.

Gronen (2002) proposed a knowledge management system that might assist to gather information from customers and captured this information (tacit knowledge). This knowledge is then stored in knowledge management system which is called “the knowledge café. He stated that knowledge management is identified as a key success factor in most industries. Scott & Laws (2006) stated that knowledge sharing is a means by which new ideas and competitive advantage is created or brought into new ways of



Dependent Variable

Source: Author's Research idea (2016).

2.1 Theoretical Framework

The evolution in scholarly views of entrepreneurship is reflected in the categories of behavioural Occupational and synthesis definitions. Schumpeter (1950: 196) famously defined the entrepreneur as the coordinator of production and Agent of change (creative destruction). As such the Schumpeterian entrepreneur is an innovator. Scholars who share this view of entrepreneurship do not consider entrepreneurship to be very important in earlier stages of economic development they see the contribution of Entrepreneurship to be much more important at later stages of development, where economic growth is driven by knowledge and competition. At earlier stages of development, entrepreneurship may play a less pronounced role because growth is largely driven by factor accumulation Acs & Naude (2013). Other behavioural definitions allow for a more substantial role for entrepreneurship in developing countries. Kirzner (1973), views the entrepreneur as someone who facilitates adjustment to change by spotting opportunities for profitable arbitrage (and disequilibrium situations in the market). This view has resonated among scholars who emphasize the opportunity-grabbing-for-profit nature of entrepreneurship (Shane & Ventakaram (2000) particularly in developing countries where market disequilibrium may be common. behavioural definitions also stress the risk-taking dimension of entrepreneurship.

2.2 The Management Skills School of Thought

Entrepreneurship draws heavily from management theories. The management School Perspective focuses on managerial skills which enable a person to exploits economic opportunities in the environment and obtain economic gain. This school deals with technical aspect of management and believes that entrepreneurship can be developed and trained. Entrepreneurship educators and professionals have evolved beyond the myth that entrepreneurs are born, not made. According to Gorman, Hanlon, and King (1997:63) most empirical studies surveyed indicated that entrepreneurship can be taught or at least encouraged by entrepreneurship educators. Therefore, entrepreneurship educators have been challenged with the task of designing effective learning opportunities for potential entrepreneurs.

From the above perspectives it is clear that the theoretical approach to the development of entrepreneurship researchers suggest that its emergence and importance relate to two transitions. First, there are those who think that entrepreneurs are born Secondly there are those who think that entrepreneurs are made and not born.

2.3 Importance of Entrepreneurship Education and Training

According to the United Nations Educational Scientific and Cultural Organization (UNESCO) (2005), the aims of various governments to combat poverty through the establishment and creation of poverty reduction programmes failed because graduates of the education system lack practical skills. However, many stakeholders and political leaders believe that fostering a robust entrepreneurial culture and education through entrepreneur training will maximize individual and collective economic and social success on local, national and global scales.

Akpomi (2009), stated that entrepreneurial skills and attitudes provide benefits to the society even beyond their application to business activity. She further stated that “personal qualities that are relevant to entrepreneurship such as creativity and a spirit of initiative can be useful to everyone in their responsibilities and in their daily existence Emeruwa (2005), opined that by teaching entrepreneurship education, we are using the framework of education to initiate specialized learning activities that will create a class of graduates with the right experiences and insights to discover and create entrepreneurial opportunities and also gain the expertise to successfully start and manage their own businesses to take advantage of existing opportunities.

2.4 Empirical Studies

A number of studies have been carried out on entrepreneurship for job creation in Nigeria and beyond. According to Robson *et al.* (2009), adopted a multi-level theoretical framework to examine data from 496 entrepreneurs in Ghana. They accumulate seven types of innovation activity against three categories of variables: these are the characteristics of the entrepreneur, the internal competencies of the firm, and firm location. They found that the level of innovation was related to the educational level of the entrepreneur. Moreover, the firm size and involvement were positively related to innovation. They also found that entrepreneurs have introduced innovations in a range of products, services, production processes, work practices and marketing which have brought benefits to their firm.

Cheng, *et al.* (2009), evaluated effectiveness and limitations of the development of entrepreneurship education in Malaysia. They collected primary data to reveal students' perceptions of the effectiveness of the entrepreneurship teaching and their knowledge about entrepreneurship. They found that entrepreneurship education in Malaysia is not matching students' skill expectations with skill acquisition. They also found that the level of understanding on what is entrepreneurship is still low among the selected respondents.

Nichter & Goldmark (2009) conducted a comprehensive survey from the secondary research for factors affecting the growth of micro & small enterprises in perspective of developing countries. From the survey, they found four types of factors associated with small firm growth; these include individual entrepreneur characteristics, firm characteristics, relational factors such as social networks or value chains and contextual factors such as the business environment. Mensah & Benedict (2010) conducted desk research and quantitative analysis from the poorest regions of South Africa to find out the impact of government initiative for alleviating poverty through entrepreneurship development. They found out that the training in entrepreneurship and provision of other facilities could give poor owners of micro and small enterprises opportunities to grow their businesses and get themselves and others out of poverty.

3.0 Methodology

According to Behling (1984: 44), the greater the detail and care taken in the preparation of the methodology of a research, the more efficient and easy the accomplishment of the work. Furthermore, methodology is the authority based on research work. It is straight, clear, and vivid in which case anyone follows it will not fail to reach his desired destination.

3.1 Research Design

The research design used for this study is a descriptive survey. This was adopted to enable the researcher to collect relevant data from the respondents with respect to the impact of entrepreneurial training on job creation in the small hospitality industry. Kumar (2005), states that a questionnaire is a “written list of questions, the answers to which are recorded by respondents. Among the advantages of questionnaire in research are: respondents can complete the questionnaire at a time and place that suits them and data analysis of closed questions is relatively simple, and questions can be coded quickly.

3.2 Population for the Study

The target population consisted of all personnel in the small hospitality industries in Gwagwalada Area Council of Federal Capital Territory (FCT)-Abuja.

3.4 Sample Size Determination

The sample size used for this study was determined by first of all the population size and the population estimation was taken to be 252,520 (Source: Nigeria Population Commission 2006 Census, Web), meaning that the number of people living in Gwagwalada Area Council FCT as at 2006 Population

Census figure. The figure above was computed by using the formula for the determination of sample size from a heterogeneous population and the formula is stated as follows:

$$n = \frac{N}{1 + Ne^2}$$

Where

- n = Sample Size
N = Population Size
E = the error margin which can be normally (5%)
1 = Constant
e = Precision or error limit

Source: Yamane (1967:258)

Based on this, the sample size is calculated as follows:

$$\begin{aligned} n &= \frac{252,520}{1 + 252,520(0.05)^2} \\ &= \frac{252,520}{1 + 631.3} = \frac{252,520}{632.3} \\ &= 399.37 \cong 400 \end{aligned}$$

In all the small hospitality industries, using simple random sampling technique, five (5) hotels were selected for the study on the basis of eighty (80) respondents from each hotel. Therefore, a total of four hundred (400) respondents constituted the sample. This is made up male and female respondents from rural and urban settlements of Gwagwalada Area Council of Federal Capital Territory (FCT)-Abuja.

3.5 Instrument for Data Collection

The instrument for data collection was a questionnaire designed by the researcher and titled “Impact of Entrepreneurial Training on Job Creation in Small Hospitality Industry”. The questionnaire was designed to investigate the impact of entrepreneurial training on job creation in Gwagwalada Area Council of Federal Capital Territory (FCT)-Abuja. The instrument consisted five (5) sections. Section A was designed to obtain personal information about the respondent; Section B examined the job opportunities in hospitality industry; Section C investigated the challenges facing entrepreneurial training on job creation in small hospitality industry; Section D investigated the practical solutions to challenges facing entrepreneurial training on job creation in small hospitality industry and Section E investigated the impact of entrepreneurial training on job creation in small hospitality industry. The respondents were required to provide responses on a 4-point Likert-type scale to their level of agreement with the statement given as “Strongly Agree”, “Agree”, “Disagree” and “Strongly Disagree”.

3.6 Validation of Instrument

The instrument was validated through expert judgement to establish both face and content validity. The instrument was presented to the expert for observation and modification. After taking the concerns of the expert, the contents of the questionnaire were modified as instructed; and it was returned to the expert for corrections until the final copy of the questionnaire was produced for administration. In addition, a re-test was used to obtain the reliability coefficient at two (2) weeks interval and it was found to be 0.73. This was considered reliable hence suitable for use in this research.

3.7 Data Collection

The instrument was shared to the respondents by the researcher and five other research assistants under the close supervision of the researcher. Four hundred (400) questionnaire forms were administered, three hundred and seventy-three (373) [93.25%] form was retrieved and used for the study. Others forms were not returned or not properly filled. Out of this percentage, one hundred and sixty-eight (168) were female respondents and two hundred and five (205) were male respondents. In addition, one hundred and forty-six (146) rural respondents and two hundred and twenty-seven (227) urban respondents were included in the analysis. The data collected were scored on the basis of a 4-point Likert-type scale of 4, 3, 2 and 1 as indicated by their level of agreement as contained in the retrieved questionnaire. Furthermore, an arbitrary “level” of impact of entrepreneurial training on job creation in small hospitality industry in Gwagwalada Area Council of FCT-Abuja was identified as “Agree” and “Disagreed” based on the following equation:

Scale highest value – Scale lowest value

$$\frac{\text{Number of level}}{4 - 1} = \frac{3}{2} = 1.5$$

Marwan (2000) and Ogu (2016) used a similar equation to group the results of their findings. This equation was used to organise and summarise data to provide a simple indication of the level of the means associated with each response. Using these intervals of 1.5, a mean above 1.5 was used to represent “Agreed” and any mean below 1.5 was used to represent “Disagreed”.

4.0 Data Analysis

The data collected were analyzed by using mean and standard deviations to analyze data on the research questions while t-test statistical analysis was used to test the three null hypotheses postulated for the study at 0.05 level of significance. These analyses were performed with the aid of Statistical Package of Social Science (SPSS) 21 Version for windows.

4.1 Answering Research Questions

The results of data analysis on research questions are presented as follow:

Research 1: *What are the major job opportunities in hospitality industry in Gwagwalada Area Council of FCT-Abuja?*

Table 1: Mean and standard deviation analysis of the job opportunities in hospitality industry

s/n	Items	\bar{X}	SD	Remark
a.	Kitchen manager	3.35	0.73	Agreed
c.	Receptionist	2.78	1.32	Agreed
e.	Operation manager	3.14	0.92	Agreed
g.	Porter	2.94	0.53	Agreed
i.	Events manager	2.85	0.81	Agreed
k.	Reservation manager	2.87	0.91	Agreed
m.	Bar manager	3.25	0.67	Agreed
o.	Accountant	1.28	0.51	Disagreed
q.	Chef manager	2.94	0.92	Agreed
s.	IT manager	1.14	0.59	Disagreed

Table 1 shows mean and standard deviation analysis of the job opportunities in hospitality industry; two (2) items (h and j) scored means below 1.50 which represent “Disagreed”. These items are: receptionist and porter and are classified as non-major job opportunities. The table also shows that eight (8) of these items (items a, b, c, d, e, f, g and i) had means above 1.50; which imply “Agreed” with the researcher’s view about the major job opportunities in hospitality industry. The major job opportunities identified by the respondents were: kitchen manager, receptionist, operation manager, porter, events manager, reservation manager, bar manager and chef manager.

Research 2: *What are the challenges facing entrepreneurial training on job creation in small hospitality industry in Gwagwalada Area Council of FCT-Abuja?*

Table 2: Mean and standard deviation analysis of the challenges facing entrepreneurial training on job creation in small hospitality industry

s/n	Items	\bar{X}	SD	Remark
a.	Lack of credit facilities	3.65	0.73	Agreed
b.	Corruption	2.28	1.32	Agreed
c.	Poor transport networks	1.13	0.92	Disagreed
d.	Poor perception towards hospitality industry	1.24	0.53	Disagreed
e.	Poor state of the country's infrastructure	3.31	0.81	Agreed
f.	High cost of training materials	3.27	0.91	Agreed
g.	Low standard of education	1.27	0.67	Disagreed
h.	High insecurity level	2.94	0.51	Agreed
i.	Lack of power supply (electricity)	3.55	0.92	Agreed

	Section Mean	2.52		
--	---------------------	-------------	--	--

Table 2 shows mean and standard deviation analysis of the challenges facing entrepreneurial training on job creation in small hospitality industry; three (3) items (c, d and g) scored means below 1.50 which represent “Disagreed”. These items are: poor transport networks, poor perception towards hospitality industry and low standard of education. The table also shows that six (6) items (items a, b, d, e, f and h) had means above 1.50; which imply “Agreed” with the researcher’s view about the challenges facing entrepreneurial training on job creation in small hospitality industry. To answer the research question 2, a section mean of 2.65 was used to compare the reference mean. Since, the section mean is greater than the reference mean, this implies that the respondents agreed with the researcher on the challenges facing entrepreneurial training on job creation in small hospitality industry.

Research 3: *What are the practical solutions to challenges facing entrepreneurial training on job creation in small hospitality industry in Gwagwalada Area Council of FCT-Abuja?*

Table 3: Mean and standard deviation analysis of the practical solutions to challenges facing entrepreneurial training on job creation in small hospitality industry

s/n	Items	\bar{X}	SD	Remark
a.	Provision of adequate infra-structural facilities for entrepreneurial training	3.38	0.27	Agree
b.	Provision of financial assistance to entrepreneurs	3.26	0.34	Agree
c.	Provision of credit facilities at affordable interest rate	3.14	0.48	Agree
d.	Entrepreneurial trainings by qualified and experienced consultants	3.41	0.67	Agree
e.	Motivational talks on entrepreneurial training and job creation	3.19	0.72	Agree
f.	Establishment of entrepreneurship clubs or societies in higher institutions	3.28	0.49	Agree
g.	Supports from Non-Governmental Organizations (NGOs) towards entrepreneurial training and job creation	3.49	0.61	Agree
h.	Development of vocational skills towards entrepreneurial training and job creation	3.72	0.27	Agree
i.	Encouragement on utilization of locally made products which motivate entrepreneurs	3.61	0.77	Agree
	Section Mean	3.39		

Table 3 shows mean and standard deviation analysis of the practical solutions to challenges facing entrepreneurial training on job creation in small hospitality industry. Each item had a mean greater than the reference mean of 1.50, and section mean of 3.39 was obtained. These values indicated that the respondents agreed with the researcher on the practical solutions to challenges facing entrepreneurial training on job creation in small hospitality industry.

Research 4: *What is the impact of entrepreneurial training on job creation in small hospitality industry in Gwagwalada Area Council of FCT-Abuja?*

Table 4: Mean and standard deviation analysis of the impact of entrepreneurial training on job creation in small hospitality industry

s/n	Items	\bar{X}	SD	Remark
a.	Improvement in the standard of living through acquisition of skills	3.25	0.16	Agreed
b.	Reduction in rural-urban migrations	1.28	0.51	Disagreed

1.	Development of local technological base	2.54	0.92	Agreed
1.	Conservation of foreign exchanges	2.94	0.43	Agreed
2.	Enhancement of entrepreneurial innovations	2.65	0.21	Agreed
Section Mean		2.53		

Table 4 shows mean and standard deviation analysis of the impact of entrepreneurial training on job creation in small hospitality industry. Each mean of the items had a mean that is greater than the reference mean of 1.50. To answer the research question 4, a section mean of 2.53 was used to compare the reference mean. Since, the section mean is greater than the reference mean; this implies that the respondents agreed with the researcher on the impact of entrepreneurial training on job creation in small hospitality industry. As indicated in Table 4, these impacts include: reduction in rural-urban migrations, development of local technological base, conservation of foreign exchanges and enhancement of entrepreneurial innovations.

4.2 Testing Hypotheses

The four hypotheses postulated for this study are tested as follow:

H₀₁: *There is no significant difference between male and female respondents 'on impact of entrepreneurial training on job creation in small hospitality industry in Gwagwalada Area Council of FCT-Abuja.*

Table 5: T-test analysis of male and female respondents' impact of entrepreneurial training on job creation in small hospitality industry

Gender	N	\bar{X}	SD	Df	Critical t	Cal. T
Female	168	3.78	0.84			1.96
Male	205	3.69	0.92	371	0.98	

P=0.05

Table 5 shows t-test analysis of male and female respondents' impact of entrepreneurial training on job creation in small hospitality industry; the table indicates that the female respondents had a mean of 3.78 and a standard deviation of 0.84 while the male respondents had a mean of 3.69 and a standard deviation of 0.92. The table further shows that the calculated t-test value of 0.98 is lesser than the critical t-value of 1.96 at 0.05 level of significance. The hypothesis is therefore accepted. This implies that there is no significant difference between male and female respondents' on impact of entrepreneurial training on job creation in small hospitality industry in Gwagwalada Area Council of FCT-Abuja.

H₀₂: *There is no significant difference between rural and urban respondents 'on impact of entrepreneurial training on job creation in small hospitality industry in Gwagwalada Area Council of FCT-Abuja.*

5.0 Discussion of Findings

The research was asked to identify the major job opportunities in small hospitality industry in Gwagwalada Area Council of FCT-Abuja. The finding revealed that the major job opportunities identified by the respondents were: kitchen manager, receptionist, operation manager, porter, events manager, reservation manager, bar manager and chef manager.

The findings of research question two indicated the challenges facing entrepreneurial training on job creation in small hospitality industry as: lack of credit facilities, corruption, poor state of the country's infrastructure, high cost of training materials, high insecurity level, and lack of power supply (electricity).

In attempt to provide solutions to the challenges facing entrepreneurial training on job creation in small hospitality industry, the findings of the research question three revealed: provision of adequate infra-structural facilities for entrepreneurial training, provision of financial assistance to entrepreneurs, provision of credit facilities at affordable interest rate, entrepreneurial trainings by qualified and experienced consultants, motivational talks on entrepreneurial training and job creation as solutions.

The research question four was on the impact of entrepreneurial training on job creation in small hospitality industry. The impacts of entrepreneurial training on job creation were: improvement in the

standard of living through acquisition of skills, development of local technological base, and conservation of foreign exchanges and enhancement of entrepreneurial innovations.

The three postulated hypotheses were tested and the findings indicated that there is no significant difference between male and female respondents' impact of entrepreneurial training on job creation in small hospitality industry in Gwagwalada Area Council of FCT-Abuja; there is significant difference between rural and urban respondents' impact of entrepreneurial training on job creation in small hospitality industry in Gwagwalada Area Council of FCT-Abuja and there is no significant difference between male and female respondents' job opportunities in hospitality industry in Gwagwalada Area Council of FCT-Abuja.

5.0 Summary, Conclusion and Recommendations

5.1 Summary

The insurgence challenges in the Northern part of Nigeria has made the federal capital territory (FCT) congested. As such, the available jobs are no longer enough for the job seekers in the FCT. This situation had led so many youth into stealing, fighting, prostitution to mention but is few. This paper investigates the impact of entrepreneurial training on job creation in the hospitality industry in Gwagwalada Area council. From literature, it was discovered that the essence of entrepreneurship promotion was to help government overcome the challenge of unemployment in Nigeria through entrepreneurial training to her youth. The only way through which the hospitality industry can join the force of reducing unemployment in Nigeria particularly in FCT is to see how they can initiate new ideas innovation, creativity and engaging new skills (training) which will in turn lead to creating new branches of their businesses and matching skilful individuals to manage the sector.

5.2 Conclusion

This study reveals that the impacts of entrepreneurial training on job creation include: improvement in the standard of living through acquisition of skills, development of local technological base, conservation of foreign exchanges and enhancement of entrepreneurial innovations. Conclusively, hospitality industry has continued to contribute to economic growth in Gwagwalada Area Council of Federal Capital Territory (FCT)-Abuja.

5.3 Recommendations

Based on the findings of this study, the following recommendations are proffered:

- i. Entrepreneurial trainings by qualified and experienced consultants should be encouraged towards job creation in small hospitality industry.
- ii. Government should provide credit facilities at affordable interest rates so as to encourage more participants on job creation through entrepreneurial trainings.
- iii. The hospitality industry should work up new ways to increase their entrepreneurial skills in attending to the demand of her guest.
- iv. The hospitality industry needs to improve their training facilities across the various departments to ensure that all staff in the industry benefited.
- v. The hospitality industry should try in as much as possible to increase their service outlets this will further creates job opportunities.
- vi. Entrepreneurship clubs or societies in higher institutions should be established towards people's participation in entrepreneurship.
- vii. Utilization of locally made products which motivate entrepreneurs should be encouraged.
- viii. The hospitality industry should improve in their services delivery through acquisition of new skills in the industry.

6.0 References

- Akinbode, F. O. (2009). *Perspectives on Entrepreneurship and Skills Development for Students/Youths: Criteria for Achievement of Federal Government Seven-Point Agenda*, A Paper Presented at Entrepreneurship Workshop Held at National Universities Commission, NUC.
- Aiyeduso, A. O. (2004). *Principles and Methods of Business and Computer Education*. Enugu, Cheston Agency Ltd Pub.

- Aluwong, S. W. (2010). *Entrepreneurship and Functional Business Education as a Means of Achieving the National Objectives of Vision 2020 in Nigeria*. Organized by National Association for Research Development held at Nasarawa State University, Keffi. (13th-17th Sept, 2010).
- Arvanites, D. A, Glasgow, J. M. and Stumpf, S. A. (2011). *Entrepreneurship Education: An Imperative for Sustainable Development*, jeleraps.scholarlinkresearch.org
- Avishai, B. (1994). *What is Business Social Compact?* Harvard Business Review, January-February.
- Alavin, M. and Leidner, D. E. (1999). Knowledge Management Systems: Issues, Challenges and Benefits, *Communications of the AIS* 1(7) 1-37.
- Brown, P. (2003). *The Opportunity Trap: Education and Employment in a Global Economy*, European Education Research Journal, 2, 1.
- Carson, M. (2003). *The Entrepreneur. An Economic Theory*: Second Edition. Northampton: Edward Elgar Publishing.
- Chan, A. G. O. F. and Pine, R. (1998). Service Innovation in Hong-Kong altitudes and Practices. *The Service Industry Journal*, 18(2):112-124.
- Dayan, R., & Evans S. (2006). Knowledge Management your way to cmmi, *Journal of Knowledge Management* 10(1): 69 – 80.
- Davenport, T. H. and Prusak, L. (1998). *Working Knowledge: How organizations manage what they know*. Harvard Business School, Press, Boston, M. A.
- Duffy, J. (1999). *Harvesting Experience; Reaping the Benefits of Knowledge*; ARMA International Prairie village, Ks.
- Drucker, P. F. (1993). *Post-Capitalist Society*, Harper, Business, New York.
- Enz, C. A. and Siguaw, J. A. (2003). Revisiting Best of the Best; *Innovations in Hotels Practice*, Cornell Hotel and Restaurant Administration, Quarterly 44(5/6) 115-123.
- GustaFssan, A. and Johnson, M. D. (2003). *Competing in a service economy: How to create a Competitive advantage through service development and innovation*, San Francisco, CA, Jossey Bass.
- Kahle, E. (2002). Implications of new economy traits for the tourism industry, *Journal of Quality Assurance in Hospitality and Tourism* 3(3/4); 15- 23.
- Kolter, P., Bowen, J. and Makens, J. (1999). *Marketing for Hospitality and Tourism* (2nded.) Upper Saddle River, N. J. Prentice – Hall International.
- Kumar, R. (2005). *Research Methodology: A Step-by-Step Guide for Beginners*. UK: Croydon Group.
- Liedholm, C. and Mead, D. C. (1998). The dynamics of micro and small enterprises in developing countries. *World Development*. Volume 26, Issue 1, Pages 61-74
- Lioria, M. B. (2008). A Review of the main approach to knowledge management, *knowledge Management Research and Practice* 6(1):27-89.
- Nunnally, J. C. (1978). *Psychometric Theory*, New York, McGraw-Hill
- Marwan, R. (2000). Investigating professional competency in the use of ICT to support teaching and learning. *International Journal of Environmental & Science Education*, 6(1), 39-58.
- Ogu, C. (2016). *Impact of ICT on academic performance of senior secondary schools students in Gwagwalada Area Council of Federal Capital Territory (FCT) – Abuja*. A Postgraduate Thesis submitted to the University of Maiduguri.
- Osborne, S. P. (1998). Naming the bests: Defining and Classifying Service Innovations in Social Policy, *Human Relations* 51(9):1133 – 1154.
- Prajogo, D. I. and Ahmed, P. K. (2006). Relationship between Innovation Stimulus, Innovation Capacity and Innovation performance, *R & D Management* 36(5); 499 – 515.
- Skyreme, D. J. (1999). *Knowledge Networking: Creating the Collaborative Enterprise*, Oxford, Butterworth, Heinemanna.
- Sheldon, P. J. (1997). *The Tourism Information Technology*, Wallingford, U.K. CAB International.
- Steiner, T. Britsch, B. and Bourguin L. (2004) *A Frame-based knowledge management tool for hospitality, front desks*, paper presented at 11th International Conference Cairo, Egypt.

- Woods, M. and Deagan, J. (2006). The Fuchsia Destination Quality brand. Low on quality assurance, high on knowledge sharing, *Journal of Quality Assurance in Hospitality and Tourism* 7(1): 75 – 98
- Zehrer, A. and Pechlaner, H. (2006). Response quality of E-mail Inquiries – a driver for Knowledge, management in the Tourism Organization. *Journal of Quality Assurance in Hospitality and Tourism*, 7(1):53 – 73.