



THE CENTER FOR ENTREPRENEURIAL STUDIES (CES)

FEDERAL UNIVERSITY OF TECHNOLOGY, (FUTO)

OWERRI, NIGERIA



INTERNATIONAL CONFERENCE

ON SKILLS ACQUISITION AND

ENTREPRENEURSHIP DEVELOPMENT



T H E M E :

DRIVING SUSTAINABLE DEVELOPMENT

THROUGH SKILLS ACQUISITION AND

ENTREPRENEURSHIP

DATE: MONDAY 30TH MAY - FRIDAY 3RD JUNE 2016 | **TIME:** 10:00AM EACH DAY

VENUE: THE HALL OF EXCELLENCE/CES CONFERENCE HALL

CHIEF HOST:

PROF CHIGOZIE C ASIABAKA
(KSM, JP, FATPS, FSEH, FAESON)
Vice-Chancellor, FUTO

KEYNOTE SPEAKER:

Dr. Patrick Nugawela
Small Enterprise Development Specialist
Senior Technical Adviser, Value Chains
J.E. Austin Associates, Inc., Virginia, US

HOST

PROF JONES I LEMCHI

Director,
Center For Entrepreneurial Studies (CES),
FUTO, Nigeria

LEAD PAPER PRESENTERS:

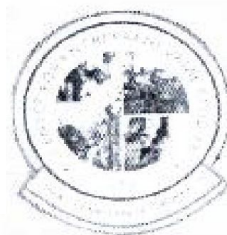
Dr. Chuma Ezedinma
Regional Office, Nigeria UNIDO

Kalu O. Orji (Ph.D)
Principal Manager (Economist)
Central Bank of Nigeria, Abuja

PROGRAMME & BOOK OF ABSTRACTS



Employees' Commitment and Productivity Sustenance: Reward System Approach for SMES in a Recession Era by Elikwu, M. I. and Adio, A. I. is licensed under a Creative Commons Attribution-Non Commercial-No Derivatives 4.0 International License.



EMPLOYEES' COMMITMENT AND PRODUCTIVITY SUSTENANCE: REWARDS SYSTEM APPROACH FOR SMES IN A RECESSION ERA

By

ELIKWU, Michael Ikechukwu

Department of Entrepreneurial Studies

Michael Okpara University of Agriculture, Umudike, Abia State, Nigeria

alwayscoolconcepts@yahoo.com

08065055040, 07085524075

ADIO, Adebayo Isaac

Department of Entrepreneurial Studies

Michael Okpara University of Agriculture, Umudike, Abia State, Nigeria

kaolinjos@yahoo.com

ABSTRACT

With the present financial crunch being experienced in Nigeria, there is the challenge of SMEs progressively achieving optimal productivity, profitability and firm competitive advantage in an economy experiencing dwindling economic fortunes, which is premised on demands for commensurate reward by employees. There is therefore the ripple effect challenge of employees' expectations of good working conditions, fair pay, fair treatment and career growth. Hence, the main objective of this study is investigating the impact of rewards in sustaining employees' commitment and productivity in Small and Medium Scale Enterprises, during a recession period in Nigeria.

Structured questionnaire was used to collect data from one hundred and seventy six (176) respondents, through random sampling method from the selected Small and Medium Scale Enterprises in Abuja, the Federal Capital Territory, Nigeria. Postulated hypotheses were tested using the Multinomial Logistic Regression. The findings revealed that, the Pseudo R^2 has a value of 81.8%, which implies that, the interaction between rewards (bonus, award, promotion, salary increase, sales commission and commendation) influence the variation of employees' motivation.

It is therefore recommended that, SMEs should put in place a well-structured rewards (monetary and non-monetary) system to influence level of employees' motivation and commitment in order to ensure enhanced and sustained productivity. This will ultimately result in higher productivity; thereby ensuring that SMEs in the manufacturing, hospitality and service industries achieve their set goals. Also, SME owners should explore more use of non-monetary rewards such as commendations, responsibilities and awards to motivate employees, so that both individual and organizational objectives can be achieved.

Key words: *Employees, Commitment, Productivity, Rewards, SMEs, Monetary, Non-Monetary*



THE PRACTICABILITY OF ENTREPRENEURSHIP IN IMO STATE: PROBLEMS AND PROSPECTS

BEN-CHENDO G.N.¹, E.O. EKWE²

¹DEPARTMENT OF AGRICULTURAL ECONOMICS

Federal University Of Technology Owerri

²DEPARTMENT OF ENTREPRENEURIAL STUDIES

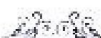
Alvan Ikoku Federal College Of Education, Imo State

CORRESPONDENCE: gbenchendo@gmail.com

Abstract

Entrepreneurship is the mainstay of most developed economies in the world and the key to self reliance and empowerment. The beauty of productivity with diverse skills for economic development is the quest for every nation. The impact of entrepreneurship after inception will be discussed in this paper alongside the problems of practising entrepreneurship which include little or no effort by policy-makers to provide infrastructure for skills acquisition in the primary and secondary schools in Imo State and the low utilisation of diverse skills and manpower through industrialisation. An attempt to utilise all these factors will create employment opportunities and create markets for locally produced goods.

Keywords: *self reliance, employment, industrialization, skills, manpower, markets*



CHALLENGES AND PROSPECTS OF DERIVATIVES OPERATIONS IN NIGERIA AS A TOOL FOR MANAGING RISK BY ENTREPRENEURS.

BY

Monday Aberiate Gbanador. BSc, MBA, MSc, AIFC, MCIB

Department of Banking and Finance

Rivers State College of Arts and Science, Port Harcourt

Email: zion_monday@yahoo.co.uk

Tel. 08056056330

Anele Andrew Nwosi. Bsc, MBA

Department of Banking and Finance

Rivers State College of Arts and Science, Port Harcourt

Email: anelenwosi@yahoo.com

Tel. 08055143689

Abstract

The foundation upon which this study is built is to x-ray the necessity to establish a derivative market in Nigeria as a tool for managing risk by entrepreneurs. Hence, the paper took a cursory look at the various types of derivatives such as options, forward, futures and swaps. It also examines the need to establish derivative market and how entrepreneur can use it to manage risk in their businesses. Some of the problems that are likely to impede a smooth operation of a derivative market in Nigeria were identified such: absence of an organized derivatives exchange, Inadequate Manpower, the underdeveloped nature of our money and capital market, absence of robust regulating framework and weak legal system. It is suggested therefore that the government should collaborate with organized private sector to ensure the establishment of the derivatives exchange in Nigeria. Also, manpower should be trained, while the existing regulating framework should be strengthened to expand its coverage to benefit entrepreneurs who are interested in speculations.

Key words: