

ENTREPRENEURSHIP CAPITAL AND ORGANIZATIONAL PERFORMANCE IN THE NIGERIA SERVICE INDUSTRY

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Abstracts; The study investigated entrepreneurship capital and organizational performance in the service industry. The study adopted secondary data to determine Entrepreneurship Capital and Organizational Performance in the Service Industry the study sampled data from 2004-2019 from National Pension Commission (NPC). The study hypothesis was: there is no significant difference between entrepreneurship capital and organizational performance in the service industry. A P-Value of 0.05 was used to determine the level of significance. However, the public sector pension contributions amount was the dependent variable.

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The study adopted linear regression the model with Minitab and also used SPSS for ANOVA analysis this is to further confirm if there will be variations in the result of the two analyses. It was revealed in the study that there is a significant difference between entrepreneurial capital and organization performance in the service industry which is a clear indication that the alternate hypothesis is accepted as the sig =0.00 which is less than 0.05 level of significance. The study, therefore, recommended that Entrepreneurs should be objective in resources since the collecting of resources is another step in the entrepreneurial process. Everyday operations such as capital land, people resources, and so on are required for company ventures.

Keywords: Performance, Service Industry, Capital, Entrepreneurship.

Introduction

To obtain and secure world competitiveness, boom for the commercial enterprise as nicely as its survival the corporations are being compelled with the aid of the financial and environmental adjustments to nurture their entrepreneurial environments (Bolton & Lane, 2012). Further suggesting (Bolton & Lane, 2012) have referred to that there lies a non-stop need to look up and become aware of the elements that may want to probably make contributions to the improvement and boom of entrepreneurship capital and organizational performance. Supporting this notion, Marr and Schiuma (2003) have argued that commercial enterprise leaders greater often fail in identifying the factors that can foster organizational performance. Hence to nurture entrepreneurial capital (Bolton Lane, 2012) groups require to exercise entrepreneurial behaviors and processes, therefore, a greater complete understanding of entrepreneurial behaviors is required.

Studies have examined each non-public and public organization. Areas of organizational overall performance oftentimes studied have been monetary and non-financial components. Some examples of non-financial performance components, which can be measured in intangible aspects, consist of employee satisfaction, provider delivery, exceptional services, efficiency, effectiveness, provider outcomes, and client satisfaction. In practice, different types of organizations prioritize their overall performance measures variably(Kifordu, Odiwo& Chukwuma,2016). Thus, this is particularly applicable when discussing the performance between personal and public organizations, mainly government agencies.

While private organizations prioritize profit-driven performance, public organizations typically focal point on intangible non-financial overall performance such as effectivity and the effects of service. Although the emphasis of overall performance studies differs between public and non-public organizations, researchers have careworn that the performance of government groups is just as important as profitmaking organizations. Learning about public organizational overall performance is pivotal because government corporations have to furnish essential services to humans and different stakeholders (Beh, 2014; Mohd Saudi, 2014).

Understandably, authorities corporations play an important role in imposing strategic plans now not only for the people's betterment and survival however for the nation's sustainability properly (Sargent, 2009). Additionally, the research on the overall performance of government corporations is also warranted and has continually been given precedence through most authorities agencies. This is no exception for government agencies. Despite the wide quantity of research that has been carried out on organizational performance, the central issue relates to the identification of key elements influencing the performance of authorities agencies. As documented in the literature, quite a several elements that have been linked to organizational performance include organizational elements strategic management, human capital, service quality, and organizational lifestyle (Kulkalyuenyong, 2012; Makanyeza, Kwandayi & Ikobe 2013; Majid, 2017).

Different elements ought to be linked to the overall performance of private and public agencies respectively. Conversely, one-of-a-kind groups might also ride distinctive factors that ought to have an impact on performance.

About the performance of authorities agencies, quite a few troubles have been highlighted by using the Among the weaknesses highlighted had been inadequate manpower, lack of coaching in monetary management, insufficient supervision, the want for shut monitoring in response to negligence in compliance with stipulated monetary regulations and procedures. Beh (2014) also harassed that the authorities have made numerous efforts in refining techniques to beautify public administration performance. The researcher additionally highlighted the importance of human capital (employee performance) and organizational performance. In summary, the weaknesses of government businesses highlighted have been due to management and monitoring factors of human capital. This suggests that interior sources such as human capital need to be given precedence to assist improve the overall performance of government companies (Kifordu, Ogbo & Maduagu,2016). This paper provides a summary of the key thought and literature associated with the theoretical mannequin that serves as the basis for this study.

Undoubtedly, the performance of government organizations has come to be the central interest of all stakeholders as big sums of funding are worried and certainly, a nice effect in phrases of excessive overall performance is expected by way of the citizens.

The Problem

A non-public corporation is a method that requires entrepreneurship capital because corporations are required to keep a certain degree of organizational overall performance to yield and invest in other initiatives. Managers already have certain obstacles and dangers they have to overcome in their businesses (such as theft, fire, and property damage). In growing countries, managers take the chance in growing new revolutionary ideas, which is one of the potentials of company entrepreneurship; notably small however innovation will cause a ripple effect. Is insight that Managers are probable to have interaction in entrepreneurship when there is a superb verbal exchange between workers; the transition from the standard to a new pattern of operation or manufacturing will require cooperation from everyone, from manager to employees hence, entrepreneurship capital prowess will become important

Objectives

1. To decide the Concept of Entrepreneurship Capital and Organizational Performance
2. To evaluate entrepreneurship capital and profitability in the provider industry

Review of Related Literature and Conceptual Underpinnings

The Concept of Entrepreneurship Capital

While it has emerged as broadly acknowledged that entrepreneurship is a critical pressure in the economies of developed countries, there is little consensus about what constitutes entrepreneurial activity. Scholars have proposed an extensive array of definitions, which when operationalized, have generated several distinct measures (Hebert and Link, 2009). Similarly, there is no normally established definition of entrepreneurship for the developed international locations of the Organisation for Economic Co-Operation

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and Development (OECD, 2008). The failure of a single definition of entrepreneurship to emerge surely displays the fact that it is a multidimensional concept. The true definition used to find out about or classify entrepreneurial things to do displays a particular perspective or emphasis. For example, definitions of entrepreneurship typically vary between the monetary and administration perspectives. From the financial perspective, Hebert and Link (2009) distinguish between the furnish of monetary capital, innovation, allocation of assets amongst choice uses, and decision-making. Thus, an entrepreneur is any person encompassing the whole spectrum of these functions: "The entrepreneur is anyone who specializes in taking responsibility for and making judgmental selections that affect the location, form, and the use of goods, resources or institutions" (Hebert and Link, 2007). The most time-honored and compelling views of entrepreneurship focus on the perception of new financial opportunities and the subsequent introduction of new thoughts in the market. Just as entrepreneurs are agents of change; entrepreneurship is a result of the method of change. This corresponds to the definition of entrepreneurship proposed with the aid of the OECD, "Entrepreneurs are retailers of trade and increase in a market financial system and they can act to speed up the generation, dissemination, and application of modern ideas... Entrepreneurs not solely are trying to find out and pick out potentially profitable monetary opportunities but are also willing to take risks to see if their hunches are right" (OECD, 2018). While the entrepreneur undertakes a definitive action, beginning a new business, her motion can't be viewed in a vacuum devoid of context. Rather, as Audretsch, (2012) shows, the determinants of entrepreneurship are formed by way of various forces and factors, together with felony and institutional but also social elements as well. The find out about social capital and its influence on financial decision-making and actions stems again to traditional literature in economics and sociology in which social and relational shapes affect market techniques (Granovetter2015). Thorton and Flynne (2013) and Saxenian (2014) attribute the excessive economic overall performance of Silicon Valley to a wealthy endowment of what should be termed as entrepreneurship capital," It is not the attention of expert labor, suppliers, and information that distinguish the region. A range of regional establishments – such as Stanford University, numerous exchange associations, and local enterprise organizations, and a myriad of specialized consulting, market research, public relations, and venture capital companies – furnish technical, financial, and networking services which the region's agencies often can't find the money for individually.

Entrepreneurship capital therefore can make contributions to output and growth by using serving as a conduit for knowledge spillovers, growing competition, and using injecting diversity. Inclusion of measures of entrepreneurship capital would be expected to be positively related to output.

Organizational Performance

From Schumpeter (2009), there looks to be a notable consensus amongst scholars that the key determinant of an organization's performance both at regional or countrywide entrepreneurship (Nguyen & Leblanc, 2011) as it provides jobs, offer a range of consumer items and services, and it increases the countrywide wealth usually and competitiveness (Zahra, 2019). Organizational performance lies at the core of every management, as there stays no purpose of existence for a business entity if it is not performing as per the setup's dreams and objectives. Businesses strive to seem to be into numerous possibilities to help maintain and/or increase organizational performance (Hickman & Silva, 2018). More recently, there has been a growing discussion amongst the practitioners about entrepreneurship; underlining its attainability in improving organizational performance in all areas.

Human Capital

The means of entrepreneurship capital is alluded to as "the information, aptitudes, capabilities, and features exemplified in people that encourage the making of an individual, social and economic prosperity" (Organization for Economic Co-Operation and Development, 2011).

Human Capital and Organizational Performance

Nowadays, corporations are validating the magnitude of investing in entrepreneurship capital development. Researchers similarly posit that entrepreneurship capital, recognized as an integral contributor to organizational overall performance (Uzuegbunam, Liao, Pittaway, & Jolley, 2017), and paired up with provider transport are important elements of organizational performance improvements (Agus et al., 2007; Baharud-din et al., 2014; Beh, 2014; Mohd Ali, 2009; Mohd Saudi, 2014). A learn about of 100 officers working in private banks in the district of Batticaloa, Aqeela & Victor (2016) found that the stage of human sources administration (HRM) practices and human capital improvement had a significant relationship between them. The researchers claimed that human capital is one of the most essential elements towards reaching an aggressive advantage. Embracing entrepreneurship capital includes the system of nurturing environments the place employees are freely acquiring fresh and new ideas. Delery and Gupta's (2016) conceptualizations highlighted the relationship between human useful resource administration (HRM) and organizational performance and effectiveness. In their study, the findings revealed that HRM practices are vital in enhancing organizational effectiveness. Furthermore, the authors printed that the HRM system, comprising of personnel selection, pay, and possibilities in decision-making methods contributed significantly to increasing organizational effectiveness. Based on imperative literature analysis, these finds out about suggest three dimensions of entrepreneurship capital impacting organizational performance: management practices, information accessibility, and gaining knowledge of capacity.

Leadership Practices

This study recounted the significance of management practices and for that reason posited it as one of the dimensions of entrepreneurship capital. The find out about is targeted at exploring whether and how management practices are related to organizational performance. Studies have observed that leadership practices in a business enterprise contribute to the direction of the enhancement of ordinary organizational outcomes (Ozcelik, 2018; Kustina et al., 2019; Daniyan-Bagudu et al., 2017). This concept is supported with the aid of previous research performed on employer performance from the viewpoint of strategic HRM. Considerable aid used to be discovered in that management practices, aimed at improving individual-level outcomes, such as motivation, engagement, and commitment, due to this fact lead to higher organizational overall performance (Becker and Gerhart, 2006; Becker and Huselid, 2008; Combs, Liu, Hall & Ketchen 2016). The discussion above follows that employees while being engaged by leaders and their management practices, exhibit elevated guides closer to the business enterprise in phrases of thoughts and thoughts contribution. Therefore, this dimension potentially adds to strategic growth.

Additionally, some other learn about has determined that leadership practices promoted a tremendous environment in an agency thereon creating a giant impact on organizational performance. Interestingly, these effects add to contemporary information of how some factors relate to the results of an organization,

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by using showing that organization leaders' administration practices ought to be one of the necessary factors that potentially decide organizational outcomes. Ozcelik, (2008) recommended that future research ought to simultaneously have a look at earlier studied high-performance work practices to decide their relative contributions to organizational performance and organizational-level outcomes. Bassi and McMurrer (2007) additionally performed a similar find out about enhancing income and security at American Standard Companies. They located that management practices were most carefully associated with excessive-performance, in this case, income performance. This result highlights the feasible nature of the relationship between leadership practices and organizational performance.

Numerous leadership practices and traits have been positively linked to the overall performance of getting to know organizations such as schools (Hanse, 2016; Anthony et al., 2017; Sitompul et al., 2021). Scholars, policymakers, and practitioners have agreed that college management is one of the contributing elements in improving machine overall performance (Fullan, 2007; Harris, 2017; Harris, 2014; Leithwood, 2005). According to Kahn, Asghar&Zaheer (2014), management fashion has a large effect on organizational activities. Thus, companies have to provide unique interest in the effects of management styles on employees' job satisfaction. Burg-Brown (2016) performed a study to discover the capability of Full Range Leadership Theory to locate the relationship between management styles, in precise (transformational and transactional, organizational performance, and employee job satisfaction as a moderating variable. The learn about was once conducted among the full-time body of workers of U.S. government agencies. The researcher observed that leadership styles, both transformational and transactional, had been positively linked to countless organizational outcomes. However, as stressed using the identical study, that albeit numerous research have been conducted from public quarter perspectives, there is nonetheless a lack of empirical research performed in particular on government ministries. Overall, the results supported the present theories that management patterns and employee job pride play a principal position in influencing organizational performance. In addition, the learn about showed public groups embrace the transformational leadership style to decorate the overall performance degree of U.S. authorities personnel (Burg-Brown, 2016; Yoga &Hendrawan, 2019).

Learning Capacity

Organizational learning is a platform to gain a competitive advantage and is also considered one of the key variables that enhance performance (Brockmand& Morgan, 2013). Organizations that can learn and improve have a better sense of understanding important trends (Tippins&Sohi, 2009). Learning organizations are more flexible and quicker in responding than others (Slater &Narver, 2015), and combined, they help firms to retain and remain competitive.

A study conducted by Rhodes, Lok, Hung, and Fang (2008) confirmed the significant positive correlation between learning organization characteristics, namely learning intention, absorption capacity, and integration capacity, and organizational performance and innovation. Furthermore, Prieto and Revilla (2006) concluded that the performance of organizations, in terms of both financial and non-financial, depended on the configuration of organizational learning capability. Similarly, a study conducted by López, and Peón(2005) also revealed the correlation between learning, innovation, and competitiveness, where the correlation between innovation and competitiveness, and organizational financial performance indicated positively.

This study supported a previous one by Lane, Salk, and Lyles (2011) which found that the knowledge acquired from organizational absorptive capacity increased performance. The results are also in line with Jamal's (2008) study which discovered that organizational learning capacity is related to the performance of organizations, reporting a positive correlation between the two. Not surprisingly, management studies have stressed the importance of organizational learning in enhancing a firm's performance thus creating a competitive advantage (Brockman & Morgan, 2003; Jiménez-Jiménez, 2011).

Most researchers of organizational learning embrace the concept of cultural perspective in measuring the concept, yet the lack of research conducted in this area provides opportunities to analyze organizational learning processes (Darroch & McNaughton, 2003; Tippins & Sohi, 2003). Expectedly, organizational learning is the process whereby organizations build new knowledge, experiences and improve organizational capabilities (Slater & Narver, 2015).

Essentially, learning capacity can be defined as the organization's overall ability to learn, change, innovate, and continually improve through training and development, as well as value and support (Jamal, 2008). On the other hand, innovation is defined as the process where employees' input is sought, not only for the solutions of problems but also to find better ways of getting a job done. This is referred to as a process where new ways of working are encouraged. To further embrace the learning capacity, practical training is provided for new jobs with technology-related scopes, herein extending support in the accomplishment of organizational goals. Therefore, putting in place formal development plans are significant towards the achievement of employee career goals. Furthermore, to nurture value and support, learning is a priority as demonstrated by the behavior of leaders.

Knowledge Accessibility

Knowledge is one of the factors that are necessary to maintain an aggressive benefit for all companies especially enterprise companies (Kassim, 2016). In the contemporary generation of fast change and ambiguity, it is attractive that wonderful agencies are these that continuously include new knowledge, flow into them at some point of the organization, and embody them in offerings and technologies. Technically and organically, an organization's basis is created, described, and described as an entity capable of solving problems whilst constantly growing, developing, and making use of current and new stocks of knowledge. However, Georgvon Krogh (2010) debated that in most organizations, creating and creating new knowledge is far greater enormous than retaining the tune of the present ones. Globally, many pastimes in organizational studying have grown in the wake of several weakening well-established organizations. Against a more and more globalized market, their diminishing aggressive electricity has been observed, and the need for organizational renewal and transformation is urgent. The top management in businesses is convinced of the significance of refining getting to know in their firms (López, 2005). In the public sector, government organizations are executing know-how administration (KM) practices to improve operations and public service deliverables to the people. In organizing refining overall performance approaches, organizations together with authorities agencies, want to appear at being revolutionary and at the same time bettering accountability as a carrier provider. Undoubtedly, authorities organizations are decided to improve and harness present inside understanding inside their surroundings to nurture the problem-solving capabilities of employees of all levels. Therefore, is one of the key aspects in the way these agencies characteristic (Moon, 2002). Yet, high-quality KM is being hampered with the aid of an entrenched non-sharing and non-

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collaborative organizational lifestyle on data and information, contributing to one of the reasons why KM adoption throughout government agencies' operations might also have decelerated (Harris, 2011).

This is in line with research performed by way of Esteve and Ysa (2011) who have stated the variations between authorities and personal firms in terms of choice-making, information systems, and personnel management. In addition, the researchers have defined environmental elements as the interplay between their stakeholders and environments, and between constructions of corporations and processes. Government businesses are reserved in their resolution of approaches and put in force activities that are advised by way of political influences. In a modern understanding economy, technological know-how has embraced KM to grow into what it has to turn out to be today. Technology is a key management tool that is necessary for institutions and businesses to operate and develop positively.

Managers and key enterprise players agree that KM's combination of culture, technology, people, and procedures is key closer to organizational improvement. Furthermore, authorities businesses had commenced accepting KM practices, recognizing the reality that they had been adopted via knowledge industries. The effectiveness of Knowledge management (KM) will have positive impacts: decreased errors, independence in time and space for knowledge workers, less work, improved-customer relations, better services, and improved profitability. In essence, KM requires a proper perception of all events concerned because it will make contributions to success.

Extending the literature, Jamal (2008) posited that knowledge accessibility is related to organizational performance whereby the result indicated a widespread correlation between information accessibility and organizational performance. The researcher additionally harassed that "No preceding research has taken understanding accessibility as a separate dimension". The researcher in addition described knowledge accessibility as the extent of the organization's "collaborativeness" and it is the capability for making know-how and ideas widely handy to personnel in the following ways: a) make certain enough manuals, clear procedures, and all relevant job information are accessible and in the area to permit access to training; b) furnish enough space for formal and casual meetings to foster collaboration and teamwork; c) promote an information-sharing way of life for continuous improvements across gadgets and departments; and d) set up fine facts administration systems and make certain availability to all employees.

Models of Entrepreneurship

Guth and Ginsberg Model of Entrepreneurship

The Guth and Ginsberg mannequin of entrepreneurship suggests that the thought of commercial enterprise entrepreneurship takes closer to the upward shove of new business ventures in equal organization. Essentially, this mannequin connects CE with the strategic business administration ideology to power innovation, new undertaking development, and creative place of business infusion (Guth& Ginsberg, 2010).

The Covin and Slevin's Model of Business Entrepreneurship

Colvin and Slevin's (2011) model caters to connecting business entrepreneurship with company performance. Therein, the exterior environment, strategic manipulate variables, and interior factors play a key position in shaping the organizational lifestyle and mindset toward certain things. This mannequin

similarly explains that enterprise entrepreneurship has a sturdy connection and affiliation with the results of an enterprise entity together with economic and non-financial prospects and may also get more desirable or weaker based on the impact of the environment.

Lumpkin and Dess Model of Business Entrepreneurship

This mannequin from Lumpkin and Dess (2016) suggests business entrepreneurship comprising of 5 main dimensions. According to the authors, commercial enterprise entrepreneurship could be better understood with the notion as to whether or not an employer has an orientation towards entrepreneurship. The authors in addition recommend that there are five main factors of entrepreneurial orientation, which are innovation, risk-taking, proactiveness, aggressive advantage, and autonomy. The mannequin similarly asserts that these elements can be in addition influenced via environmental elements or organizational factors.

Engagement is termed to be a fantastic predictor of several employees and organizational results prospects (Rowe & Frewer, 2005). Notably, the thought of engagement has also been located mediating several predictors to commonplace first-rate outcomes (e.g., Saks, 2006). However, restricted research has looked into the workability of engagement as a moderator. A conceptual learn about by Ahmed, Shah, Qureshi, Shah, and Khuwaja (2018) has asserted that there is a want to understand the function and moderating practicable of engagement to in addition employee and organizational outcomes. Accordingly, some scholars have additionally asserted the possibility and need for empirical attention in the direction of the buffering of engagement (LePine & Crawford, 2010) suggesting that engagement can yield higher effects via bettering the effect of on-hand predictors. There is an essential role in this area and no study was determined underlining the moderation of organizational engagement on the commercial enterprise entrepreneurship and organizational performance relationship. Based on the assertions of these pupils it can be asserted that engagement of personnel with the business enterprise will assist them to further beautify the influence of enterprise entrepreneurial activities closer to boosting organizational performance. In simple, we tried to define that having organizationally engaged employees can potentially help the commercial enterprise to enrich the effect of socially accountable things to do closer to booming organizational performance.

Theoretical Review

The study adopted endogenous theory. According to this approach, "organizational performance" and "entrepreneurship capital" are linked in the endogenous principle explaining enterprise growth. The endogenous increase idea holds that financial increase and organizational overall performance are especially the outcomes of endogenous and now not external forces. The endogenous boom idea holds that investment in human capital, innovation, and know-how are massive contributors to economic growth. The principle also focuses on positive externalities and spillover results of a knowledge-based economy which will lead to monetary development. The endogenous growth principle principally holds that the long-run growth fee of a financial system relies upon coverage measures. For example, subsidies for lookup and improvement or training make bigger the growth price in some endogenous growth fashions using growing the incentive for innovation(Chen & Hiau,2005).

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Empirical Reviews

Ledgerwood (2005) carried out a study to take a look at the relationship between higher education and entrepreneurship in Texas. Data were collected thru a questionnaire technique involving 228 respondents. The questions consisted of demographic information, education, and success in the business. Researchers compared the impact of graduates and non-graduates on the business success the usage of evaluation of variance (ANOVA) and t-test. The consequences show that the level of schooling is notably and positively related to entrepreneurship success. It additionally suggests that secondary education helps an entrepreneur to run the enterprise and discover business problems. Carree et al. (2002) and Bowen and De Clercq (2008) examined the information received from forty countries at some stage in the length from 2002 to 2014, and record that there is a high-quality relationship between financial boom and entrepreneurship. Audretsch et al. (2006), Acs and Szerb (2007), and Bosma et al. (2008) file that entrepreneurship promotes monetary increase and improvement in the case of higher-income countries. Wennekers et al. (2005) utilized the 2002 Global Entrepreneurship Monitor (GEM) information of 36 nations and examined the U-shaped relationship between entrepreneurship and economic development. On the different hand,

Fuentelsaz et al. (2015) said a terrible affiliation between economic boom and entrepreneurship, this inference corresponds to the case of the middle-income case of (Wennekers et al., 2005). Kolstad and Wiig (2015) examined the effect of education on entrepreneurial success in the case of Malawi. Data amassed from 1,900 corporations in a learn about conducted thru Malawi Second Integrated Household Survey (IHS-2) 2004–2005 confirmed that the profits of the companies are used as a proxy of entrepreneurship success. Results show that educated entrepreneurs get extra earnings as compared to uneducated people.

Jiménez et al. (2015) investigated the impact of the degree of training on entrepreneurship concerning entrepreneurship sorts like formal and casual entrepreneurship. In the case of formal entrepreneurship and informal entrepreneurship, the records are utilized in 80 countries and 30 nations respectively. From the vary of the records is 2000–2007, models have analyzed the use of Generalized Least Squares. Results exhibit that secondary and tertiary schooling lead to extend formal entrepreneurship and secondary schooling has no affiliation with informal entrepreneurship however tertiary education terrible and huge affiliation with informal entrepreneurship.

Methodology

To decide on Entrepreneurship Capital and Organizational Performance in the Service Industry the learn about sampled secondary records from 2004-2019 from National Pension Commission (NPC). The study generated a hypothesis: there is no huge distinction between entrepreneurship capital and organizational overall performance in the carrier industry. A P-Value of 0.05 used to be used to determine the degree of significance. However, the public sector pension contributions amount in Billion Naira is the established variable. The find out about adopted a linear regression mannequin with Minitab and additionally used SPSS for ANOVA analysis this is to similarly verify if there will be variation in the result of the two analyze.

Table 2.3: Public Sector Pension Contributions as at from December 2004-December 2019

Year	Amount (N Billion)	Percentage of Total
2004	15.60	0.54

2005	34.68	1.20
2006	37.38	1.29
2007	80.63	2.78
2008	99.28	3.43
2009	137.10	4.73
2010	162.46	5.61
2011	228.92	7.90
2012	302.24	10.44
2013	278.50	9.62
2014	237.49	8.21
2015	200.05	6.91
2016	225.86	7.80
2017	257.11	8.88
2018	266.84	9.21
2019	331.56	11.45
Total	2,895.97	100.00

Sources: www.npc.nig., 2021

The accumulated pension contributions from the public sector increased from N2,564.41 billion in 2018 to N2,895.97 billion as of 31 December 2019, up by 12.93 %.

Data Analysis and Discussion of Result

Analysis of Variance

Source	DF	Adj SS	Adj MS	F-Value	P-Value
Factor	1	244248	244248	46.82	0.000
Error	30	156501	5217		
Total	31	400749			

Model Summary

S	R-sq	R-sq(adj)	R-sq(pred)
72.2267	60.95%	59.65%	55.57%

Source: Minitab output

$F(1,30)=46.8$, $P < .0.05$, $R^2 = .61$.

ANOVA

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Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	156314.184	1	156314.184	13534970.399	.000 ^b
	Residual	.162	14	.012		
	Total	156314.346	15			

a. Dependent Variable: Amount (N Billion)

b. Predictors: (Constant), Percentage of Total

Source: SPSS output.

Given that the null hypothesis mentioned that there is a wide difference between entrepreneurship capital and organizational overall performance the result received from the Minitab linear regression evaluation is P-value is 0 which is much less than 0.05 stage magnitude the study, therefore, receive the alternate speculation which state that there is a large difference between entrepreneurship capital and organizational overall performance in the provider industry. Also, the ANOVA evaluation result with SPSS sig.=0.00 similarly confirms that there is a huge distinction between entrepreneurial capital and agency performance in the carrier enterprise which is a clear indication that the alternate hypothesis is accepted.

Conclusion

The literature reviewed and the analysis introduced are proof that entrepreneurship capital has outcomes on organizational overall performance in the carrier industry. Entrepreneur shifts the financial inputs like labor and capital to more productive avenues, for this reason increasing common productivity. The empirical and theoretical assessment has also pointed closer to the role of entrepreneurial capital on organizational performance. However, is in view that the intention to grow to be an entrepreneur demands various types of entrepreneurial skills, capital, and human sources to decide performance.

The implication of the Study

Entrepreneurship is an experience and not a steady destination. As society evolves, new technologies emerge, and opposition heats up, the entrepreneurial manner and concepts may additionally lead organizations in connecting possibilities with behaviors that are vital to carrying out the Extension cause and enhancing performance therefore, is fundamental to evaluate any entrepreneur milestone earlier than venture. In a fast-changing environment, groups should continuously leverage their human, financial, political, and social capital to are looking for new chances to backyard their existing expertise to be capable to attain optimum organizational performance.

Recommendations

1. The authorities make policies that will enable mandatory flat-rate rates, distribution strategies, defining procedure attributes.

2. The screening of thoughts is the first step in the entrepreneurial process. Create possibilities that will serve as the foundation for future agency initiatives to enhance performance.
3. Another element of the entrepreneur technique is the administration and development of business operations. Cash flows are required by organizations to continue and conduct their operations properly.
4. Entrepreneurial have to be objective in assets due to the fact the collecting of assets is another step in the entrepreneurial process. Everyday operations such as capital land, human beings resources, and so on are required for enterprise ventures.
5. Entrepreneurial firms are organization opportunities with the practicable to generate giant sales, profitability, and money flows. They prefer to use considerable external finance to acquire a giant boom and a dominant market share hence; there is a need for consultations earlier than choice making

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