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THEMATIC ANALYSIS OF ENTREPRENEURIAL ECOSYSTEM AND EMPLOYMENT GENERATION IN AGRIBUSINESS

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Abstract

The study examined Entrepreneurial Ecosystem and employment generation in Ogun State Nigeria, using human capital as a variable for entrepreneurial ecosystem, while agribusiness performance measures employment generation. Network theory was utilized for the theoretical position of the study. Primary data were collected using interview for selected rice farmers, non-probability sampling was adopted using purposive sampling techniques as a result of the homogeneity of the study observation and years of experience as a farmer. Qualitative analysis was conducted to determine the joint contribution of the explanatory variable (human capital development) on the given variable (employment generation). Nvivo 12. was adopted as a tool for data analysis. The findings from the study reveal human capital with required training and skills has a strong influence on employment generation. The study recommends that adequate training on farm management, processing, branding and packaging should be available to the farmers consistently which will lead to jobs creation and employment generation.

Keyword: Entrepreneurship Ecosystem, Employment generation, Performance

Jel classification: M0, M1, Q1

1.0 Introduction

Agribusinesses operate in a complex and dynamic environment as part of the larger collection of business processes that include; suppliers, traders, transporters, processors and many others. Each has its role to play in the production process and distribution of the products along the value chain. Agriculture has remained the main thrust of the Nigerian economy apart from oil since independence, (Economic Growth Recovery Plan, 2017). However, the keen interest and attention paid to Oil & gas sector gradually slow down the pace of agriculture in Nigeria. The decline in agricultural sector contributed to the challenges faced in the country as little or no jobs were created. Agribusiness is a hub that houses all sector of the economy together as a result of its value chain. As the economy just moved out of recession currently, there is a conscious effort to revive the economy in order to ascertain job opportunity and employment generation. This sector undergoing its resurge it needs to be more productive if the objectives will be achieved. Among the focal points of agribusiness is food security, employment generation. The said objectives might become a mountain to climb if there is no quality human capital. Before now, Nigeria is a productive and leading power house of agricultural produce in Africa which includes Ghana, Ivory Coast, Cameroon, Togo and Republic of Benin, with products such as, Cocoa, Rubber, Timbers, Palm kernel, other products that aren't at export production capacity are produced at consumption rate among which are, Rice, Yam, Cassava, Beans and others. During this period of immense contribution to national economy by agriculture, Nigeria has a high rate and qualified human capital which ensures productivity within this sector. Therefore, before agriculture can witness the kind of industrial spark witnessed in Silicon Valley there is need for quality training & development programs for agric-farmers through human capital development. Farmers in countries like, Taiwan, Malaysia, USA has leverage on human capital development to boost their production capacity and improve overall business performance. However, the revived interest and resurgent in agribusiness happened during the recent Covid-19 period has contributed to the performance of agribusiness, which agriculture contributed 22% as the highest contributing sector for the first quarter of the year 2021, this shows that the sector performs better for the first time in decades as a result of conscious efforts by the government, (NBS, 2021).

Although studies like Stam (2016) pinpointed factors affecting agribusiness ecosystem performance as business network that farmers can leverage on, which allow farmers to explore the market to contribute to the performance of agribusiness. Furthermore, provision for state art of knowledge facilities that will lead to effective training and development of quality human capital, Spigel (2015) also buttressed that entrepreneurial ecosystem that will thrive must be able to access funds, must have adequate provisio n for human capital, provision for infrastructure and Policy. As such previous studies like Salau (2018), Abu (2019) Issa (2015), Mason and Brown (2014) had researched this concept using the factors enumerated by Stam and Spigel. But will less focus on Human Capital Development, with their studies holding a strong position that there is a positive influence on finance, policy, business networking on business performance, yet in practice the agribusiness performance hasn't generate employment that is expected of this sector. Therefore, this position prompted the study to examine the entrepreneurial ecosystem and agribusiness performance of Rice farmers in Ogun State. The theme of this study is to determine the effect of human capital development on employment generation.

2.0 Literature Review

Concepts of Entrepreneurial Ecosystem

Mason and Brown (2014), characterized entrepreneurial ecosystem as a bunch of interconnected innovative entertainers (both potential and existing), associations (for example firms, investors, business heavenly messengers and banks), establishments (colleges, public area organizations and monetary bodies), and cycles (business rate of birth, pace of HGFs, number of sequential business visionaries and blockbuster business people, and levels of innovative aspiration and sell-out mind-set in the general public). This definition features the significance of the formal and casual associations as go between of execution inside the neighbourhood innovative climate. In this viewpoint, innovative environments approach offers a new and unmistakable viewpoint on the topographical grouping of monetary action, despite the fact that joining many subjects from this previous writing regardless of whether it can guarantee different beginnings.

However, the meaning of entrepreneurial ecosystem by Stam, (2015), is most broadly utilized in academia, since it thoroughly covers this concept and context, i.e. (entrepreneurial ecosystem). As indicated by Stam (2015), the entrepreneurial ecosystem is a set of associated agents and variables facilitated so that they empower useful business venture. Thus, entrepreneurial ecosystem is about the climate where business happens, the job of individual and related elements that empower or oblige the enterprising action, the complicated arrangement of components of the entrepreneurial ecosystem help in supporting business venture in a district. Additionally, entrepreneurial ecosystem approach stresses social setting as far as its part in making business empowering or deterring. Inventive desires and accomplishments of individual business people rely upon how instilled innovative culture is in the general public. Business visionaries are the point of convergence of an innovative environment which complements the setting to be favourable for entry, endurance and development of business venture. In the entrepreneurial ecosystem, business visionaries (entrepreneurs) are considered as pioneers and the other supporting partners, for example, the public authority are considered as the feeders (Feld, 2012).

Entrepreneurial ecosystem can be characterized as an interconnected assembling of actors in a nearby geographic local area focused on manageable technological advancement through the help and assistance of new sustainable business ventures. (Cohen, 2006). Along these lines, this definition accentuates on integration and connection happening, which infers that there needs for proceeded and continued interactions. As opposed to this definition is the computerized part of business that describes developments in the information economy, as set by Autio, Nambisan, Thomas, and Wright, (2018), defines an ecosystem as a digital economy phenomenon that harnesses technological affordances to facilitate entrepreneurial opportunities pursuit by new ventures through radical business model innovation. This means that an ecosystem can apply in a digital environment that is characterized by relationships rather than a set geographical context.

The idea of an Entrepreneurial ecosystem consolidates research on groups, development frameworks, organizations and human resources, (Colombelli, Paolucci, and Ughetto, 2019). The advantage of incorporating a wide scope of ways to deal with the investigation of business venture is in its dynamic capacity to change in light of relevant conditions. This implies recognizing the mind boggling nature of business venture and the manner in which it changes in view of ecological circumstances. Searches for unique opportunities determine whether they fit the organizations strategic direction, defines the measures for success, and continually reassesses opportunities (Lin & Chen 2007). This study viewed entrepreneurial ecosystem as interrelationship that exist between the entrepreneurial value chain to foster value creation.

Human Capital and Entrepreneurial Ecosystem

Human resources are referred to an individual or unit of individuals, plans, character credits and social penchants. Human resources even fuse inventiveness that can be advantageously applied to a financial explanation, and subsequently is considered a kind of overflow. Countries, associations, and financial improvement. The genuine sufficiency of an environment lies in the managerial ability to make, give, and join individuals aggregately to obtain explicit data, abilities, preparing in conveying capacities, improvements and limits that will subsequently incite unrivaled execution (Abioye, 2020). Moreover, Jones, 2019 battles that helping human resources through preparing and abilities securing, support, improvement should be a worry of pioneering biological system since workforce are one of the critical factors that engage the handiness of assets. (Afolabi, 2001). Similarly, a sound environment ought to have quality HR expertise that will prompt upgraded usefulness (Ruslan, Musa, and Parawansa, 2017). The nature of human resources inside the environment setting decides the presentation of agribusiness, as the abilities, preparing, information and ability of workforce is a significant determinant of execution.

Employment Generation

Employment created by agrarian marketing and handling fuses those work utilizing exercises that secure, cycle and market ranch produce. Concerning rice distribution and handling, the specialists included contain dealers, rice processors and merchants in handled rice items. It ought to be noted, notwithstanding, that these specialists likewise enlist administrations from others to fix their hardware, give transport, and so forth, which thusly gives roundabout work from the business. Business created by agrarian marketing and handling joins those work utilizing exercises that include obtainments, handling and promoting the ranch produce. With respect to agribusiness environment creation, marketing and handling, the individuals included contain ranchers, merchants, processors and brokers in handled items. It ought to be noted, nonetheless, that these specialists additionally enlist administrations from others to fix their gear, give transport, and so on, which thus gives backhanded work from the specialists and actors of the entrepreneurial ecosystem. Agribusiness can possibly give a fundamental commitment to work for the jobless.

As the Nigerian economy turns out to be more refined, inventive drives assume a larger part than even the Government in business age and vocation improvement amazing open doors for people. More than 28% of occupations made in Nigeria is Agro-based (World Bank, 2016). A greater part of these positions is made by Agric Entrepreneurs. Joblessness is by and large alluded to joblessness of individuals who will work and effectively looking for occupations. Worldwide joblessness rate presently midpoints 6%.

However, territorial and country inconsistencies remain inadmissibly wide. Similarly, wide is the dissimilarity among general and youth joblessness. Youth joblessness alluded individuals between the ages of 16 - 35 who are willing yet unfit to get an ideal line of work (ILO, 2015). Africa and Asia are the two landmasses with the main youth populace.

These jobless specialists regularly don't get a lot of advantage from new positions in new ventures that are made in a region (Thomas, Gary, and Kyle, 2016). Consequently, higher than typical joblessness rates can continue in a district that has seen the misfortune or decay of one or a few key ventures even

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as there are gains in neighborhood work development. Albeit the writing on the advantages of bunching doesn't expressly make reference to grouping as a method for tending to territorial joblessness, the accentuation on grouping as a method for speeding up work development can be considered as suggesting that grouping can in a roundabout way take care of neighborhood joblessness issues, particularly assuming local work preparing and human resources ventures should be possible in such a manner to assist the jobless with landing positions in the grouped businesses, which is a strategy regularly suggested. Scott (2013), sees that Structural change has been influencing country's economy for quite a long time as farming and assembling business has given way to work in assistance givi..g ventures.

Work age has stood out for researchers and partners both in created and non-industrial countries today. Series of hostile to destitution and joblessness program has been sent off in Nigeria by various states to check the threat of fretfulness among youth in the nation today (Yaro, 2015). Such Programs incorporates Technology Business Incubation (TBIs), Bank of Industry (BOI), National Directorate of Employment (NDE) Small Medium Development Agency (SMEDAN), Anchor Borrowers' Program, Industrial Development Center (IDCs), Entrepreneurship Development Program (EDP) and Policy Pronouncement by Federal Government in 2006 to tertiary foundations to propose basically a course in business this large number of projects are intended for furnishing adolescents and jobless with abilities to lay out their own organizations with point of utilizing individuals to work in the organization and furthermore make some work for self CBN (2014).

The joblessness rate in the nation today is because of a damaged instructive framework gave over to us by missionary education that only prepared individuals to work public and private areas alone Okefo et al, (2014) attests that the old educational program didn't have space for individuals to procure abilities that enables them independent work and dependence. Additionally, Khalid, (2014) sees that new companies and enterprising business are liable for work creation in a nation where they support business venture, advancement and innovativeness. He referred to model that over 25 years U.S.A made occupation through private ventures that consumed a large portion of their alumni and jobless young people. In continuation, Gem, (2015) found that somewhere around 18% of all s new businesses expected to generate new job opportunity in their report, 2015, they examined the connection between monetary development and business venture and financial advancement in view of where the nation remains as far as development.

Gem (2015) classifies viable and jobs creation economies into three categories;

Factor-driven economies: These are countries that rely on unskilled labour and the extraction of natural resources. Under factor-driven nations business are created out of necessity; examples are Uganda, Guatamala, Nigeria and Algeria.

Efficiency-driven economies: Are countries that are growing and in need of improvement on their production processes and goods and services produced. Examples are Argentina, Russia and South Africa.

Innovation-driven economies: These are the most advanced countries, where business compete based on innovation and entrepreneurship. Examples are Israel, United Kingdom, China, Japan, Denmark, United Arab Emirates, Indonesia, Canada and United States of America (USA).

Job creation is tied to start-ups performance through the incentive support services provided by incubators and actors of the ecosystem. Al-Mubarak and Hanadi (2015) agrees that entrepreneurial ecosystem platform is aimed at nurturing, mentoring, networking, financing newly start-ups to survive and sustain

their enterprise with hope of creating more jobs to the masses, technology transfer, commercialization of research &development (R&D) will result to economic development and ultimately reduce the rate of unemployment (Kathleen, 2016).

Agribusiness in Nigeria

The call for broadening of the Nigerian Economy attributable to over-reliance on Oil as the backbone of the economy has turned into a 'trendy expression' because of falling income from Oil and its

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specialist antagonistic impact on the economy and residents' government assistance (Olatomide and Omowumi, 2015). Examiners, Scholars and Practitioners the same have recognized the commitments of Agribusiness in the improvement of individuals' ways of life, business ages, Improvement in Gross National Income and the general economy of Nigeria. The Government at different levels has taken on method for empowering business which Esiobu, Onubuogu and Ibe (2015), allude to as a powerful course of making steady abundance, in the area as an approach to guaranteeing further developed execution in Agribusiness.

All the more in this way, the Nigeria broadening of economy from rough oil reliance to different areas of the economy, especially agribusiness has brought about reception of a few innovative drives; regardless of the startling food security emergency, the developing populace, progressively subject to imported food sources, the exercises of Fulani herder, over politicization of horticultural projects, the prevailing means situated homestead economy, lack of assets and credit offices, work shortage notwithstanding generally speaking high joblessness and stale innovation which had injured the area improvement (Esiobu, et al. 2015) . The new, enhancement strategies, for example, the off-taker request driven farming undertaking, fadama programs and a large group of other bunch based projects presented by the Government significantly affect the financial turn of events (Tende, 2013). Albeit, the quantity of agricultural ecoysstem and economic exercises has expanded, the agribusinesses have not created at the normal speed. States, especially in Northcentral States have shaped central focuses for horticultural center point of the country as native, worldwide and global organizations are finding and putting resources into agribusinesses. Subsequently, evaluating innovative drives inside the agribusiness groups in this area is fitting right now when the public authority of Nigeria is focused on pushing for financial strengthening, seriousness, business age, neediness mitigation and food security among others.

2.2 Theoretical Review

2.2.1 Network Theory

Network theory was propounded by Erdis and Reyis (1960). Networks often express patterns of "co-operation," which reflect a specific balance between cooperation and competition. Intra-networks and internetwork relations are founded on a mixture of collaboration and opposition (Carayannis, & Campbell, 2011). Network theory refers to the mechanism and process of interaction in network structures to get specific results for individuals and groups (Neumeyer & Santos, 2017). The network consists of a set of actors or nodes together in a series of certain types of bonds (such as friendship) that connect them. These relationships are interrelated to achieve the same goal to form a path that indirectly connects actors who are not connected or directly bound. The bonding patterns in the network produce certain structures, and actors occupy positions in these structures. Most network theory analyses look at the network structure characteristics and position of actors and try to relate them to the achievements or outputs produced by groups and actors (Boggati & Halgin, 2011). The use of network theory approaches in the entrepreneurial ecosystem is considered relevant because the ecosystem consists of elements that interact with different network configurations. Letaifa et al (2016), state that "ecosystems are an extension of network theory." Network theory can be used to describe relationships between organizations that have common or complementary features that facilitate access to resources and information or to determine the structure of social interaction between organizations.

Jack (2010), considers that network theory has become a key element of entrepreneurial research. A network approach and strategic thinking are suitable ways to explore the relationships and interdependencies of ecosystem actors for value creation (Purbasari et al., 2019). The relational structure between various stakeholders in the entrepreneurial ecosystem is implied in the perspective of network theory. Social network connectivity is influenced by the degree of interrelation between

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employers, government agencies, incubators, or members of accelerator organizations, and investors or constituents of higher education organizations (Xaver Neumeyer, Susana & Santos, 2017). The network theory explains the relationship that exist between elements of a value chain, and this has a direct impact on entrepreneurial ecosystem, because the entrepreneurial ecosystem explains the relationship that exist between and among the agent, actors and players in agribusiness, which includes but not limited to, government, formulating policy that supports the farmers to thrive, such as the import substitution policy for rice farmers that ban the importation of Rice, also the financial institution making provision for access to finance for the farmers which leads to commercialization of products and thus solving food security challenges. The major barrier to this approach is that all parts are inter-linked with one another, failure from a units affect all units, for example if the quality of human capital is low, the performance of agribusiness will be poor. Consequently, once all parts that link one another are functioning effectively the performance level will increase.

Empirical review

Similarly, Philip (2011), carried out research in other to investigate the factors affecting Business Success of Small and Medium Enterprises (SME's) in Bangladesh. The researcher makes use of product and services, external environment, management know-how, resources and finance, a way of doing business and cooperation, and SME's characteristics as the factors that affect the business success of SME's. Questionnaire was used to collect data, and it was analysed through SPSS software that gives relevant analysis in terms of reliability analysis, frequency analysis, regression analysis, one-way ANOVA and T-test. The result of the study shows that the most variable that affects business success of SME's were management know-how, products and services, the way of doing business, and external environment, and there has significant relationship with business success of SME's. But resources and finance and SME's characteristics do not have a significant relationship with the business success of SME's. Findings from the study utilises variables of entrepreneurial ecosystem but fail to explore human capital as a factor that also affects business success and performance, knowing that the quality of the human capital also influences firm's performance. Similarly, the study used quantitative, while this study on entrepreneurial ecosystem utilises qualitative approach using interview to elicit information from the respondents.

Moorthy et al. (2012), carried out research to assess the Factors Affecting the Performance of SME's in Malaysia. Effective entrepreneurship, appropriate human resource, use of marketing information, and application of information technology are utilized by the researchers as the factors that affect or influenced the performance of SME's. In their study a total of three hundred set of questionnaires was presented via email to the randomly SME's selected in the manufacturing industry all over Malaysia to collect data for the study and the variables were tested through multiple regression analysis, and also the findings of their study indicates that there is an adverse relationship between ineffective entrepreneur as well as inappropriate human resources management and the performance of SME's. And also, the result indicates that there is a positive relationship between the use of marketing information, application of information technology and the performance of SME's. In short, the study discovered that the use of marketing information can influence or affect the performance of SME's at the highest. Findings from the study is relatively different from the outcome of entrepreneurial ecosystem, as this study researched ecosystem using agribusiness and not manufacturing business, this means that challenges faced in each business differs from one another and how this affects performance also differs, even though both study utilized human capital, the type of skills needed in manufacturing business also differs from agribusiness.

Yahya et al. (2012), investigate the Impact of Training on Small and Medium Scale Enterprises (SME's) Performance in Malaysia. A survey questionnaire was used for data collection from the sample SME's under study, and the study used regression analysis method to measure the

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impact of training on SME's performance, and also the result of the study found that training has a positive and significant impact on SME's performance. This study also researched on human capital training; while the current study explores human capital in agribusiness making it evident that's the training programs differs as the main focus of this study is on agriculture.

Ahmad et al. (2012), investigate the New Determination of Factors Affecting the Growth of Small and Medium-Sized Enterprises in Pakistan. Access to finance, public and private partnership, lack of training and education, stress, lack of motivation, lack of political stability, bureaucracy, lack of management, access to public infrastructure, and inflation, was used by the factors that influenced growth of SME's. Questionnaire gathered data for the research, and Pearson correlation analysis was used to analyse the data through SPSS. The finding of the study shows that access to finance, public and private partnership, lack of training and education, stress, lack of motivation, lack of political stability, bureaucracy, lack of management, access to public infrastructure and inflation are positive associated with the growth of SME's. Lack of training and education shows the highest correlation with growth of SME's and bureaucracy demonstrates the second highly correlation with growth of SME's followed by access to finance, public and private partnership, stress on employees, lack of political stability, lack of management, access to public infrastructure and inflation all have positive association with growth of SME's, while lack of motivation was reveal as the least but positive correlation with growth of SMEs.

Dermol, (2013), determine the Influence of Training and Training Transfer Factors on Organizational Learning and Performance in Slovenia. In the study volume and quality of training, supervisor support, peer support, acquisition and interpretation of information, organizational incentive, and cognitive and behavioural changes are the factors or variables that influenced company performance. In the empirical analysis, structural equation modelling was used based on a sample of two hundred and forty-seven Services Companies. The study indicates that there is a positive relationship between supervisor support and organizational incentives for training transfer. Organizational incentives are directly related or correlated with both studied company-level training outcomes, also the acquisition and interpretation of information, cognitive and behaviour changes. Also, they are indirectly related or correlated with the company performance through encouraging cognitive and behavioural change. The volume and quality of training are correlated and related only to the acquisition and interpretation of information while there is no direct relationship or correlation with company performance.

Sanyaolu, Ogunleye, Owolabi and Lawal (2017) employed the ordinary least square regression analysis to examine the impact of human capital development on economic growth of Nigeria, using annual time series from 1981 to 2015. The empirical results showed that human capital development has significant impact on economic growth. Human development indicators namely secondary school enrolment, tertiary school enrolment, total government expenditure on health and total government expenditure on education exhibited positive and statistically significant impact on economic growth of Nigeria. However, life expectancy and primary school enrolment exhibited a negative and statistically insignificant impact on economic growth of Nigeria. Similarly, there is a line of relationship between the variables in terms of human capital development, as the outcome from this study reveals that human capital has a significant effect on employment generation.

Kareem, Adebola and Yusuf (2020) adopted multiple regression analysis to examine the impact of human capital training on small business performance in service industry in Nigeria, using 330 small business owners. Their findings show that training has a significant impact on service quality and service delivery. Their study however is focused in service industry while this study focused on employment generation. Findings from the related studies have revealed that training as a positive effect on performance and employment generation. Both studies have been able to establish the impact of training on business performance and employment generation to be positive.

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3.0 Methodology

This study examined effect of entrepreneurial ecosystem and employment generation in agribusiness in Ogun State, Nigeria. Non-probability sampling was adopted, using purposive sampling techniques in selecting four (4) rice farmers, which were selected from the rice farmer's association based on their years of farming experience and level of education as well as their production capacity. Primary data was utilized as source of data, an interview was utilized as a means for data collection, qualitative analysis was conducted to determine the extent to which explanatory variables (human capital) affect the given variable (*employment generation*) using Nvivo 12 as a tool of analysis.

4.0 Data Analysis

4.1 Hypothesis Testing: Entrepreneurial Ecosystem and Employment generation

H_{01}: human capital development has no significant effect employment generation of agri- businesses

4.1.2 Theme

What is the effect of human capital development on employment generation of agribusiness?

Based on the interview discussions with four participants of the ecosystem, relevant entrepreneurial ecosystem information that relates to agribusiness performance (employment generation) emerged in (figure 4.1) as ways in which the agribusiness can lead to job creation.

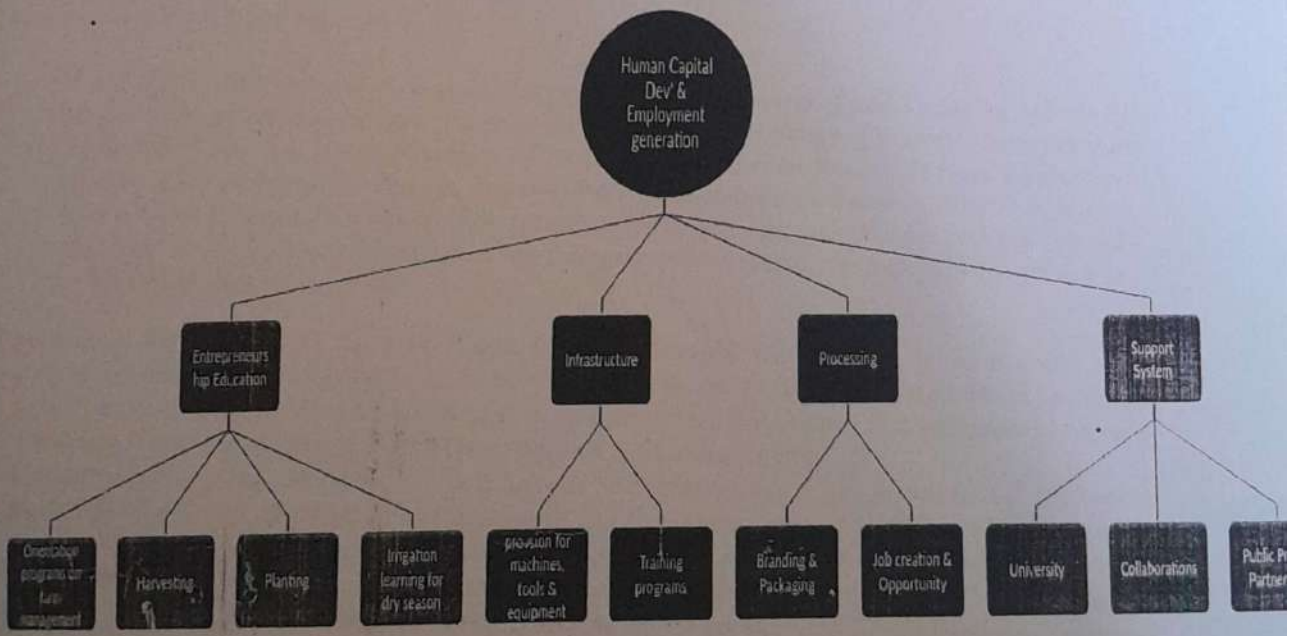


Figure 4.1 Thematic representation of Human capital development

Source: Author's Field Survey (2021)

4.1.3 Entrepreneurial Education

Education is a learning process, starting as early as elementary school and progressing through all levels of education. Entrepreneurship education attempts to develop in the participants the intention to perform entrepreneurial behaviours, knowledge and desirability of the entrepreneurial activity (Liñán, 2004). Pat3 and Pat1 identified orientations programs on farm management and consistent training and capacity building as key ingredient in facilitating employment generation among the agribusiness ecosystem. This suggests that employment generation tends to be realized when attention is given to entrepreneurial education orientation programs and consistent training and capacity building for participant in agribusiness ecosystem. Thus, responding to how employment generation could be achieved, participants pat1 and Pat3 unanimously agreed that orientation on farm management and consistent training and capacity building of agribusiness can greatly enhance employment generation thus:

> *"I want to say that Agric has a very robust capacity to actually create employment for people of this country. Around 1970 before the discovery of Oil in Nigeria Agriculture was the main stay of the economy and even till now you find out that if agriculture is well earnest it can take up to 80% of the population in terms of employment. But the point in Agriculture is this, people will only go into Agric if people are given adequate entrepreneurship programs. Educating the masses make them to take Agric as a business that is capable of creating jobs for people. So this can be achieved if there are orientation programs on farm management and consistent training and capacity building."* **(pat1; Pat3).**

Similarly, participant Pat1 affirmed:

> *"I will agree with the first discussant that Agric has the capacity of employing up to 80% of the Nigerian population because this country is so blessed in things of natural resources and arable land. But how many graduates of today in Nigeria even those that read agriculture will like to go and practice like us, because there is disconnection between what we see and what we are thought in schools. For instance, university can specifically provide special manpower or innovative technology. Even foreign partners can be invited to boost growth of the ecosystem platforms"* **(Pat1).**

By implication, the position of the participants in the discussion with regards to what could aid employment generation in the agribusiness cluster brought out the findings that orientation on farm management regarding agribusinesses is essential in agribusiness. This ensures that agriculture is seen as business that is capable of generating employment and not a mere hobby.

Entrepreneurship education attempts to develop in the participants the intention to perform entrepreneurial behaviours, knowledge and desirability of the entrepreneurial activity (Liñán, 2004). According to Kuratko (2015), entrepreneurship education has become a thoughtful matter for university administrators, course developers, government (public) servants, and researchers. According to Izedonmi and Okafor (2017), entrepreneurship education is focused on developing youth with passion and multiple skills. It is aimed at reducing the risk associated with entrepreneurship thought and guiding the firm successfully via its initial stage to the maturity. It is designed to communicate and inculcate competencies, skills, knowledge, and values needed to recognize business opportunity, organize and start new business venture.

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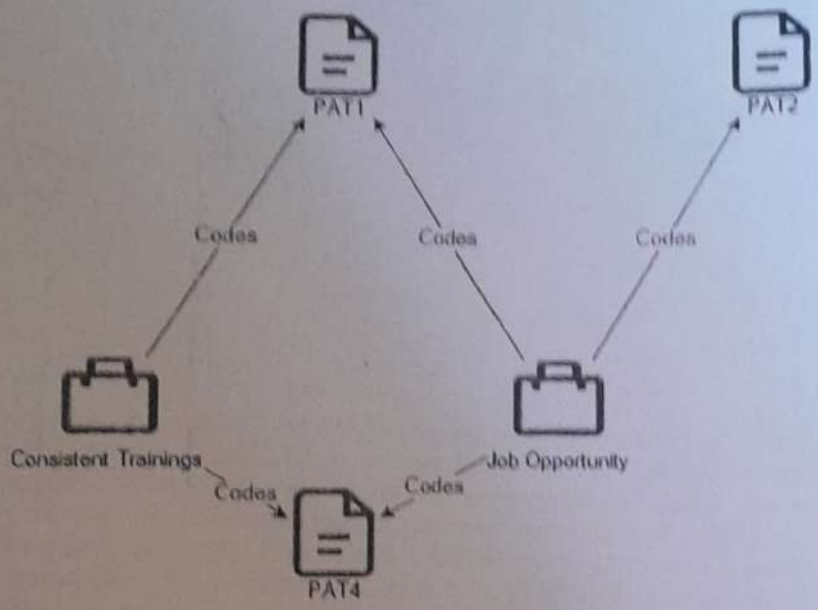


Figure 4. 2 Thematic representations of the Discussants Human Capital Development
Source: Author's Field Survey (2021)

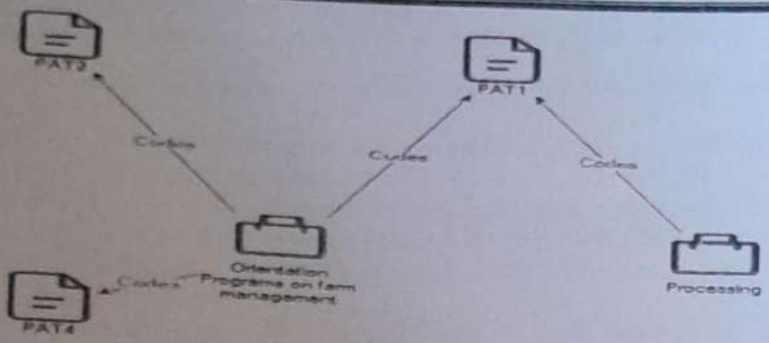
Findings,

The study revealed that entrepreneurial ecosystem variable (Human capital Development) has a great influence on employment generation, and other themes that emerged such as, entrepreneurship education, processing and support system, can all drive the employment generation.

5.0 Conclusion

The study concluded that entrepreneurial ecosystem variable human capital development has a strong influence on employment generation in agribusiness sector. The quality of training and skills programs made available for the labour force, will influence performance of farmers in the business. Also through entrepreneurial programs opportunity will be identified, which would lead to job creation and employment generation. For instance, trainings on processing, branding and packaging to meet international best practices will lead to creation of jobs and employment generation.

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Recommendation

The study recommends that there should be adequate training programmes that will enhance the quality of human capital through Public private partnership. Also there should be collaborations through University support system to offer courses on entrepreneurship education that will deepens the knowledge of the farmers on farm management, process, branding and packaging which will result to job creations and opportunity identification. Similarly, the farmers' association should constantly seek for integrations and collaborations that will boost their production capacity and enhance their total farm experience. Lastly, all the actors and players that are involved in the ecosystem practices should ensure that they work together as a unit cause deficiency from one part will affects the overall performance of the system.

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