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and
Conference Materials
for the
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Management Leadership and
Governance**

**HU University of Applied Sciences
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Leadership and Entrepreneurship: Preliminary Validation of Covenant Entrepreneurial Effectiveness Scale

Jonathan A. Odukoya, Aize Obayan, Maria-Stella C. Odafe, Charles Iruonagbe, David Igbokwe, Olushola Oyero, E.N. Abiodun-Eniayekan, Elizabeth Olowookere, Nchekwube Excellence-Oluye, David Abasilim, Emmanuel Uba and Lily Chimuanya

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Abstract: Attaining and maintaining leadership in any field of human endeavour requires regular valid measurement and evaluation. The latter is the quest of Psychometrics. The core objective of this study, therefore, was to develop and attempt preliminary validation of the Covenant Entrepreneurial Effectiveness Scale [CEES], a monitoring device for entrepreneurs. The CEES was based on Schumpeter's theory of Innovation in entrepreneurship and Leibenstein's theory of entrepreneurship, combined with current observations of SMEs in a developing economy. The core research questions were: What are the internal consistency reliabilities of the CEES? What are the discriminant validity indices of the CEES? One hundred and ninety-four (194) small scale entrepreneurs were randomly sampled from Ado-Odo Ota local government area in Ogun State, Nigeria. There were 128 males and 66 females with age ranging from 20-65 years. The mean and standard deviation of their age were 38.05 and 8.56 respectively. The responses to the CEES were analysed with Cronbach alpha, Guttman Split-half and Spearman-Brown coefficients and independent student t-test. The results showed that the CEES has significant internal consistency reliability (0.755), split-half reliability (0.742) and discriminant validities for entrepreneurs who were differentiated on Gender ($t=2.75$, $p=0.007$), Age ($t=2.003$, $p=0.048$), House ($t=5.68$, $p=0.0$) Car ($t=5.89$, $p=0.0$) and Annual Profit ($t=3.432$, $p=0.001$). It was recommended that the CEES be administered on SMEs in other parts of the globe to further ascertain its reliability and validity for regular monitoring and evaluation, to catalyse entrepreneurial leadership.

Keywords: Entrepreneur, Leadership, Effectiveness, Testing, Validity, Monitoring, Evaluation
