

**ENTREPRENEURIAL STIMULATION, SUPPORT SYSTEM AND
START-UP PERFORMANCE AMONG GRADUATES OF SELECTED
FAITH-BASED ENTREPRENEURSHIP PROGRAMMES IN LAGOS
STATE, NIGERIA**

BY

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SEPTEMBER, 2021

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**A THESIS SUBMITTED TO THE SCHOOL OF POSTGRADUATE
STUDIES IN PARTIAL FULFILMENT OF THE REQUIREMENTS
FOR THE AWARD OF THE DEGREE OF DOCTOR OF
PHILOSOPHY (Ph.D) IN BUSINESS ADMINISTRATION IN THE
DEPARTMENT OF BUSINESS MANAGEMENT, COLLEGE OF
MANAGEMENT AND SOCIAL SCIENCES, COVENANT
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SEPTEMBER, 2021

ACCEPTANCE

This is to attest that this thesis is accepted in partial fulfilment of the requirements for the award of the degree of Doctor of Philosophy (Ph.D) in Business Administration, in the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Nigeria.

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DECLARATION

I, EZEMA, MARY EJIEHI, (16PAB01334), declare that this research was carried out by me under the supervision of Dr. Omotayo A. Adegbuyi of the Department of Business Management and Dr. Felicia O. Olokoyo of the Department of Banking and Finance, College of Management and Social Sciences, Covenant University, Ota, Ogun State, Nigeria. I attest that the thesis has not been presented, either wholly or partly, for the award of any degree elsewhere. All the sources of data and scholarly information used in this thesis are duly acknowledged.

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Signature and Date

CERTIFICATION

We certify that the thesis titled “**Entrepreneurial Stimulation, Support System and Start-Up Performance among Graduates of Selected Faith-Based Entrepreneurship Programmes in Lagos State, Nigeria**” is an original work carried out by **EZEMA, MARY EJIEHI (16PAB01334)** in the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Ogun State, Nigeria. We have examined the work and have found it acceptable as part of the requirements for the award of the degree of Doctor of Philosophy (Ph.D) in Business Administration.

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DEDICATION

I dedicate this thesis to God Almighty; my creator, my strong pillar, my source of inspiration, strength, wisdom and understanding, the giver of all knowledge, the perfect one, who made everything beautiful at His right time, without whom I am nothing. I also dedicate this thesis to my husband Arc (Dr.) Isidore C. Ezema (KSM) and to my late father Pa. Ehimuan Peter Ikhaikhena, who could not see this thesis completed, but taught me to persevere and prepared me to face the challenges with faith and humility.

ACKNOWLEDGEMENTS

My paramount gratitude goes to God Almighty to whom I owe my very existence and for giving me the strength, knowledge, ability and opportunity to undertake this research, and complete it satisfactorily. Without His benedictions, this attainment would not have been possible.

I would like to show my appreciation to all the people who contributed their time and knowledge directly or indirectly in some way to the completion of this thesis. My gratitude goes to the Chancellor of Covenant University, Dr. David O. Oyedepo for being a visionary leader in providing a tranquil and conducive academic environment. I wish to acknowledge the Vice-Chancellor of this institution, Prof. Abiodun H. Adebayo for being a source of inspiration and motivation. I wish to express my special thanks to the Registrar, Dr. Olusegun P. Omidiora; the Dean School of Postgraduate Studies, Prof. Akan B. Williams; the Sub-Dean School of Postgraduate studies, Dr. Emmanuel O. Amoo, the Dean College of Management and Social Sciences, Prof. Uwalomwa Uwuigbe; and the former University Chaplain, Pastor Kayode Martin for ensuring that the fire kept burning and for being there when I required motivation in the course of this thesis. My acknowledgement also goes to the management of Centre for Learning Resources (CLR), and African Leadership Development Centre (ALDC) for providing most of the resources used in this study. Also, I appreciate Covenant University Centre for Research, Innovation and Discovery (CUCRID) for the sponsorship of my publications. May God continue to sustain and elevate Covenant University. I have great pleasure in acknowledging the Head of Department of Business Management, Prof. Anthonia A. Adeniji, and the Postgraduate Co-ordinator, Barr. (Dr.) Ebeguki E. Igbino, for their support, encouragement and the credible ideas contributed towards the completion of the thesis.

My sincere gratitude and appreciation go to my Main Supervisor, Dr. Omotayo A. Adegbuyi, and Co-Supervisor, Dr. Felicia O. Olokoyo whose immense contributions, time, suggestions, and encouragement and invaluable supervisions helped to improve the quality and relevance of this research. I am deeply grateful to Dr. Olaleke O. Ogunnaike, who later became one of my college examiners, for his assistance at every stage of the research project. I am grateful and may God reward you immensely. I am deeply indebted to my

second college examiner, Dr. Tayo O. George and School of Postgraduate Studies Representative, Dr. Susan O. Adeusi for their contributions and readiness to give directions whenever needed, which helped to put my thesis in proper perspective. I would like to profoundly thank the following faculty members of the Department of Business Management - Prof. Chinonye L. Moses, Prof. Rowland E. Worlu, Dr. Joseph O. Kehinde; Dr. Adewale. O. Osibanjo; Dr. Olabode, A. Oyewunmi; Dr. Mercy E. Ogbari for their contributions and time which made the work successful. I am deeply grateful to all the scholars in the Department Dr. Maxwell A. Olokundun; Dr. Odunayo P. Salau; Dr. Ayodotun S. Ibidunni; Dr. Taiye T. Borishade; Dr. Mosunmola O. Adeyeye; Dr. Daniel E. Ufua; Dr. Adebukola E. Oyewunmi; Dr. Steve I. Ukenna; Dr. Joy I. Dirisu; Dr. Augusta B. Amaihian; Dr. Tolu O. Atolagbe for their insightful comments and suggestions. I am also thankful to my research data analyst Dr. Hezekiah O. Falola, and research assistant, Mr. Emmanuel Oluyode for their prompt response.

My sincere thanks also extend to Dr. Oluwole O. Iyiola, for his fatherly advice. I offer my special thanks to Rev. Fr. Raymond Anoliefo of Catholic Archdiocese of Lagos who is in charge of Justice Development and Peace Commission (JDPC), and the secretary Miss. Chiamaka, the Co-ordinators of Daystar Skills Acquisition Programme (D-SAP) from Daystar Christian Centre, the Co-ordinators of Redeemed Initiative for Skills and Empowerment (RISE) from Redeemed Christian Church of God for their assistance, contributions and ease of data collection. God bless you all for your kind gestures.

I greatly appreciated my classmates Emmanuel E. Okoh, Ayoyimika Omolade, Stanley O. Ajalie, Emmanuel T. Emielu, Oluwakemi Ade-Adeniji, David Orenuga, Kayode Ojo, and Oluwakemi Alake for their propelling and motivating dispositions throughout the study. I would like to offer my special thanks to Dr. Olufunke P. Adebayo for her sustained advice and friendship. Your dispositions towards me were my inspirations and are highly valued.

My profound and sincere gratitude go to my husband Arc (Dr.) Isidore Chukwunweike Ezema (KSM) for his continuous, unfailing and unparalleled love, support and understanding which made the completion of this thesis possible. God will continue to exalt you and all your endeavours. I also wish to thank all my beautiful, gifted, lovely and understanding children: Maurice Ikechukwu Osekhuemhen, Agape Oluebubechukwu Oseluolemhen, Saint Chukwunonso Osegbena, Leonard Akachukwu Osezua, and Theresa

Chisom Oseremhen. Without your tremendous understanding and encouragement in the past few years, it would have been impossible for me to complete my study. You helped me to keep things in perspective. I appreciate and love you all! My gratitude goes to my late parents Pa. Ehimuan Peter and Mrs. Theresa Ikhaikhena for their selfless love, care, and sacrifice which helped to shape my life. Continue to rest in peace. My heart-felt gratitude goes to my ever-loving and supportive mother-in-law, Mrs. Theresa N. Ezema for her love, moral support and her continuous prayers. I also appreciate all the support I received from the rest of my family. I greatly value your contributions and deeply appreciate your belief in me. I love you all.

It would be inappropriate if I do not mention the names of my dear friends: Dr. James A. Ogunjobi and Mr. Omon-Julius Onaburekhan who have, in their own ways, kept me going on my path to success by assisting me with their abilities in whichever manner possible, and for ensuring that good times kept flowing.

My sincere thanks and love also go to all my other friends and well-wishers who space would not permit me to mention. I recognise and love you all!

EZEMA, MARY EJIEHI

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LIST OF ABBREVIATIONS

4 C's	Cost, Customer, Communication and Convenience
ABIDIS	Assessing Business Ideas by the DISTEH
AHRPs	Advanced Human Resource Practices
AMTs	Advanced Manufacturing Technologies
BIG	Business Idea Generation
CIA	Central Intelligence Agency
CP	Competitive Positioning
DFA	Desire For Achievement
DSAP	Daystar Skill Acquisition Programme
EO	Entrepreneurial Orientation
ES	Entrepreneurial Stimulation
FBOs	Faith-Based Organizations
FBVs	Faith-Based Ventures
FDI	Foreign Direct Investment
FSS	Faith-based Support System
GDP	Gross Domestic Product
IOT	Internet of Things
ISO	International Organization for Standardization
JDPC	Justice Development and Peace Commission
KEO	Knowing Each Other
KPIs	Key Performance Indicators
LAEDA	Latin American Economic Development Association
LOC	Locus of Control
MMIP	Marketing and Manufacturing Integration Practices
MVP	Minimum Viable Product
NBI	Necessity Based Inducement
NBS	National Bureau of Statistics
NGOs	Non-Governmental Organizations
NPCA	New Product Competitive Advantage
NPD	New Product Development
OECD	Organization for Economic Co-operation and Development
OE	Operational Efficiency
OP	Opportunity Availability
OIPs	Operational Improvement Practices
PCS	Perceived Customer Satisfaction
PLS	Partial Least Square
Pro	Productivity
RCCG	Redeemed Christian Church of God
RISE	Redeemed Initiative for Skills and Empowerment
SCT	Social Change Theory
SDT	Self-Determination Theory
SEM	Structural Equation Model

SIP	Supplier Integration Practices
SME	Small and Medium Enterprises
SPSS	Statistical Package for the Social Sciences
TRS	Total Return to Shareholders
UKBI	United Kingdom Business Incubation
UNESCO	United Nations Educational Scientific and Cultural Organization
US	United States
USD	United States Dollars
UNDP	United Nation Development Programme
VC	Venture Capital
WBG	World Bank Group

ABSTRACT

Unemployment has been a major economic challenge in Nigeria, and the effect of COVID-19 has compounded it. Self-employment is observed to be a potential way of exiting unemployment. Hence, stimulating the entrepreneurial capabilities of people towards successful start-ups holds the key to reducing the high rate of unemployment. This is very important for their financial freedom and global economic sustainability. To support government initiatives in ensuring economic viability and developments of the nation, Faith-Based Organisations have, for some years, flagged off many entrepreneurial programmes geared towards sustainable start-ups. Hence, this study examined the moderating effect of faith-based support system on the relationship between entrepreneurial stimulation and start-ups' performance among graduates of selected faith-based entrepreneurship programmes in Lagos State, Nigeria. In order to achieve the objectives, six hypotheses were grafted to guide the study. Mixed methods were adopted to gather information from all the graduates of the selected faith-based entrepreneurship programmes who have started their businesses as well as from the organisers/facilitators of the programmes. A total of six hundred and forty-three (643) copies of the survey questionnaire were administered, but six hundred and twenty (620) were retrieved and used. Fifteen (15) organiser/facilitators were engaged in a semi-structured in-depth interview, and the information gathered were used for qualitative analysis. Purposive, stratified, and convenience sampling techniques were adopted for the selection of the participants for both the quantitative and in-depth interviews. The quantitative data were analysed using SPSS 22 (frequencies and percentages) and Smart Partial Least Square for Structural Equation Modelling (SEM) to obtain results, while the qualitative data were subjected to thematic analysis. The findings of the first hypothesis revealed that business idea generation significantly influenced start-up performance but was most predicted in productivity at ($\beta=0.669$, $R^2=0.448$, $P=0.000 <0.05$). Hypothesis two also revealed that opportunity availability has a significant influence on start-up performance but most explained in new product development at ($\beta=0.655$, $R^2=0.428$, $P\text{-value}=0.000 <0.05$). Hypothesis three shown that entrepreneurial orientation significantly influenced start-up performance and was most predicted in new product development at ($\beta=0.649$, $R^2=0.421$, $P\text{-value}=0.000 <0.05$). Hypothesis four also shown that necessity-based inducement was significant and most explained in productivity at ($\beta=0.700$, $R^2=0.490$, $P <0.05$). Hypothesis six, faith-based support systems had a moderating effect on entrepreneurial stimulation and start-up performance at ($\beta=0.167$, $P <0.05$). The implication of these findings is that the drive for start-up performance and entrepreneurial stimulation is a function of the level of supports provided by FBOs. Thus, it was recommended that resources and time should be invested in business idea generation because it is critical to performance, especially in the area of productivity. In addition, FBOs should not relent in providing supports via entrepreneurship training, mentorship, market support and seed-funding as FBOs' nascent entrepreneurs are in dire need of such funds to start their businesses.

Keywords: entrepreneurial stimulation, faith-based organisations, performance, start-up, support systems.