



MODERATING EFFECT OF INFORMAL SECTOR CONTRIBUTION ON THE RELATIONSHIP BETWEEN ENTREPRENEURIAL SPIRIT AND JOB CREATION IN KADUNA STATE

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ABSTRACT: *Job creation has been widely acknowledged as a means of achieving economic sustainable development through the reduction of the level of social vices and generation of entrepreneurial mindset. However, the contribution of the informal sector has been little or even insignificant and thus implies a decline in entrepreneurial spirit, which is believed to hamper venture creation. This study adopted the descriptive survey approach and 489 respondents were sampled using the proportionate stratified sampling technique from the population of 15,558 small businesses across the twenty-three local government areas in Kaduna State. Entrepreneurship Event Model framework was adopted to underpin the study. The findings indicated a positive relationship between entrepreneurial spirit and job creation and the results further revealed that informal sector contribution does not significantly moderate the relationship between entrepreneurial spirit and job creation. The study recommended that policymakers should provide a conducive entrepreneurial ecosystem that will foster the development of entrepreneurial spirit, as it is capable of improving job creation which fosters economic development.*

KEYWORDS: Entrepreneurial Spirit, Job Creation, Informal Sector Contribution.



INTRODUCTION

In the current dispensation, government, institutions and other stakeholders around the world have focused their attention on campaigns towards job creation. This is largely because of the high incidence of unemployment worldwide (Zemstov, 2020). Expansion in the population size without corresponding increase in employment or new business endeavors to accommodate new entrants into the labor market has recently been connected to a rise in social vices and unemployment worldwide. Food, clothing and shelter are considered needs of life, but only those with a good source of income can afford them; this has been found to have a knock-on effect on the health and quality of life of individual households. Despite a decline globally, these have also contributed to an increase in terrorism, banditry, abduction, and other criminal activities in Nigeria (Global Terrorism Index, 2019). The rise in these vices in Nigeria has been mostly attributed to the rise in the unemployment rate, particularly among young people (Adelaja, Labo & Penar, 2018). This underscores the need to absorb youths into gainful employment with a view to turning this negative trend around.

As a result, societies devise several means of living through self-employment. Entrepreneurship has been identified as the medium through which societies engage in economic activities for self-reliance or to pursue their dreams (Yoshiko, Amsad & Masayosh, 2022). This then translates into the creation of Small and Medium Enterprises. These SMEs play an important role in terms of poverty reduction and job creation in many countries. They are identified as the major engines that drive economic growth and development through job creation, employment, tax provision and contribution to Gross Domestic Product (GDP) of many countries (OECD, 2016). Specifically in Kaduna State, job creation in relation to SMEs is worrisome. Data obtained from Nigeria's 2017 national survey of small- and medium-sized businesses shows that the growth rate of SME in Kaduna State increased by 18.1%. Nevertheless, even with this rise, the state's job creation rate is still contracting, indicating that the informal sector was unable to absorb shocks to the state's economy. This is of course as a result of the interplay of many factors among which is lack of entrepreneurial spirit among SMEs owners/managers in the state.

Success requires an entrepreneurial spirit, which is a set of abilities or an internal conviction that one can succeed in the face of adversity. Social recognition, self-worth, and beliefs about easy access to capital, training, and professional advancement, among other things, have been found to support the formation of ventures, which is directly related to the creation of jobs (Ayodele, 2017). Individual assessments of how well they execute the task of being an entrepreneur by leveraging their skills to succeed are associated with an entrepreneurial spirit (Shahab, Chengang, Arbizu & Haider, 2019). Therefore, it is a personal motivating factor that enables an individual to choose entrepreneurship as a career route with persistence and perseverance (Shaheen & Al-haddad, 2018).

Consequently, informal sectors have been engaging in initiatives aimed at providing support in order to help SMEs boost their capacities in order to contribute to job creation. Since 1989, the World Bank has encouraged Non-Governmental Organizations (NGOs) to get involved in SMEs activities by offering support like capacity building and networking, connection with private investors, among others, in order to strengthen the capacity of the SMEs (Nugnes, 2018). Additionally, Development Finance Institutions like the world bank's international Finance Corporation, International Development Finance Corporation, etc also provide support to SMEs especially in Africa (Runde, Savoy & Staguhn, 2021). Informal sector support is seen



as the programmes or interventions developed by the NGOs and other international organizations to facilitate and stimulate success of business activities of SMEs. In essence, the players in the informal sector promote the SMEs through different ways among which are grants, loans, social support, and financial support. Hence, these supports help these SMEs to achieve their full potentials and create more jobs in the economy. Specifically, informal institutional support is introduced as a moderating variable to strengthen the relationship between entrepreneurial spirit and job creation. It therefore means the effect of entrepreneurial spirit on job creation would be strengthened when there is informal sector support.

The Kaduna State unemployed population exhibits a deficiency in other entrepreneurial traits, such as boldness, confidence, self-esteem, easy access to finance, training, and career enhancement, among others. These traits are necessary to propel the emergence of new ventures, but previous studies that link the development of these traits to the informal sector have not been able to provide empirical evidence to support this claim (Normah, Kamal & Fazil, 2017; Ayodele, 2017; Obembe & Adeleye, 2012). Most previous works on this subject matter focused on the contribution of government policies and entrepreneurship education on job creation around the world. However, few literature works exist in relation to the foresight and insight contribution of the informal sector on job creation in Nigeria, particularly Kaduna State. Despite these controversial arguments from a theoretical perspective, an empirical gap still exists especially in Kaduna State on entrepreneurial spirit and job creation focusing on the contribution of the informal sector.

This understanding motivated the idea of investigating the effect of entrepreneurial spirit on job creation in Kaduna State as well as the moderating role of the informal sector support on the relationship.

Thus, the broad objective of the study is to examine the moderating effect of informal sector support on the relationship between entrepreneurial spirit and job creation in Kaduna State.

The specific objectives are to determine the effect of entrepreneurial spirit and job creation in Kaduna State and to investigate the moderating effect of the informal sector on job creation in the state. Therefore, the following hypotheses were proposed:

H0₁: Entrepreneurial spirit does not have a significant effect on job creation;

H0₂: Informal sector support does not moderate the relationship between entrepreneurial spirit and job creation.



LITERATURE REVIEW

Entrepreneurial Spirit

Entrepreneurial spirit is seen as a mindset, attitude, and way of thinking that actively seeks out change instead of waiting to adapt to it. It is an attitude that values creativity, service, critical inquiry, and ongoing progress. Entrepreneurial spirit, according to Gracia and Genoveva (2018), is a mindset that you apply to circumstances in which you feel driven, in control, and able to take matters into your own hands. This demonstrates the concept's significance for enterprise creation and upkeep. Both corporate and individual entrepreneurs should possess an entrepreneurial spirit since it encompasses invention, creativity, leadership, teamwork, communication skills, and the ability to effect change. It may be argued that in order to make his business competitive, a manager must possess the same entrepreneurial spirit as an entrepreneur. According to Drucker (1985), a business needs to adapt and innovate or possess entrepreneurial skills in order to compete.

Entrepreneurial spirit, according to Wirawan (2012), has a good effect on one's internal or external side because it fuels the expansion of numerous small firms into larger organizations or corporations. It becomes more fascinating because an entrepreneurial mindset can boost the benefit of seizing opportunities and fiercely competing in the market. Many interpretations of the term have been put forth over the years, but the idea literally refers to an individual's drive to contribute to an organization or business in line with their designated tasks.

In addition to coming up with new ideas and works, entrepreneurship also involves other innovative activities like developing new products, services, technologies, administrative processes, and competitive strategies. Previous research by the partner and current researcher, Gracia and Genoveva (2018), found that managers with an entrepreneurial spirit are typically hired by the Human Resources department because they are highly valuable to the company since they can truly compete in the market. Entrepreneurial spirit is a formative construct with the following dimensions.

Risk-taking Propensity

Risk-taking is an essential dimension of entrepreneurial behavior that reflects an individual's willingness to engage in activities or decisions where the outcomes are uncertain. In the entrepreneurial context, risk-taking can manifest in various forms, such as financial investments, market entry decisions, innovation, and expansion into new territories. This conceptual framework examines the role of risk-taking in entrepreneurship by connecting key variables that influence entrepreneurial success. Risk-taking propensity refers to the degree to which an individual or organization is willing to engage in risky ventures. Entrepreneurs with high risk-taking propensity are more likely to venture into uncertain markets, invest in new technologies, and make bold strategic decisions. This willingness to assume risk is influenced by psychological traits such as optimism, self-efficacy, and confidence in one's abilities (Hmieleski & Carr, 2018).



Resourcefulness

Resourcefulness refers to the ability to creatively and efficiently utilize available resources to achieve goals, particularly when resources are scarce. In entrepreneurship, resourcefulness is a vital trait that enables individuals and organizations to overcome constraints and navigate challenges in dynamic environments. Entrepreneurs often face limitations in terms of capital, manpower, and market access, and their ability to be resourceful often determines the success or failure of their ventures. At the heart of resourcefulness is creative problem-solving, where entrepreneurs find innovative solutions to challenges using limited resources. Resourcefulness in this context is often manifested in the ability to think outside the box, repurpose existing assets, and come up with novel ways to approach business problems. Zhou and Wu (2019) emphasized that entrepreneurs who engage in creative problem-solving are more likely to generate innovative products or services, even in resource-constrained environments. This mindset allows entrepreneurs to thrive in uncertain or competitive markets.

Self-efficacy

Self-efficacy, a concept introduced by Albert Bandura in 1997, refers to an individual's belief in their capacity to execute actions necessary to achieve specific goals. In entrepreneurship, self-efficacy plays a critical role as it directly influences entrepreneurial intentions, persistence, and performance. Entrepreneurs with high self-efficacy are more likely to take bold initiatives, manage uncertainties, and persist through challenges. This belief in their abilities drives them to identify opportunities, make strategic decisions, and ultimately improve their business outcomes. Recent studies emphasize the impact of self-efficacy on entrepreneurial intentions and behavior. Zhao, Seibert and Hills (2015) found that individuals with strong entrepreneurial self-efficacy were more likely to pursue new business ventures.

Resilience

Resilience is increasingly recognized as a critical factor in entrepreneurial success, as it enables individuals to adapt, recover, and thrive in the face of adversity. In the context of entrepreneurship, resilience refers to an entrepreneur's ability to withstand challenges such as financial crises, market fluctuations, and personal setbacks. Resilient entrepreneurs are not only able to recover from these difficulties but they also grow stronger as a result of their experiences. Resilience has a direct impact on an entrepreneur's capacity to persist, innovate, and maintain business performance, particularly in volatile environments. Recent research underscores the importance of resilience for entrepreneurial survival and growth. Ayala and Manzano (2014) argued that resilience helps entrepreneurs cope with the uncertainties and stresses inherent in running a business. Entrepreneurs with high resilience possess a positive attitude toward challenges and maintain a focus on long-term goals, even in the face of short-term obstacles.

Entrepreneurial Spirit and Job Creation

Samuel and Bassey (2023) analyzed entrepreneurship and job creation opportunities for youths in Nigeria: assessing the key aspects and effects. The study concluded that the Nigerian government has launched a number of entrepreneurship projects in the last year with the goal of giving young people work and removing poverty from society. It is thought that entrepreneurship development programs in Nigeria have influenced and contributed to the country's social and economic growth as well as the accelerated creation of jobs for young



people. There are many ways that entrepreneurship contributes to the creation of jobs, including the possibility of supply chain effects, the creation of an economic multiplier effect, and many others. Small- and medium-sized businesses also offer employment opportunities to people with a range of educational backgrounds and skill sets.

Tope, Ibrahim and Ade (2023) assessed entrepreneurship as a job creation and value adding process in Kogi State, Nigeria. A sample size of 383 Lokoja dwellers represents the respondents. The collection of the data was done using questionnaires. The study purposively picked the respondents of the area. The analysis of the data was done using descriptive and inferential statistics. It was discovered in the course of the research that the creation of new jobs in Kogi State is positively and strongly correlated with entrepreneurial development. According to the study's findings, the creation of new jobs in Kogi State is positively and strongly correlated with entrepreneurial development. The results showed that, while keeping other factors that affect employment formation constant, employment creation will increase in the state when entrepreneurial growth grows.

Ihsan, Ikram and Rijal (2023) examined the role of education in encouraging the entrepreneurial spirit in the younger generation. The study type is qualitative. Data collection techniques include listening and recording important information to conduct data analysis through data reduction, data display, and conclusion drawing. The study results show that the role of education in encouraging the entrepreneurial spirit in the younger generation is very important in facing challenges and rapid economic change. Education has the responsibility to provide relevant entrepreneurial skills, create a supportive environment, and remove the negative stigma towards failure. In addition, education should also reinforce ethical values and social responsibility and integrate technology to enhance learning effectiveness. Social entrepreneurship and inclusiveness should also be part of education to create positive social impact and equality of opportunity for all.

Zulfikri and Iskandar (2022) examined the effect of the entrepreneurial spirit, entrepreneurial values towards entrepreneurial behavior, and their implications on business independence (Case Study of Fishery Processing Industry in Sukabumi Regency). SEM is used to analyze the data (structural equation model). The findings indicate that entrepreneurial spirit influences business independence. These results show that the entrepreneurial spirit positively affects business independence. If the entrepreneurial spirit increases, the freedom of small business actors will also be more robust and more challenging in running a business. However, even though the entrepreneurial spirit increases, it will not always lead to business independence for small business actors.

Nwachukwu and Obiora (2021) determined youth entrepreneurial spirit and job creation in Nigeria's informal sector. The study examines the role of youth entrepreneurship in employment generation across urban and semi-urban regions in Nigeria. Using data from the National Bureau of Statistics (NBS) and surveys of 1,500 youth-owned informal businesses, the study applies propensity score matching (PSM) to evaluate job creation outcomes. The findings indicate that young entrepreneurs are increasingly driven by opportunity rather than necessity, particularly in sectors such as technology and the creative industries. Youth entrepreneurship significantly contributes to job creation, with businesses owned by younger entrepreneurs employing 25% more workers on an average than those run by older entrepreneurs. Despite their potential, these entrepreneurs face challenges such as limited access to capital, weak infrastructure, and lack of market integration. The study concludes that



supporting youth entrepreneurship through funding, mentorship programs, and infrastructure development is essential for leveraging the informal sector as a driver of employment in Nigeria.

Olugbenga and Adebayo (2017) investigated the relationship between entrepreneurial spirit and job creation in Nigeria's informal sector. Focusing on urban centers such as Lagos, Ibadan, and Kano, the study uses survey data from 1,200 informal entrepreneurs and applies regression modeling to assess employment outcomes. The findings reveal that entrepreneurial activities in Nigeria's informal sector are primarily driven by necessity, as individuals seek alternatives to formal employment due to high unemployment rates. Entrepreneurs with higher levels of education and vocational skills tend to create more jobs within their enterprises.

Concept of Job Creation

One way to conceptualize job creation is the process by which an economy adds new jobs. It frequently alludes to measures taken by the government to lower unemployment. Creating jobs is frequently the top priority for policy authorities, social partners, and civil society when it comes to development. This is due to the fact that labor is more than just a factor of production; it is a necessary component of social cohesiveness, well-being, and every phase of progress. Every individual's greatest resource is their labor, as most individuals spend a significant portion of their lives at work; the kind of work they do is one of the most influential factors determining their well-being. Additionally, it is a crucial component of production for businesses

The Bureau of Labor Statistics (BLS) counts the number of new jobs produced in the nation each month, and one way to assess this is through jobs growth. Growth in jobs is frequently used as a gauge of economic expansion and is seen to be a good indicator of the state of the US economy. The BLS employment status summary, which is extensively followed and reported due to its headline numbers on unemployment and jobs growth, includes jobs growth figures as a fundamental component.

Theoretical Framework: Entrepreneurial Event Model and Social Capital Theory

Entrepreneurial Event Theory

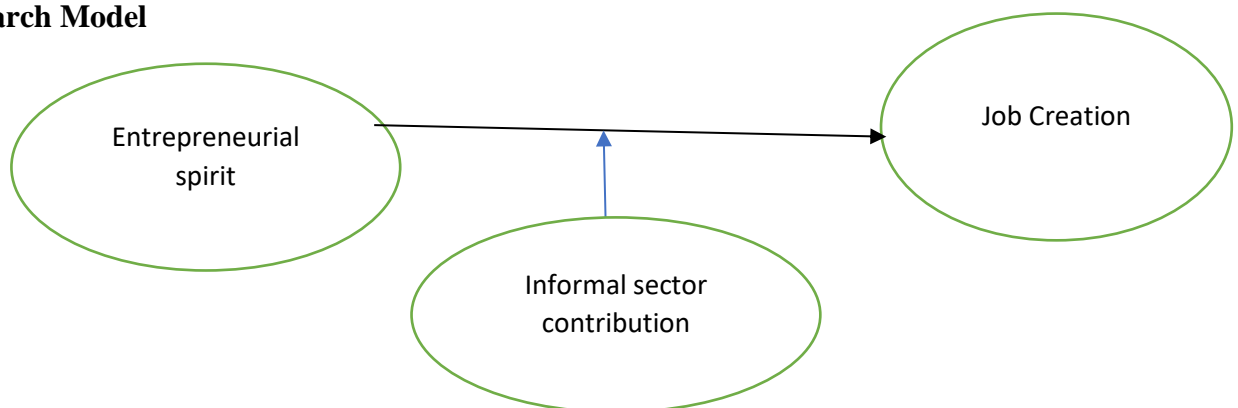
The entrepreneurial event model was developed by Shapero and Sokol (1982). The model has three elements which are displacement, perceived desirability, and perceived feasibility which leads to action. Displacement is a trigger that leads to change in behaviour which can be either negative or positive (Shapero & Sokol, 1982). Perceived desirability is the attractiveness of starting an enterprise for an individual while perceived feasibility is the perception of a person's capability of starting an enterprise (Shapero & Sokol, 1982). Perceived feasibility is influenced by factors such as knowledge, human, and financial resources, on the other hand, influence the perceived feasibility (Shapero & Sokol, 1982). Thus, the perceived feasibility component of the model explains the link between entrepreneurial spirit and job creation. Specifically, entrepreneurs that are high in entrepreneurial spirit tend to have high perceived feasibility; that is, they believe in their capability to start their enterprise which leads to job creation.

Social Capital Theory

Social Capital Theory (SCT) lends theoretical support on the moderating role of the informal sector support on the relationship between entrepreneurship spirit and job creation. According to Fine (2010), the SCT emphasises the importance of connections, networks, and social interactions in accomplishing personal and societal objectives. It asserts that the connections individuals make with others (whether via official organisations, informal networks, or community ties) provide access to resources, knowledge, and support that may have a substantial influence on their achievement (Van Bakel & Horak, 2024). This theory emphasises how social capital, which is created from trust, reciprocity, and shared standards within a network, may promote cooperation and collaboration (Fine, 2010). Thus, in the context of the study, individuals, particularly entrepreneurs, may benefit from increased access to opportunities, expertise, and resources, improving their ability to attain personal and professional objectives.

In the context of this study, which focuses on SMEs in Kaduna State, social capital theory offers a useful framework for understanding how informal sector support influences the success of SMEs, thereby leading to job creation. These players in the informal sector institutions enhance entrepreneurs' social capital by providing mentoring, networking opportunities, and financial resources. This support enables SMEs to create and exploit professional networks, get vital information, and earn confidence and respect in their business communities. As a consequence, enhanced social capital creates more business prospects, encourages cooperation, and offers critical resources for entrepreneurial success. Thus, the incorporation of social capital theory into this research emphasises the significance of relational network and informal sector support in enhancing the spirit of entrepreneurs in Kaduna State, leading to job creation.

Research Model



Research Hypotheses

H₀₁: *Entrepreneurial spirit has no significant effect on job creation.*

H₀₂: *Informal sector contribution does not significantly moderate the relationship between entrepreneurial spirit and job creation.*

RESEARCH METHODOLOGY

The study adopted a quantitative approach using descriptive survey research design. The population consists of 15,558 small firms in Kaduna State that were identified in the 2019 Updated Business Establishment Frame report from Kaduna State Bureau of Statistics (KDSBS). A sample of 376 was obtained using Krejci and Morgan's (1970) sample size table. Thirty percent (113) of the questionnaire copies were added to the sample to make it 489 in order to address non responses, as suggested by Israel (2013). Proportionate stratified sampling technique was adopted for the study. The data was analysed using structural equation modelling (SEM) technique.

Data Analysis

The data for the study was analyzed using Structural Equation Modeling using PLS version 3. The model comprises both the measurement model and the structural model. The measurement model ascertains the psychometric properties of the model items including the outer loading, reliability, validity and coefficient of determination (R^2), while the structural model determines the result of the direct and the indirect hypothesized relationships.

Assessment of the Measurement Model

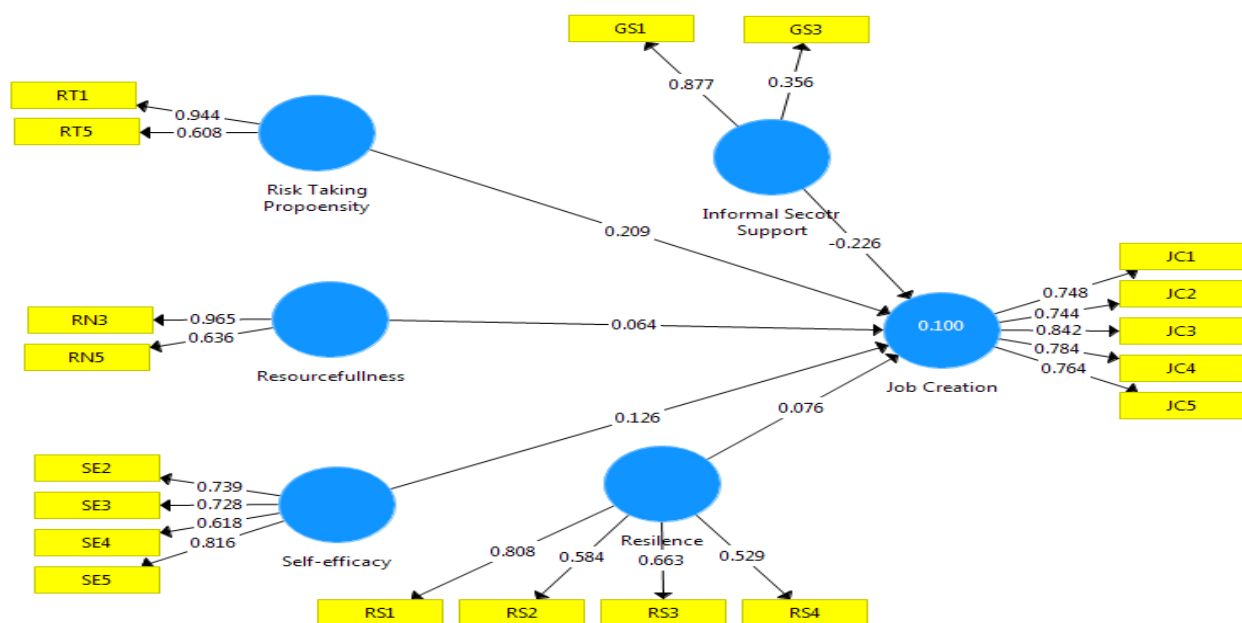


Figure 1: Measurement Model

The items loading for the construct, assessment of reliability using composite reliability, and evaluation of validity using convergent and discriminant validity tests are provided in the measurement model. Items with a minimum loading of 0.5 are retained, as recommended by Hulland (1999) following a review of the item loadings. Thus, all items that have loadings below the threshold were deleted. Additionally, the internal consistency of the measures was assessed using the composite reliability. A threshold of 0.7 was recommended by Hair et al. (2019). As depicted in Table 1, the reliability of the research instrument is confirmed as the CR ranges from 0.780 to 0.884.



In addition, the convergent validity of the instrument was assessed using the Average Variance Extracted (AVE). Hair et al. (2019) recommended a threshold of 0.5. As depicted in Table 1, the AVE of the various constructs is above the threshold as it ranges from 0.531 to 0.668, showing the convergent validity of the constructs.

Table 1: Item Loading, Composite Reliability, and Average Variance Extracted

Construct	Indicator	Outer Loading	CR	AVE
Informal Sector Support	GS1	0.877	0.780	0.548
	GS2	0.356		
Job Creation	JC1	0.748	0.884	0.604
	JC2	0.744		
	JC3	0.842		
	JC4	0.784		
Resilience	RN3	0.965	0.745	0.528
	RN5	0.636		
	JC5	0.764		
Resourcefulness	RS1	0.808	0.794	0.668
	RS2	0.548		
	RS3	0.663		
	RS4	0.529		
Risk Taking Propensity	RT1	0.944	0.765	0.631
	RT2	0.608		
Self-Efficacy	SE2	0.739	0.818	0.531
	SE3	0.728		
	SE4	0.618		
	SE5	0.816		

Source: *Smart-PLS Output (2024)*

Additionally, Heterotrait-Monotrait ratio (HTMT) of the correlations was used to assess discriminant validity (Hair et al., 2017). The HTMT was employed because it is superior to Fornell Larcker criterion and cross loadings. The HTMT is the mean of all correlations of indicators across constructs measuring different constructs relative to the mean of the average correlations of indicators measuring the same construct. To achieve discriminant validity, the threshold of HTMT value should be less than 0.85 (Hair et al., 2017). Table 2 below shows the assessment of discriminant validity using HTMT.

Table 2: Discriminant Validity (HTMT)

Construct	Informal Sector Support	Job Creation	Resilience	Resourcefulness	Risk Taking Propensity	Self-efficacy
Informal Sector Support						
Job Creation	0.158					
Resilience	0.410	0.265				
Resourcefulness	0.333	0.229	0.696			
Risk Taking Propensity	0.406	0.213	0.588	0.630		
Self-efficacy	0.383	0.263	0.839	0.728	0.635	

Source: Smart-PLS Output (2024)

As depicted by the table, the discriminant validity is achieved as none of the HTMT values is greater than 0.85. Finally, the coefficient of determination for this model is 0.100, implying that entrepreneurial spirit accounts for variation in job creation by 10%. Hence, the remaining 90% is explained by other variables not captured in this model.

Structural Model Assessment

The structural model, also known as the outer, is utilised to ascertain the hypothesised relationship.

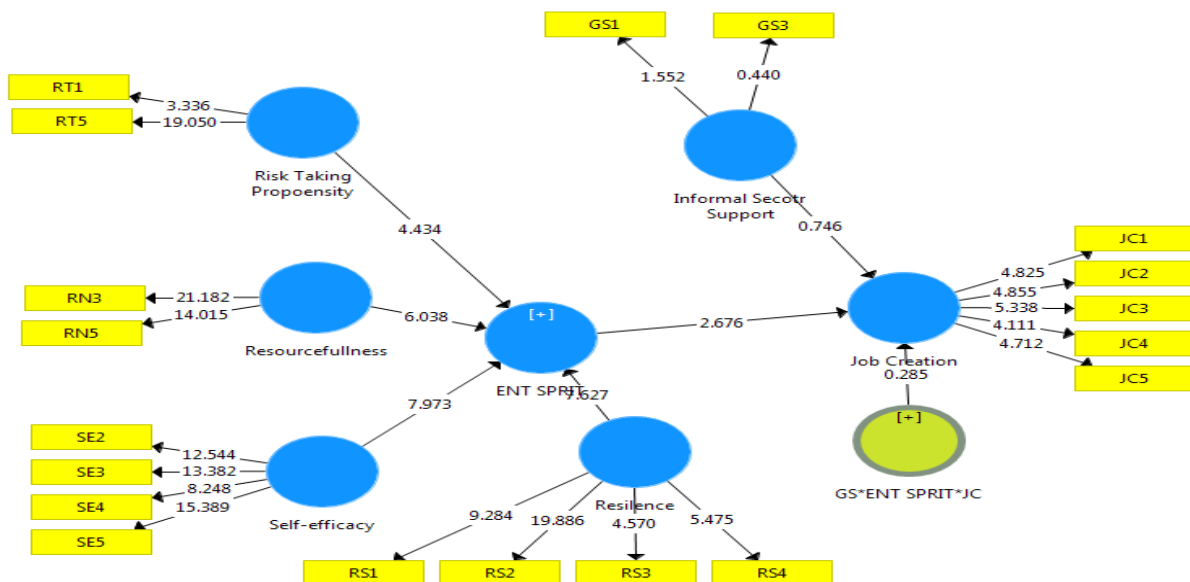


Figure 1: Measurement Model

**Table 3: Hypothesis Testing**

Relationship	Beta Value	Standard Deviation	T Statistics	P Value	Decision
ES->JC	0.254	0.095	2.676	0.008	Reject
GS*ES->JC	0.007	0.145	0.285	0.776	Fail to Reject

Source: *Smart-PLS Output (2024)*

The result of the hypothesized relationships is depicted in Table 3. It can be seen that Hypothesis One, which states that entrepreneurial spirit does not have a significant effect on job creation, was found to be statistically significant. The result shows that entrepreneurial spirit has a positive significant effect on job creation ($\beta = 0.254$, $T = 2.676$, $P < 0.008$). Hence, the null hypothesis was rejected at 5% significance level. However, Hypothesis Two, which states that informal sector support does not moderate the relationship between entrepreneurial spirit and job creation, was found to be statistically insignificant ($\beta = 0.145$, $T = 0.285$, $P < 0.776$). The result shows that informal sector support does not moderate the relationship between informal sector support and job creation. Thus, the hypothesis was failed to be rejected at 5% significance level.

DISCUSSION OF FINDINGS

The first objective of the study was to investigate the effect of entrepreneurial spirit on job creation. Accordingly, it was hypothesized that entrepreneurial spirit does not significantly affect job creation. The result shows that entrepreneurial spirit has a positive significant effect on job creation. This implies that entrepreneurs that have entrepreneurial spirit (an attitude that values creativity, service, critical inquiry, and ongoing progress) would be able to engage in risk taking activities that will lead to job creation. Zulfikri and Iskandar (2022) indicated in their finding that entrepreneurial spirit influences business independence. If the entrepreneurial spirit increases, the freedom of small business actors will also be more robust and more challenging in running a business, which then leads to more job creation. This is because entrepreneurs that are high in entrepreneurial spirit are more likely to take risks, which leads to creation of new ventures or the expansion of existing ones.

Meanwhile, the second objective of the study was to investigate the moderating role of informal sector support on the relationship between entrepreneurial spirit and job creation. A hypothesis was also developed that stated that informal sector support does not moderate the relationship between entrepreneurial spirit and job creation. The result shows that the informal sector support does not moderate the relationship between entrepreneurial spirit and job creation. Thus, the absence of the moderation implies that while the informal sector support is important, it does not fundamentally change how entrepreneurial spirit translates into job creation. Furthermore, the result indicates that intrinsic factors that make up entrepreneurial spirit are more decisive than informal sector support.



CONCLUSION AND RECOMMENDATIONS

The current study contributes to both practice and the literature by investigating the moderating role of informal sector support on the relationship between entrepreneurial spirit and job creation among SMEs in Kaduna State. This study based on the findings concluded that entrepreneurial spirit is key to enhancing job creation; however, informal institutional support does not play a critical role in enhancing the role of entrepreneurial spirit towards job creation. Hence, the study recommends that educational institutions should be holding seminars, workshops, mentorship programmes, practical experiences, and other educational programmes aimed at inculcating entrepreneurial spirit among entrepreneurs. The study finally recommends that the players in the informal sector should diversify their support mechanisms. The support should not only be limited to funding support but should engage in tailored assistance based on specific needs.

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