

Importance of Capacity Building and Infrastructure Development in Entrepreneurship Practices of University Graduates in Bayelsa State, Nigeria

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ABSTRACT : *This study investigated the importance of capacity building and infrastructure development in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria. It adopted a survey design research methodology with two research questions and two hypotheses. The population consisted of 690 graduate entrepreneurs from two universities in Bayelsa State. A sample of 207 was drawn using stratified random sampling technique. Primary data was gathered using structured survey questionnaire. The Cronbach Alpha method was used to test and validate the reliability of the questionnaire instrument which yielded 0.85. Descriptive statistics of percentages, mean and standard deviation were used to analyse the research questions while z-test was used to test the hypotheses at 0.05 level of significance. The findings revealed that 60% of male and 70% of female respondents agreed that capacity building and infrastructure development were important for entrepreneurial practices in Bayelsa State. Therefore, it is important to build the capacity of university graduate entrepreneurs as well as develop infrastructure in order to enhance the entrepreneurial practices in Bayelsa State of Nigeria. There was also no significant difference between male and female respondents as to the importance of capacity building and infrastructure development in the entrepreneurial practices in Bayelsa State, Nigeria.*

KEYWORDS -*Entrepreneurship, Capacity Building, Infrastructure Development, Entrepreneurial Practices, Graduate unemployment*

I. INTRODUCTION

It is recognised worldwide that there are less opportunities in the job market than there are graduates from universities. This situation is more severe in some countries than others, especially in developing countries, including Nigeria. In fact, due to its teeming population, the situation in Nigeria is worse than many other developing countries. This assertion is buttressed in the Suttern (2016) report which showed the 2016 national graduate unemployment rate in Nigeria to be a staggering 36.26%. The Nigerian government has long recognised this as a problem in the country. Indeed, as part of its efforts to tackle this high rate of graduate unemployment, the government introduced entrepreneurship education in 2006 to start from the 2007/8 academic session. The government then made entrepreneurship education compulsory in all its higher education (HE) sector from 2014 (Vanguard, 2014). University students through this programme are expected to acquire entrepreneurial skills that will help them to set up their own businesses after graduation from the university. The goal is to ensure that students acquire sufficient skills that will help them to become self-reliant, job and wealth creators rather than job seekers after graduation. In other words, university graduates are encouraged to go into entrepreneurial practices to setup and grow their own businesses and take the risks involved in managing their own ventures. Thus, students should engage in entrepreneurial practices before they even graduate because it will help them to channel their resources into building up their businesses. It will enhance their productivity, competitiveness and contribute to the gross domestic product (GDP) of Nigeria (Poi, 2020).

These young graduate entrepreneurs need encouragement for them to start and sustain their businesses and become successful entrepreneurs. They need various capacity building training programmes and infrastructure development to assist and support them along the way. Capacity building training programmes can be described as the various learning activities organized to improve knowledge, skills, attitudes and business ability of young entrepreneurs to enhance their entrepreneurial abilities, skills and competencies to achieve business successes (Boldureanu *et al*, 2020). Business activities demand a lot of skill-sets. The survival of any business depends on information, knowledge, skills and experience possessed by the business proprietor. Building the capacity of university graduates would be a recognition that various government agencies and institutions are aware of the importance of empowering them and enhancing their knowledge, skills and the business transaction ability of young entrepreneurs and therefore the need to properly equip them for success in business.

In addition to capacity building, infrastructure development is also very important in human and business development. For example, there is need for constant supply of power, proper building and maintenance of good roads, suitable market places to transact business, adequate internet services and networks, water supply and transportation systems. Good infrastructure development will attract business investment because it will reduce the cost of doing business by providing an enabling environment for businesses to thrive. Adequate infrastructure development will enhance the productivity of business entities and it will enhance sustainable growth and development. The provision of capacity building training programmes and adequate infrastructure development are therefore imperative in enhancing the entrepreneurial practices of university graduates in Bayelsa State. It would be a key factor indicator that they have been equipped with appropriate knowledge skills and environment for business growth and development.

University graduates make up a large percentage of Nigerian workforce. They are full of energy, ambition and zeal to achieve their dreams in life. Their future progress is very important and should be of major concern to all stakeholders for the survival and sustainable development of any society. Encouraging them to become self-reliant, job and wealth creators and entrepreneurs would be a welcome development. But in order to achieve this, government and other stakeholders should organize capacity building training programmes in the various business skills-sets as well as provide adequate infrastructure facilities required for business growth and development.

There are presently insufficient and inadequate capacity building training programmes to support university graduates in the country. Where they exist, they are not properly structured, effective or efficient for enhancing the entrepreneurial practices of university graduates in Nigeria. The epileptic power supply, unstable fuel supply and prices, bad road networks, inadequate information communication technology (ICT) facilities and so on are some of the major challenges facing the entrepreneurial practices of university graduates in Nigeria. These factors are critical to business survival and growth anywhere in the world. It is against this background that this researcher is motivated to examine the importance of capacity building and infrastructure development in entrepreneurial practices of university graduates in Bayelsa State, Nigeria. It was also of study interest to observe whether there were any differences between the responses of male and female graduate entrepreneurs in Bayelsa State, Nigeria.

II. STATEMENT OF THE PROBLEM

All the universities in Nigeria now teach entrepreneurship to their students in order equip them and to change their mindset and behaviour from that of job seekers to job and wealth creators and to become entrepreneurs after graduation from the university. This is seen as a strategy to reduce graduate unemployment in Nigeria as well as boosting the economy. This programme deserves adequate attention for it to be functional and effective. However, after over a decade of implementation of entrepreneurship education in universities in Nigeria, too many university graduates are still roaming the streets with their certificates looking for scarce white-collar jobs. Those that have the courage to go into entrepreneurial practices have numerous challenges and hurdles in the way in order to be successful.

This raises the question of how far these young entrepreneurs can progress if they are not well motivated and equipped with relevant business skills and infrastructure facilities necessary for successful entrepreneurial practices. This problem is at the core of this research and thus informed the need to investigate the importance of capacity building and infrastructure development in entrepreneurial practices of university graduates in Bayelsa State, Nigeria.

III. AIM AND OBJECTIVES OF THE STUDY

The aim of the study was to investigate the importance of capacity building and infrastructure development in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria with the following specific objectives:

1. To determine the importance of capacity building in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria.
2. To examine the importance of infrastructure development in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria.

IV. RESEARCH QUESTIONS

The following were the research questions:

1. What is the importance of capacity building in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria?
2. What is the importance of infrastructure development in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria?

V. RESEARCH HYPOTHESES

The following null hypotheses were formulated and tested at 0.05 level of significance.

1. There is no significant difference between the responses of male and female university graduate entrepreneurs on the importance of capacity building in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria.
2. There is no significant difference between the responses of male and female university graduate entrepreneurs on the importance of infrastructure development in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria.

VI. LITERATURE REVIEW

Building a strong entrepreneurial capacity of entrepreneurs significantly strengthens the chances of survival and success of their businesses. Having a suitable enabling environment with adequate infrastructure further increases the productivity and performance of the business. Capacity building can mean different things to different scholars. However, despite the absence of a single universally agreed definition of capacity building, a reasonable working definition is given in the Wikipedia, the free encyclopaedia, as “the process by which individuals and organizations obtain, improve, and retain the skills, knowledge, tools, equipment, and other resources needed to do their jobs competently. It allows individuals and organizations to perform at a greater capacity (larger scale, larger audience, larger impact, etc).”

This review of the extant literature covers studies that have been undertaken to support or repudiate the arguments for or against the importance of capacity building and infrastructure development in entrepreneurial practices. In broad terms, there are various descriptions or meaning (what it can be) rather than what specifically capacity building is or is not. UNDP (2006) described capacity building to cover human resource development and the strengthening of managerial systems, institutional development that involves community participation and creation of an enabling environment. Azikiwe (2008) and Nwarie and Nwakudu (2019) postulated that capacity building is the conceptual step or strategy towards development and goal achievement in every organization with special focus on impediments that inhibit organizations and individuals from actualizing their dreams while improving the abilities that will enable them realize measurable sustainable results. Azikiwe (2008) also described capacity building as the process by which an individual is equipped with skills and knowledge they need to perform effectively and efficiently in their different fields. This was irrespective of gender. Thus, it does not matter whether the individual is male or female with respect to imparting skills and knowledge to perform effectively and efficiently. In other words, the study found that it made no difference as to whether they were male or female entrepreneurs to be able to benefit from capacity building. In their studies, Orji, Oyebamiji & Aruma (2019) observed capacity building as planning for people to acquire knowledge and advanced skills that are critical for their country’s economic growth, its standard of living and individual empowerment.

Capacity building is a very important aspect of human resource development. The need for capacity building emanates from the concept that things are not static. Technology, knowledge and skills are dynamic and human beings are rational and therefore always seeking ways of improving their wellbeing through the search for and adoption of the most efficient and effective ways of doing things. Capacity building is a deliberately structured training directed towards imparting knowledge and skills to the beneficiaries to enable them enhance their productivity and solve various personal and societal problems. Capacity building from the human capital perspective is seen as the process by which individuals acquire needed knowledge and advanced skills that are relevant to their career advancement or success of their businesses as well as the country’s growth and development (Wong & Aspinwall, 2004).

It follows therefore that for an entrepreneur to be successful, the human components (capacity) of these business entities must be adequately prepared (acquired, obtained and improved) to meet up with the demands of the organization. Also, adequate infrastructure facilities should be provided to enhance the efforts of the individuals in realizing their business dreams. This implies that as business entrepreneurs improve on their business practices through the acquisition of new skills and knowledge, adequate infrastructure facilities should be built or provided for smooth and effective operation of business entities as a way of encouraging them to grow and sustain their business enterprises.

In a marketing capacity building study, Orji, Oyebamiji & Aruma (2019), observed that capacity building equips marketers, distributors, marketing/sales executives and other key players in multi-level marketing with skills and technical know-how which are paramount to business success. Grayson (2017) opined that businessmen and key players in the business industries acquire experiences and qualifications through trainings and business workshops. Iloabuchi (2014) explained that capacity building has become necessity due to the growing complexity of the work environment, fast and constant change in organizational and technological advancement. Thus, quality customer satisfaction, productivity, staff morale, efficient management, business development and profitability are increased through adequate capacity building training programmes.

Iloabuchi (2014) identified the following as the relevance of capacity building training programmes in business organizations:

- i. It helps people to become more productive
- ii. It boosts the significance and morale of people in their task performance.
- iii. It exposes beneficiaries to new methods and skills relevant to their jobs and business activities.
- iv. It eliminates obsolescence in skills.
- v. It exposes beneficiaries to current issues.
- vi. It helps participants to adapt easily to reforms and innovations in their fields of study or business operations.

It is necessary to build the capacities of entrepreneurs to enable them make the necessary contributions to the growth and development of the economy of the nation (Bamifo, Asiedu-Appiah&Oppong-Boakye, 2015). According to Aladejebi (2018), capacity building is important because the performance of entrepreneurs is a major driver and indicator for assessing economic activities, industrialization, modernization etc. Capacity building increases the output of an employee and also enhances the profitability of business activities (Bacon, et al 1996; Afande, 2015). According to Lee (2001) and Batra & Tan (2003) inadequate human resource capabilities provide significant impediments and hindrances to the growth and development of business enterprises.

In addition to capacity building, infrastructure development has also been found to be very important too in the success of business entities all over the world. OECD (2006) states that infrastructure affects the ability of an area to retain and attract people as well as businesses. Provision of adequate and quality infrastructure is a pre-requisite for the growth and development of businesses and sustainable improvement of socio-economic well-being of the people (North & Smallbone, 1996). Mutsuddi (2016) observed that infrastructures support operational standards and quality; uninterrupted supply chain; customer needs; and business needs. The adequacy or inadequacy of infrastructure significantly influences entrepreneurial growth and development in a region.

Infrastructure developments such as good roads, constant supply of power, adequate provision of information and communication technology (ICT) facilities and markets are necessary for business growth and development. Fiscal policies and other relevant policies are necessary in creating a business-friendly environment. In Nigeria, infrastructure development is grossly inadequate. Power supply is neither assured, reliable nor guaranteed. There are not many roads in rural areas and even those in the urban areas are in poor condition and disrepair. The telecommunication networks fail frequently and are epileptic and unreliable. Okebukola (2011) found that the environment which can permit easy start-up of small businesses does not really exist here. University graduates who have just acquired entrepreneurial skills could be easily put off and discouraged by the state of infrastructure facilities in Nigeria. This hinders the enthusiasm to start and successful grow entrepreneurial practices in the country.

The provision of good roads and communications network would enhance the safe distribution of goods and services from one place to another. Poor and deplorable roads and communications networks add to the rising cost of doing business due to delays in the delivery of goods and services. For example, road accidents such as falling of trucks, oil tankers and trailers on bad spots along the road and insecurity on our highways further complicate the conditions. Inadequate power supply remains a critical issue that increases the cost of doing business because constant and stable power supply is necessary for many businesses. Power, sometimes very high voltage power, is needed to operate certain machinery and equipment and other facilities. Alternative sources of power such generators are risky and have very high operational and maintenance costs. This is a major hindrance to the survival and success of many businesses in Nigeria. Many young entrepreneurs are not able to start or continue in their entrepreneurial practices because they were unable to overcome these challenges. Elechi (2014) found that 30% of the reasons for Nigeria not being competitive in the international market is because of deficits in infrastructure, especially electricity, public supply of portable water and transport. Significant infrastructure deficiencies contribute to the difficulties in the agricultural sector especially in the rural communities in regard to transporting harvested produce from farms to processing factories or markets (Agommouh, 2014).

This review of extant literature has highlighted the relevance and importance of both capacity building and infrastructure development in entrepreneurial practices. However, there were no studies that localised these findings to the entrepreneurship practices of university graduates in Bayelsa State, Nigeria. This study seeks to fill this gap which has been identified and add this to the literature in this field.

VII. RESEARCH METHODOLOGY

Descriptive survey research design was adopted for the study to investigate the importance of capacity building and infrastructure development in entrepreneurial practices of university graduates in Bayelsa State. The population of the study consisted of all the 690 (457 males and 233 females) self-employed university graduates from Federal University, Otuoke and Niger Delta University, the only two universities to have graduated students in Bayelsa State (Source: Universities Alumni Offices). A sample of 207 (137 male and 70 female) representing 30% of the population was drawn using stratified random sampling technique. A structured questionnaire was used in the survey for the collection of primary data. The questionnaire instrument had 18 items and was structured based on a 4-point Likert scale - Strongly Agree (SA – 4 points), Agree (A – 3 points), Disagree (D – 2 points) and Strongly Disagree (SD – 1 point). The instrument was properly tested and validated yielding a reliability index of 0.85 using the Cronbach Alpha method. Simple percentages, mean and standard deviation were used to answer the two research questions while z-test at 0.05 level of significance was used to test the two hypotheses.

VIII. RESULTS

8.1 Research Question One: What is the importance of capacity building in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria?

Table 1 Responses of male and female graduate entrepreneurs on the importance of capacity building in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria.

S/ N	Items Importance of Capacity Building in Entrepreneurial Practices	Male N = 137			Female N = 70			Mean Set	Decision
		% SA or A	\bar{X}	Std De v	% SA or A	\bar{X}	Std De v		
1	It improves the abilities of entrepreneurs which help them to achieve sustainable results.	64%	2.71	0.66	63%	2.75	0.67	2.73	Agreed
2	It helps entrepreneurs to become more productive and successful in their business.	68%	2.84	0.64	56%	2.60	0.70	2.72	Agreed
3	It boosts morale of entrepreneurs in their business practices.	59%	2.63	0.68	59%	2.58	0.72	2.61	Agreed
4	It eliminates obsolescence in skills by providing opportunities for skills update.	74%	2.92	0.61	69%	2.88	0.63	2.90	Agreed
5	It helps entrepreneurs to adapt to reforms and innovations in their fields.	68%	2.87	0.63	54%	2.63	0.69	2.75	Agreed
6	It enhances profitability of business activities.	77%	3.01	0.59	71%	2.93	0.61	2.97	Agreed
7	Inadequate capacity building serve as impediments and hindrances in the growth and development of business enterprises.	71%	2.89	0.62	64%	2.77	0.66	2.83	Agreed
8	It equips people with so much knowledge that they feel they can do everything by themselves.	33%	2.09	0.69	33%	2.14	0.74	2.12	Disagreed
9	Capacity building enhances business networking and collaboration.	75%	2.85	0.64	64%	2.82	0.65	2.84	Agreed
	Average	65%	2.76	0.64	59%	2.68	0.67	2.72	

Source: Author's Computation

Table 1 presents the importance of capacity building in the entrepreneurial practices of university graduates in Bayelsa State. On average, 65% of male and 59% of female respondents (Over 60% of all

respondents) agreed that capacity building is important for entrepreneurial practices of university graduate entrepreneurs in Bayelsa State, Nigeria. Also, items 1,2,3,4,5,6,7 and 9 had weighted mean scores that were greater than the criterion mean of 2.50. Thus, respondents agreed that capacity building is important for the entrepreneurial practices of university graduates in Bayelsa State. Item 8 had weighted mean score of 2.14 which is less than the criterion mean of 2.50. They disagreed that capacity building equipped respondents with too much knowledge. The average weighted mean scores of 2.76 for male respondents and 2.68 for female respondents were also all above the criterion mean indicating that both male and female respondents agreed that capacity building was important in the entrepreneurial practices of university graduates in Bayelsa State.

Therefore, capacity building is important in the entrepreneurial practices of university graduates in Bayelsa State because, amongst other things, capacity building improves the abilities of entrepreneurs which help them to achieve sustainable results, helps entrepreneurs to become more productive and successful in their businesses, boosts morale of entrepreneurs in their business practices, eliminates obsolescence in skills by providing opportunities for skills updates, helps entrepreneurs to adapt to reforms and innovations in their fields, enhances profitability of business activities, inadequate capacity building serves as impediment and hindrance in the growth and development of business enterprises and, finally capacity building enhances business networking and collaboration.

8.2 Research Question Two: What is the importance of infrastructure development in the entrepreneurial practices of university graduates in Bayelsa state, Nigeria?

Table 2 Responses of male and female graduate entrepreneurs on the importance of infrastructure development in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria.

S/ N	Items Importance of Infrastructure Development in Entrepreneurial Practices	Male N = 137			Female N = 70			Mean set	Decision
		% SA or A	\bar{X}	Std De v	% SA or A	\bar{X}	Std De v		
1.	Infrastructure development attracts investors and enables people retain their businesses in an area.	72%	3.06	0.55	73%	2.94	0.60	3.00	Agreed
2.	Inadequate infrastructure development leads to business failure.	80%	3.18	0.52	74%	3.03	0.58	3.11	Agreed
3.	Good road networks are vital for the distribution of goods and services which encourage entrepreneurial practices.	76%	3.08	0.53	83%	3.14	0.54	3.11	Agreed
4.	Adequate power supply reduces the cost of doing business.	85%	3.26	0.51	91%	3.24	0.52	3.25	Agreed
5.	Good communication facilities reduce the cost of obtaining and exchanging relevant business information.	69%	2.92	0.61	79%	3.06	0.57	2.99	Agreed
6.	Good market structures encourage business growth and development.	67%	2.86	0.63	67%	2.84	0.63	2.85	Agreed
7.	Infrastructure development enhances competitiveness in the global market.	72%	2.95	0.59	70%	2.87	0.62	2.91	Agreed
8.	Infrastructure development enhances revenue generation which enables government to support SME's growth and development.	74%	3.01	0.57	66%	2.82	0.65	2.92	Agreed
9.	Infrastructure development makes life expensive and difficult for people to start-up businesses.	45%	2.30	0.65	30%	2.07	0.67	2.19	Disagreed
	Average	71%	2.96	0.57	70%	2.89	0.60	2.93	

Source: Author's Computation

Table 2 shows the mean responses of male and female entrepreneurs on the importance of infrastructure development in the entrepreneurial practices of university graduates in Bayelsa State. An overwhelming majority of both male (71%) and female (70%) respondents agreed that infrastructure development was important in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria. Indeed, items 1 to 8 had weighted mean scores that were greater than the criterion mean 2.50. They were agreed that infrastructure development was important in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria. Item 9 had weighted mean score of 2.19 which was below the criterion mean of 2.50 meaning that they disagreed that infrastructure development made life expensive and difficult in entrepreneurial practices of university graduates in Bayelsa State, Nigeria. Furthermore, the average weighted mean score of 2.96 for male and 2.89 for female respondents were also higher than the criterion mean score of 2.50 indicating that both male and female respondents agreed on the importance of infrastructure development in the entrepreneurial practices of university graduates in Bayelsa State.

Therefore, infrastructure development is important in the entrepreneurial practices of university graduates in Bayelsa State and the benefits include: good infrastructure development attracts investors and enables people retain their businesses in an area; inadequate infrastructure development leads to business failure; good road networks are vital in the distribution of goods and services which encourage entrepreneurial practices; adequate power supply reduces cost of doing business; good communication facilities reduce the cost of obtaining and exchanging relevant business information; good market structures and facilities encourage business growth and development; infrastructure development enhances competitiveness in the global market; and infrastructure development enhances revenue generation which enables government to support SME's growth and development.

8.3 Test of Hypotheses

8.3.1 H_{01} : There is no significant difference between the responses of male and female university graduate entrepreneurs on the importance of capacity building in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria.

Table 3: z-test analyses of difference between the mean scores of male and female university graduate entrepreneurs on the importance of capacity building in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria.

Gender	N	\bar{X}	STD	Df	z-cal	z-critical	Level of significance	Decision
Male	137	2.76	0.64					
				205	0.83	± 1.96	0.05	H_{01} Accepted
Female	70	2.68	0.67					

Source: Author's Computation

Table 3 is a summary of mean, standard deviation and z-test scores of the difference between the responses of male and female university graduate entrepreneurs on the importance of capacity building in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria. The z-test calculated was 0.83 compared with the z-critical value of ± 1.96 at 205 degree of freedom and 0.05 level of significance. The z-calculated value was less than the z-critical value. Thus, the null hypothesis of no significant difference in the responses between male and female university graduate entrepreneurs on the importance of capacity building programmes in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria was accepted. This indicates that there is no statistically significant disagreement between the male and female university graduate entrepreneurs on the importance of capacity building programmes in entrepreneurial practices in Bayelsa State, Nigeria

8.3.2 H_{02} : There is no significant difference between the responses of male and female university graduate entrepreneurs on the importance of infrastructure development in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria.

Table 4: z-test analyses of difference between the mean scores of male and female university graduate entrepreneurs on the importance of infrastructure development in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria.

Gender	N	\bar{X}	STD	Df	z-cal	z-critical	Level of significance	Decision
Male	137	2.96	0.57					
				205	0.81	± 1.96	0.05	Ho ₂ Accepted
Female	70	2.89	0.60					

Source: Author's Computation

Table 4 is a summary of the mean scores, standard deviation and z-test of difference between the mean scores of male and female university graduate entrepreneurs on the importance of infrastructure development in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria. The calculated z-test score was 0.81 compared with the z-critical value of ± 1.96 at 205 degree of freedom and 0.05 level of significance. The z-calculated value was less than the z-critical value. Thus, the null hypothesis of no significant difference between the responses of male and female university graduate entrepreneurs on the importance of infrastructure development in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria was accepted. This indicates that there is no statistically significant disagreement between male and female university graduate entrepreneurs on the importance of infrastructure development in entrepreneurial practices in Bayelsa State, Nigeria

IX. DISCUSSION OF FINDINGS

This study investigated the importance of capacity building and infrastructure development in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria. The findings showed that capacity building is important in the entrepreneurial practices of university graduates in Bayelsa State and the benefits include: it improves the abilities of entrepreneurs and helps them to achieve sustainable results; it helps entrepreneurs to become more productive and successful in their business; it boosts morale of entrepreneurs; it eliminates obsolescence in skills by providing opportunities for skills update; it helps entrepreneurs to adapt to reforms and innovations in their fields; it enhances profitability of business activities; inadequate capacity building programmes serve as impediments and hindrances in the growth and development of business enterprises; and capacity building enhances business networking and collaboration.

These findings align with previous studies by Orji, Oyebamiji & Aruma (2019); Grayson (2017); Iloabuchi (2014); Bamifo, Asiedu-Appiah & Oppong-Boakye (2015); Aladejebi (2018); and Bacon, et al (1996) who in their various studies found that capacity building contributed some or all of the above benefits to the growth and development of business organizations. Capacity building enhances knowledge sharing through interactions, seminars and workshops. Also, various skills can be acquired, updated and/or upgraded through capacity building programmes. Capacity building keeps people well informed and enhances their productivity. With the world now a global village, knowledge and skills drive the economy and the application of appropriate knowledge and skills are now very critical in the global competitiveness, survival and progress of businesses.

Information is power and the acquisition of appropriate information, knowledge and skills is a critical component of capacity building. This study found that respondents agreed that it enhances the profitability of business organizations through its positive correlation with output or productivity thereby supporting earlier studies by Aladejebi (2018) and Afande (2015). Agreeing also with Lee (2001) and Batra & Tan (2003), this study has also shown that inadequate provision of capacity building could be major impediments to the growth and development of business enterprises. In order to encourage the entrepreneurial practices of university graduates in Bayelsa State, government, labour unions, educational institutions, government and other agencies should provide capacity building programmes to young and aspiring entrepreneurs.

The findings further revealed that the respondents agreed that infrastructure development is also relevant and very important too to entrepreneurial practices of university graduates in Bayelsa State, especially when it comes to attracting investors and enabling people to retain their businesses in an area; inadequate infrastructure development could lead to business failures; good road network is vital in the distribution of goods and services which encourage entrepreneurial practices; adequate power supply reduces cost of doing business; good communication facilities reduce the cost of obtaining and exchanging relevant business information; good market structures encourage business growth and development; infrastructure development enhances competitiveness in the global market; and infrastructure development enhances revenue generation which enables government to support the growth and development of SMEs. Thus, the findings concur with previous findings as reported by OECD (2006); North & Smallbone (1996) and Mutsuddi (2016). They all agreed that infrastructure development greatly assists entrepreneurial growth and development. Places with high infrastructure development often turn out to become commercial and business hubs. Such areas attract new businesses while still able to retain and prosper old and existing businesses.

Infrastructure development such as good road networks, constant power supply, portable water and good communication facilities and networks act as spurs for business growth and development. Adequate infrastructure development in both urban and rural areas would stem the tide of rural-urban migration. With adequate infrastructure development, people can site their business anywhere and connect with the rest of the world. It creates enabling environment for business survival and growth. Most parts of Nigeria, including Bayelsa State, still suffer from very poor state of infrastructure development as espoused by Okebukola (2011) and supported by the results in this study. Infrastructure development is very relevant in the even distribution of goods and service. It can also help in income distribution as activities and income earning opportunities will be more widely distributed. It helps in curbing wastage of goods especially agricultural products as well as reduces financial losses that are caused by the extra expenditure in buying fuel in order to generate power and in replacing goods that are destroyed on the road through road accidents.

Infrastructure development is one bedrock for global competitiveness. A country that is not productive cannot compete favourably with the ones that are productive. This is because for a country to be productive, adequate infrastructure development is key. As noted by Elechi (2014) and also agreed by the respondents in this study, one of the major reasons for Nigeria's lack of globally competitiveness is the poor level of infrastructure development. The importance of infrastructure development in the entrepreneurial practices of people cannot therefore be over-emphasized. It is often a major consideration in the location of businesses because it has significant relationship with productivity, profitability and sustainability of any business.

X. CONCLUSION

This study has shown that capacity building and infrastructure development are important and relevant in the entrepreneurial practices of university graduates in Bayelsa State, Nigeria. They are necessary factors that encourage business development, growth and success. Without capacity building and adequate infrastructure facilities, entrepreneurs and businesses in general will be disadvantaged. In a changing world where technology continues to evolve and knowledge and skills drive development and advancement, it is necessary for people to build their capacity in their fields of enterprises. Developing and upgrading infrastructures in line with the dynamics of today's world is also not negotiable. This is because infrastructure development allows the organized private sector (entrepreneurs) to invest and drive the economy of any nation in order to achieve sustainable socio-economic growth and development.

Finally, the findings of this study now add the importance of capacity building and infrastructure development to the literature in the field.

XI. RECOMMENDATIONS

In line with the findings of the study, the following recommendations were made:

1. Government of Bayelsa State, in collaboration with other stakeholders (educational institutions, trade unions, chambers of commerce and industries etc.), should organise regular capacity building programmes to build and enhance the entrepreneurial practices of university graduate entrepreneurs in Bayelsa State.
2. Government should embark on extensive infrastructure development such as the provision of good road networks, reliable electricity power supply, provision of communication facilities and markets which are critical factors in the establishment and survival of business enterprises.
3. Government should also create enabling environment that supports the entrepreneurial practices of university graduates in Bayelsa State.

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