

An International Journal of
Psychology in Africa

Ife

Psychology



Published by the Ife Centre
for Psychological Studies

Vol. 16
No. 2, 2008

IFE

PSYCHOLOGIA

An International Journal, Volume 16 No. **2** 2008

Published by:

Ife Psychologia (RC 011934)
Ife Center for Psychological Studies
P.O. Box 1548, Ile-Ife,
Osun State, Nigeria.

&

PSYCHOLOGIA (GHANA) LTD. (RC 83,305)
P. O. Box UC146
University of Cape Coast
Cape Coast
Ghana

THE
PSYCHOLOGIA
JOURNAL OF THE PSYCHOLOGICAL SOCIETY OF GHANA
ISSN: 1117 – 1421

PRINTED BY: PSYCHOLOGIA (GHANA) LTD (RC 83,305)

EDITORIAL

This is the second and last issue of our journal, IFE PSYCHOLOGIA for the year 2008.

The year has been very eventful at our centre. It saw the building of our laboratory and psychology market for gadgets, books and journals.

We also edited a world-class book on; Xenophobia: A Contemporary Issue in Psychology. The book was a huge success. It is with joy that we report that our sister journal; GENDER & BEHAVIOUR waxed stronger in the year under review.

In this; Volume Sixteen Number 2, 2008, we have twenty –one brilliant articles from every area of applied psychology. Through these articles we pledge to keep the flame of progress and advancement of psychology in Africa burning. We wish our numerous readers in Africa and elsewhere every success in the coming year.

We are determined to step into year 2009 with confidence. Please keep Ife Psychologia in mind always. Thank you for all the support.

Sincerely Yours,
Professor A A OLOWU, Ph.D; F.C.I.P.M
Dept of Psychology
Obafemi Awolowo University,
Ile-Ife, Osun State, Nigeria.

Phones: 0803-711-6382

0805-634-3255

0702-705-6421

E-mail: ifepsy@yahoo.com

solowu@oauife.edu.ng

Website: www.ifepsychologia.org

D ECLARATION

IFE PSYCHOLOGIA: An International Journal is jointly published by the Ife Centre for Psychological Studies (ICPS), P.O. Box 1548, Ile-Ife, Osun State, Nigeria. (RC 011934) and PSYCHOLOGIA (GHANA) LTD. (RC 83, 305) P.O. Box UC 146, University of Cape Coast, Ghana.

VISIT

www.ifepsychologia.org

VOLUME Sixteen

ISSN 1117-1421

Number Two CONTENTS SEPTEMBER, 2008

NAME OF AUTHORS	PAGE	TITLE OF ARTICLES
EDITORIAL	v	
CONTENTS	vii	
IBEAGHA PEACE N. & SHOBOLA, ADEOLA A	1	Influence of Pentecostalism and Psychoeducation on HIV/AIDS Prevention among Young School Age Children (5-9Years) in Western Nigeria.
AKUJOBI, REMI	16	Madness as a Signifier: A Study of Doris Lessing's Briefing for a Descent into Hell.
VALERY FERIM,	27	South Africa, The half Hegemon.
ADEDIWURA, A.A.	36	Comparative Study of Private and Public Schools Student Engagement and School Effectiveness Indicators.
OLUWATOSIN, A.S & AJEIGBE, O.T	47	Discerning the Motivational Basis for Trade Unionism in Public and Private Sectors of Business: An Imperative for Institutionalizing Industrial Peace and Progress.
CONSTANTINE, TONGO I.	62	The Spiritual Perspective of Quality: A Scriptural Dimension
AKINYELE, S.T.	78	There is no Food in the House: Gender Masculinity and Human Security in Nigeria.
HENRY VOKOTIE	91	Influence of Social Support, Duration of Illness and Age on Quality of Life Among Breast Cancer Patients
IMHONDE, HENRY O. & IGBOANUSI, O.C	101	Effects of Emotional Intelligence on Marital Adjustment of Couples in Nigeria.
PETER TERFA ORTESE & SAAWUA APEON TOR-ANYIIN		

OFOVWE, GABRIEL E. & OFOVWE, CAROLINE E.	113	Sleep Hygiene in Nigeria Children.
TELLA, ADEYINKA TELLA, ADEDEJI & ADIKA, LAWRENCE O.	120	Self-Efficacy and Locus of Control as Predictors of Academic Achievement Secondary Among School Students in Osun State Unity Schools.
GBEREBBIE DANIEL E.	131	Employee Retention Strategies And Organizational Performance.
IZEDONMI, FAMOUS & OKAFOR, CHINONYE	153	Assessment of the Entrepreneurial Characteristics and Intentions Among Academics
OLA, BOLANLE A. & MORAKINYO OLUFEMI	169	Mental Health and Attitude Towards Education of Secondary School Students in Nigeria.
AMOO, GBOLAGADE & FATOYE, FEMI O.	178	Burnout in South-Western Nigeria: A Preliminary Report Among Nurses and Teachers
EHON, ANTHONY I.	188	Assessing Sexual Communication and Condom Negotiation among University Undergraduate Students in Sexual Relationship; in the era of HIV/AIDS
ARANSIOLA, JOSHUA A. ADISA, ADEMOLA & ARANSIOLA, SOLOMON	210	Impact of Military and Civilian Governments Policies and Practices on Factionalism in Selected Unions Under the Nigeria Labour Congress, Osun State, Nigeria.
CLEMENT K. AGEZO	225	Influence: An Important Tool for Successful Leadership.
HORDZI WISDOM H.K.	243	The Challenges Faced by University of Education, Winneba Distance Education Student – Mothers During Examinations.
RENE VAN WYK	255	Narrative House: A Metaphor For Narrative Therapy: Tribute to Michael White.

ABRIFOR CHIEDU A.	275	Teachers' Perception on the Effectiveness of Physical Punishment As a Disciplinary Measure in selected Secondary Schools in Ile-Ife, Osun State.
Book review	295	
Accolades	296	
A Sample of Review	399	
Ulrich International Directory	302	
Reach Us	303	
Sabinet Online	304	
Proquest	305	
Invitation to Subscribe	306	
Ife Psychologia (RC LAZ011934)	307	
Ife Psychologia:	308	
African Journal Online	309	

ASSESSMENT OF THE ENTREPRENEURIAL CHARACTERISTICS AND INTENTIONS AMONG ACADEMICS

Famous Izedonmi,

Department of Accounting, University of Benin
+2348059509150,
profizedonmi@yahoo.com

and

Chinonye Okafor

Department of Business Studies, Covenant University,
Ota, Ogun State
+2348035393240,
emmanueloutreach@yahoo.com

Abstract

This paper focused on assessing the entrepreneurial characteristics, intentions and motivation among academics. The data covers survey study of 120 sample size drawn of academics from an institution of higher learning in Ogun State, Nigeria. Both descriptive and statistical tool were used to analyze the data collected. The results from the correlation analysis revealed that there is a strong relationship between the entrepreneurial characteristics and intentions to start up an enterprise among academics. Based on the findings, it was recommended that there is need to organize empowerment programmes and provide an enabling environment that will motivate the academics into entrepreneurial actions.

Key Words: Entrepreneurship, Entrepreneurial Characteristics and Intentions

Introduction

'Entrepreneurial' as a construct has become a common term used to describe people who are innovative, creative and open to change (Reimers-Hild, King, Foster, Fritz, Waller and Wheeler, 2005). Entrepreneurship is a process of identification of a business op-

portunity in one's immediate environment, combining together resources and establishing an enterprise for the production and distribution of product(s) or service that emanated from such process. Entrepreneurial individuals have the ability to identify opportunities and marshal resources to achieve their goals (Stevenson and Gumpert, 1983; O'Connor and Fiol, 2002). Entrepreneurship as an important concept for economic development requires the identification of individuals in all spheres of life with entrepreneurial characteristics (personalities) and the intention of venturing into business either immediately or in the new future.

Many researchers such as Brockhaus, (1980); Koh (1996); Shepherd and Douglas (1997) having looked at certain characteristics that are associated with entrepreneurship and suggested risk taking propensity, locus of control, creativity and innovation, ability to set goal, proactiveness, desire for independence and need for achievement as entrepreneurial values, attributes, and characteristics that can be associated to entrepreneurial behaviour but few of these works have explained the existence of this relationship among academics. This paper therefore aimed to assess the entrepreneurial characteristics and intentions that exist among the academics using a particular private university in Ogun State, Nigeria as our case study. The name of the institution is kept confidential for official reasons. In this study, the following research questions were addressed; do academics possess entrepreneurial identity? Will their entrepreneurial characteristics lead to intentions to start up an enterprise in the future? Is there any linkage between their entrepreneurial characteristics and intentions? This study has the potential to assist in motivating more academics to participate in entrepreneurial activities..

Literature Review

Entrepreneurial Characteristics

Entrepreneurial characteristics have been identified to be the central core for the behaviour and performance of entrepreneurs (Koh, 1996). All entrepreneurs possess some peculiar characteristics required for carrying out successful entrepreneurial activities. These characteristics may include desire for achievement (McClelland 1961); locus of control (Rotter 1966); risk taking propensity (Brockhaus, 1980); proactiveness Crant (1996), tolerance for ambiguity Betaman and Grant, (1993), creativity

(Drucker, 1985) and they have become the focus of recent researches and this paper aims to explore the connections between the entrepreneurial characteristics and entrepreneurial intentions among the Nigerian academics.

H1 Entrepreneurial characteristics such as; desire for independent, need for achievement, risk taking, internal locus of control, self confidence, proactiveness creativity and innovation are not strong attributes towards the intentions of the academics to become entrepreneurs

Entrepreneurial Intentions

Ajzen and Fishbein (1980) cited in Ajzen (1991); Bird (1988); Katz and Gartner (1988); Krueger and Brazeal (1994) cited in Crant (1996); Shepherd and Douglas (1997) used word intentions to investigate and interpret future action. Bird (1992) defined intention as a state of mind directing a person's attention. Franke and Luthje (2004) are of the view that Entrepreneurial intentions variables or factors that are most likely to result to entrepreneurial practices may depend not only on people's personality but also on their life situations, changing goals or contingent preferences. They further divided these factors into internal and external factors and developed a conceptual model of the entrepreneurial decision process to demonstrate how these factors may result to intentions. These factors provide answers to the questions of why some people choose to be self employed and start their own business while others are rather inclined to seek paid employment (obtainable in university setting).

H2: Academics do not have the intentions of going into business in the future

Relationship between Entrepreneurial characteristics and intentions

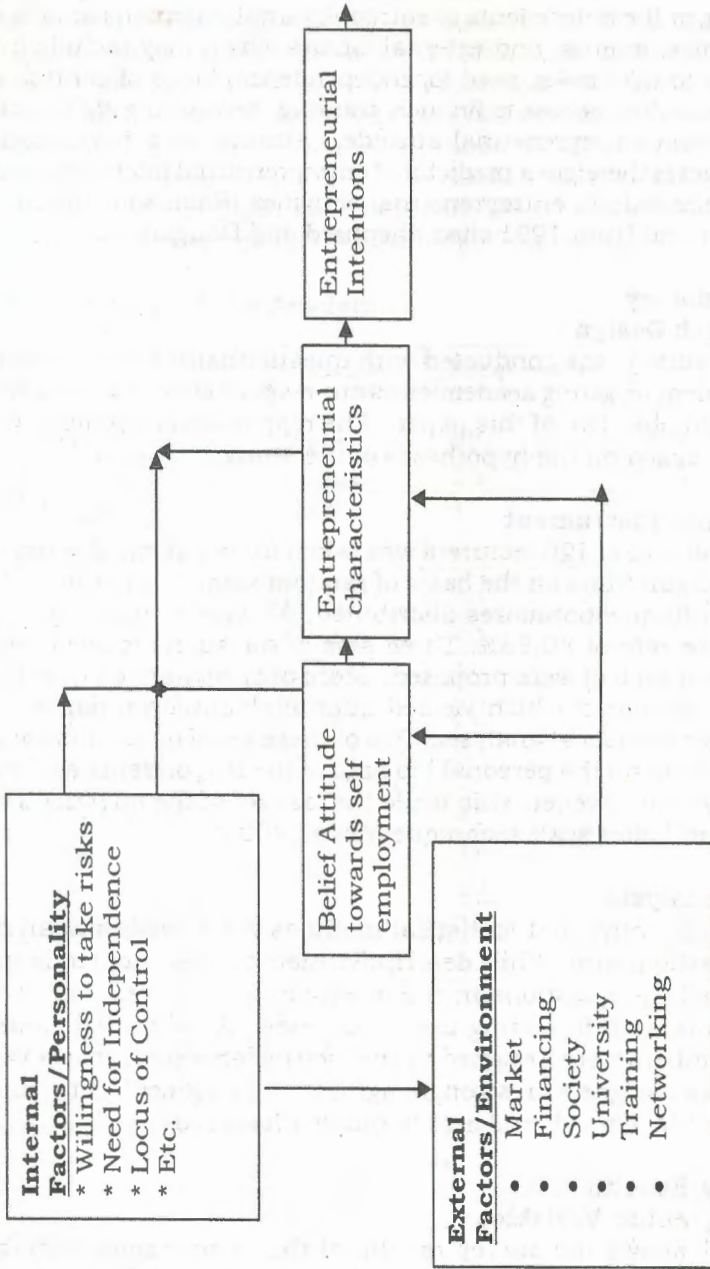
Studies on entrepreneurship have shown that a positive relationship exist between characteristics and intentions as regards to entrepreneurship. Using trait theory to demonstrate this relationship, McClelland (1961) and Rostandt (1984) stressed that an individual having entrepreneurial characteristics always find the path to entrepreneurial activities regardless of the environmental conditions. On this regard, Brockhaus and Horwitz (1985) cited in Marki (1999) emphasized that although entrepreneurial traits are usually used to portray entrepreneurs, they do not determine how successful an entrepreneur becomes. In support

of this, Chell (1985); Vesalainen and Pihkala (1999) have strongly argued that the relationship between trait and entrepreneurial intention is a weak one. Entrepreneurial intention therefore cannot fully be determined by entrepreneurial personality traits, without motivation. To explain this point further, Chell (1985) as an economic psychologist proposed an interactive approach to demonstrate that an entrepreneur and the interaction with his or her environment helps in shaping his or her belief, attitude, and value system which have much influence on his or her entrepreneurial opinions, intentions and motivation. Vesalainen and Pihkala (1999) in their studies also argued that entrepreneurial intentions may result from subjective or situational motivation.

Linking entrepreneurial characteristics and intentions together, Fishben and Ajzen (1975) proposed 'social development model' to support the assertion that entrepreneurship does not just emerge based on someone's traits alone, but as a result of the types of situation an entrepreneur encounters and the social groups that define his entrepreneurial identity. Fishben and Ajzen (1975)'s model further demonstrated that beliefs = characteristics = attitudes = intentions = action. This shows that beliefs, characteristics, attitudes, intentions, and actions are inter-related and interwoven. Explaining this further, he argues that intentionality is grounded on cognitive psychology that attempts to explain or predict human behaviour. Bird (1988) emphasized that intentionality is a state of the mind that directs a person's attention (as well as experience and action) towards a specific object (goal) or a path in order to achieve something (means). Shepherd and Douglas, (1997) also depicted this in their model of connectivity between entrepreneurial characteristics and intentions of entrepreneurs.

H02: There is negative relationship between the entrepreneurial characteristics and entrepreneurial intentions of the academics.

Linkage between Entrepreneurial Characteristics and Intentions



Sources: Shepherd and Douglas (1997), Marki, (1999); Franke and Luthje (2004)

Looking at the antecedents of entrepreneurial intentions among the academics, internal and external factors which may include (willingness to take risks, need for independence, locus of control, access to market, access to finance, training, networking etc.) usually result from entrepreneurial attitude. Attitude as a psychological construct is therefore a predictor of entrepreneurial intentions which may culminate in entrepreneurial activities (Robinson, Stimpson, Huefner and Hunt 1991 cited Shepherd and Douglas, 1997).

Methodology

Research Design

A field survey was conducted with questionnaire as the research instrument targeting academics as our respondents so as to achieve the main objective of this paper. The respondents' opinions were sought based on the hypotheses of the study.

Research Instrument

A sample size of 120 lecturers was taken from a particular university in Ogun State on the basis of random sampling method. Out of the 120 questionnaires distributed, 97 were returned giving a response rate of 80.83%. Three sets of questions (closed-ended and open-ended) were proposed. More of closed-ended questions were emphasized which yielded quantifiable information appropriate for statistical analysis. Two of these set of questions sought information on the personal bio data of the respondents and their views on entrepreneurship while the last set of the questions was based on Likert scale technique (Asika, 2000).

Data Analysis

Both descriptive and statistical methods were used in analyzing the questionnaire. While descriptive method was adopted in analyzing all the questions in the questionnaire, correlation coefficient was used in testing the hypotheses. A calibrated value of 1-5 numbers were assigned to the likert scales such that a value of 5 was assigned to 'strongly agreed', 4 to 'agreed', 3 to 'undecided', 2 to 'disagreed' and 1 to 'strongly disagreed'.

Survey Results

Demographic Variables

Table 1 shows the survey results of the demographic variables that relate to the entrepreneurial characteristics of the academics under our study. Out of the 97 respondents, each of the three

colleges has a total number of 32 persons. The table revealed that 65 or 67.2% of the respondents are male while 25 or 25.8% are female, 50.5% of the respondents have MSc/MBA as their highest degree. Looking at their marital status, it shows that 30.9% of them are still single, 55.7% of them are married and 6.2% of them are divorced. Information on their number of children reveals that 42.3% of them have minimum of one child and a maximum of two children, 40.2% of them have between 3-4 numbers of children while 10.3% of them have 5-6 numbers of children.

Table 1 Profile of the Academics

S/n		Variables	Frequencies	Percentages
1.	Sex	Male	65	67.0
2.		Female	25	25.8
3.	Education qualification	OND	1	1.0
		HND/BSc	40	41.2
		MSc/MBA	49	50.5
		PhD	1	1.0
4	Marital Status	Single	30	30.9
		Married	54	55.7
		Divorced	6	6.2
5	No of children	1-2	41	42.3
		3-4	39	40.2
		5-6	10	10.3
6	College/Faculty	CBS	32	33.0
		CHD	32	33.0
		CST	32	33.0

Source: Field Reports, 2008

Hypotheses Testing.

Academics Entrepreneurial Intentions

The results of the descriptive analysis in Table 2 show that the respondents responded positively to the six items used to describe the entrepreneurial intentions. The mean and standard deviation scores of these items range between 4.2708 to 4.5521 and .5404 to .9571 respectively.

Table 2 Entrepreneurial Intentions

S/No	Variables	Frequencies	Percentages (%)	Mean	Standard Deviation
1	I have thought of owning my own business	95	96.9	4.5521	.5404
2	I can see myself venturing into business in the next 10 years	83	85.6	4.2708	.7205
3	I want to be more involved in business decision making	89	91.8	4.4000	.7205
4	would like to leave a business behind as a legacy for my family	84	86.6	4.3684	.9571
5	I love seeing new business enterprises springing up around me	86	88.7	4.3085	.9043

Source: Field Reports, 2008

Entrepreneurial characteristics of the Respondents

Testing the entrepreneurial characteristics of the respondents, Table 3 shows that the academics in this study responded positively to the characteristics that are commonly used in

identifying entrepreneurs. These characteristics include futuristic, tolerance for ambiguity, creativity and innovation, desire for achievement, independent and freedom, proactiveness, internal locus of control, working with less or no supervision, ability to seize opportunity and emotional stability and confidence. Table 3 shows the frequency, percentages, and mean and standard deviation scores of these entrepreneurial characteristics of the respondents.

Table 3 Entrepreneurial characteristics of the respondents

Characteristics	Frequency	Percentages	Mean	ST D
Futuristic	90	92.8	4.4000	.5907
Tolerance for Ambiguity	61	62.8	3.6489	1.1140
Risk taking	74	76.3	3.9375	.9155
Creativity and Innovation	91	93.8	4.3958	.5890
Desire for Achievement	91	93.9	4.3441	.5212
Independence and Freedom	93	95.8	4.5208	.5616
Proactiveness	91	93.8	4.3474	.5973
Internal Locus of Control	92	94.9	4.3958	.6566
Work with less Supervision	92	94.9	4.4479	.6134
Ability to seize Opportunity	96	99.0	4.4271	.4973
Stability and Confidence	93	95.9	4.4526	.7111
Competitiveness	85	87.6	4.1684	.7530

Source: Field Reports, 2008

Correlation Analysis

Correlation analysis was also adopted to test the relationship between the dependent and independent variables. Table 4 shows that weak relationship exists between the entrepreneurial characteristics (tolerance for ambiguity, risk taking, independence, creativity and innovation, desire for achievement, proactiveness and internal locus of control) and entrepreneurial intentions. On individual bases, although a weak relationship exists between

desire for achievement and entrepreneurial intention, there is a positive relationship between the two variables (desire for achievement and entrepreneurial intention) with ($r=.031$) at 0.05 significant level.

Table 4 Correlation between Independent Variables and Entrepreneurial Intentions

		Tolerance of ambiguity	Risk-taking	Independence	Creativity	Achievement	Proactiveness	Internal Locus
Intention to do Business	Pearson Correlation	.005	.035	.075	.077	.224*	-.055	.124
	Sig. (1-tailed)	.964	.736	.468	.458	.031	.595	.227

* Correlation is significant at the 0.05 level (2-tail)

To test hypothesis three (there is negative relationship between the entrepreneurial characteristics and entrepreneurial intentions of the academics), a correlation analysis was also used, the aggregate variables of the dependent and independent variables were placed in a correlation matrix. Table 5 shows that although the relationship between the dependent and independent variables appears to be weak, significant correlation still exist between (futuristic variable and passion for business) and (love to see new business springing around and desire of achievement) at the 0.05 significant level with the correlation results of $r=.205$ and $r=.229$ respectively. Also the relationship between the variables of thought of owning a business, futuristic and passion of business; proactiveness and internal locus of control; venturing into business in the next ten years and desire for achievement although weak but are significant at the 0.01 level with the correlation results of $r=.293$, $r=.289$, $r=.244$, $r=.293$ and $r=.224$ respectively.

Table 5 Relationship between the entrepreneurial characteristics and intentions of the Respondents

Passion for business	Pearson Correlation	Futuristic	Tolerance for ambiguity	Risk-taking	Independence and Freedom	Creativity and Innovation	Desire for Achievement	Proactiveness	Internal Locus of Control
		r=.205*	r=-.038	r=.046	r=.169	r=.148	r=.106	r=.289**	r=.244**
Thought of owing a business		r=.293**	=-.091	r=.070	r=.187	r=.100	r=.120	r=.118	r=.179
Going into biz. in the next 10 yrs		r=.021	r=.005	r=.035	r=.075	r=.077	r=.224**	r=-.055r	=.124
Love seeing new business		R=.009	r=0.67	r=.132	r=.194	r=.038	r=.229*	r=-.60	=.029
Leave business as a legacy		r=.035	r=.088	r=.075	r=.189	r=.038	r=.115	r=-.043	r=.152

* Correlation is significant at the 0.05 level (2-tailed)

** Correlation is significant at the 0.01 level (2-tailed)

Source: Field Reports, 2008

Discussion

This paper tries to identify the linkage between entrepreneurial characteristics and intentions among the academics and intended to make recommendations for policy implications. It argues that although most academics may not currently be involved in any business venture, they possess entrepreneurial characteristics and majority of have the intention of venturing into business in the next ten years. To assess the entrepreneurial characteristics of the academics, the researchers developed a two grounded system questions character theme matrix to measure entrepreneurial characteristics and contextual questions that determine the effect of environment on the academics as regards to entrepreneurship. A character theme is a personality attribute or a characteristic that defines our normal expected behaviour (Maritz, 1999). These character themes are further divided into personality and background characteristics of the academics as regards to entrepreneurship. The entrepreneurial attributes include themes such as risk taking propensity, energy and strength, locus control, tolerance for ambiguity, creativity and innovation, self confidence, resourceful, ability to seize business opportunity, ability to work with no or less supervision, competitiveness and proactive ness.

On the other hand, the background characteristics include themes on background such as previous employment and education (Storey, 1982); family background and one's position in the family (Scott and Twomey, 1988); gender (Buttner and Rosen, 1989); ethnic membership (Aldrich, 1980) and religion (Weber, 1930); transferable skills and abilities (Stanworth and Gray, 1991). The relationship between entrepreneurial characteristics, and intentions were measured. The results showed that although the relationship between these variables looks weak, significant relationship still exist between some of the dependent and independent variables such as being futuristic in decision making and having the thought of owning a business, desire for achievement and love to see new business around and proactiveness and having passion for pursuit of one's dream (see table 6).

Conclusion

An academia's altitude towards entrepreneurial characteristics such as goal setting, risk taking, self confidence, desire for achievement and independence etc determines his or her intention and motivation to become an entrepreneur. Entrepreneurial intentions measured by variables such as having passion for

pursuit of one's dream, venturing into business in the next ten years, thought of owning business, and leaving business behind as legacy can also serve as motivational factors for venturing into business. The correlation analysis results reveal that the stronger the entrepreneurial characteristics, the higher the intention to start up an enterprise. In other words, entrepreneurial attributes and intentions have positive relationship with the motivation to start business.

Policy implications

This paper assessed the entrepreneurial characteristics and intentions among the academics. It was discovered that though academics may not presently be in business but they possess characteristics that are common with entrepreneurs and these characteristics have positive relationship with their intentions to start business. To motivate academics to be involved in entrepreneurial activities, it is pertinent to evaluate their entrepreneurial attributes as regards to their entrepreneurial intentions and actions. It is also important to provide environment (policy framework and programmes) that will motivate them to be exposed to entrepreneurial orientation. This will help to strengthen the weak relationship that exists between their entrepreneurial characteristics and intentions. Entrepreneurship (important construct for economic development) should also be exposed to academics by organizing empowerment programmes, training and seminars that will help in encouraging the academics into entrepreneurship either as part-time or full time. There is also need to provide an enabling environment that will motivate them into entrepreneurial actions in their institutions.

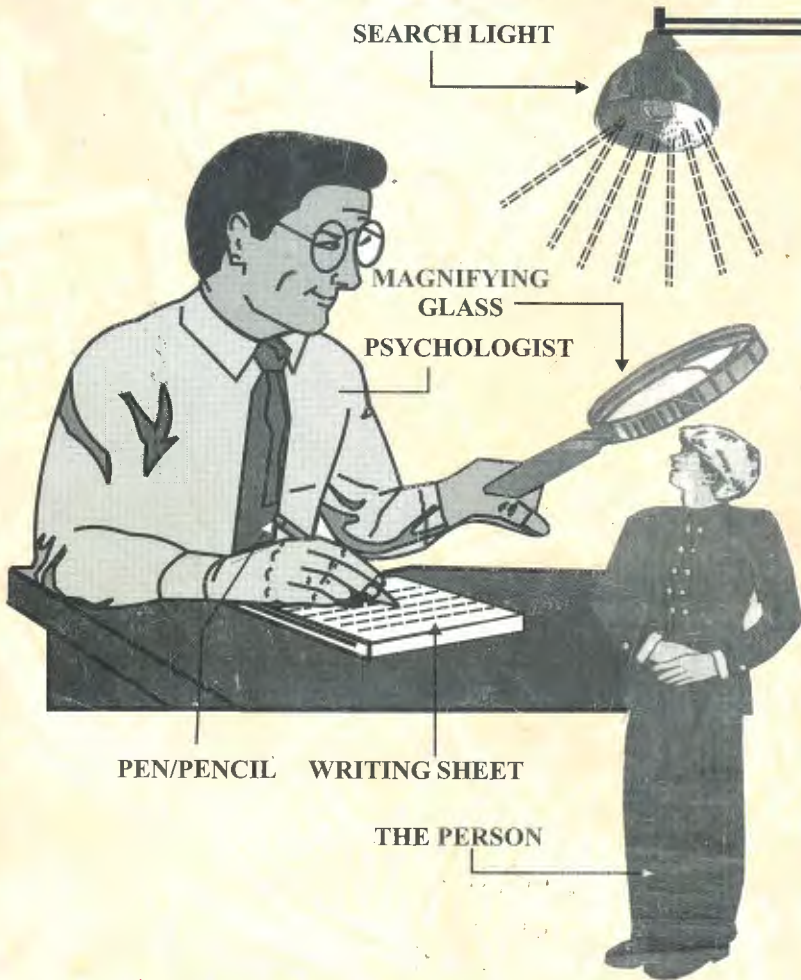
References

- Ajzen, I. (1991). "The Theory of Planned Behaviour", *Organizational Behaviour and Human Decision Processes*, Vol. 50, P.179-211.
- Asika, N. (2000). *Research Methodology in the Behavioural Sciences*, Longman Nigeria PLC, Lagos.
- Aldrich, H. (1980). Asian shopkeepers as a middleman minority: a study of small business in Wandsworth, In *The inner city: employment and industry* (Ed.) A. Evans and D. Eversley, (London: Heinemann.
- Betaman, T. S. and J. M. Crant (1993). "The Proactive Component of

- Organizational Behaviour A Measure and Correlates". *Journal of Organisational Behaviour* 14. 103-118.
- Bird, B. (1988). "Implementing Entrepreneurial Ideas: The case for Intention", *Entrepreneurship Theory and Practice*, Vol. 17, No 1, P. 11-20.
- Bird, B. (1992). "The Operation of Intentions in Time: The Emergence of the New Venture", *Entrepreneurship Theory and Practice*, 17(1), 11-20.
- Brockhaus, R. H. (1980). "Risk Taking Propensity of Entrepreneurship", *Academy of Management Journal*. Vol. 23, No. 3.
- Buttner, E.H. and Rosen, B. (1989). Funding new business ventures: are decision makers biased against women entrepreneurs?, *Journal of Business Venturing*. Pp. 4: 249-261.
- Chell, E. (1985). "The Entrepreneurial Personality: A Few Ghosts Laid to Rest"? *International Small Business Journal*, 33.
- Crant, M. J. (1996). "The Proactive Personality Scale as a Predictor of Entrepreneurial Intentions". *Journal of Small Business Management*, 34: 42-49
- Drucker, P. (1985). "Innovation and Entrepreneurship: Practice and Principles", Heinemann, London.
- Franke, N. and Luthje, C. (2004), "Entrepreneurial Intentions of Business Students: A Benchmarking Study". *Journal of Innovation and Technology Management*, Vol. No.3, 269-288.
- Fishbein, M. and Ajzen, I. (1975). "Belief, Attitude, Intention, and Behaviour: An Introduction to Theory and Research. Reading, MA: Addison-Wesley.
- Gartner, W. B. (1996). "Who is an Entrepreneur? Is the Wrong Question", *American Journal of Small Business*. No. 12, 11-22.
- Katz, J. A. and Gartner, W. (1988). "Properties of Emerging Organizations". *Academy of Management Review*. 13: 429-441.
- Koh, H. C. (1996). "Testing Hypotheses of Entrepreneurial Characteristics: A study of Hong Kong MBA Students". *Journal of Managerial Psychology*, Vol. 11, No. 3., 12-25.
- Krueger, N. (2005). "A Cognitive Processing Model of Entrepreneurial "Self-Efficacy and Intentionality", Jill Kickul, Simmons School of Management.
- Krueger, N. F. , Reilly, M. D, and Carsrud, A. L. (2000). "Competing Models of Entrepreneurial Intentions". *Journal of Business Venturing*, Vol. 15, 411.
- Maki, K. (1999). "Motivation for Entrepreneurship Among

- Academics", www.sbaer.uca.edu/research/icsb1999.
- Maritz, A. (1999). "Entrepreneurial Orientation in Franchise System"- A Presented to the School of management and Entrepreneurship; Centre of Innovation and Entrepreneurship., New Zealand, <http://userwww.sfsu.edu/ibec/papers>
- McClelland, D. C. (1961). "The Achieving Society". Princeton: D. Van Nostrand Company, Inc.
- O' Connor, E. J., and Fiol, C. M. (2002). "Mindful Over Mindless: Learning to Think Like an Entrepreneur". *The Physician Executive*, Vol. 28, No. 4, 18-23.
- Ogundele, O. J. and Opeifa, A. Z. (2003). "Factors that Influence the Emergence, Behaviour and Performance of Entrepreneurs in Nigeria", *The Abuja Management, Review*, Vol. 1, Issue No. 2, June.
- Reimers-Hild, C., King, J. W., Foster, J. E., Fritz, S. M., Waller, S. S. and Wheeler, D. W. (2005). A Framework for the "Entrepreneurial" Learner of the 21st Century, *Online Journal of Distance Learning Administration*, Vol. 8, No. 2, Summer.
- Ronsdant, R. (1984). "The Corridor Principle", *Journal of Business Venturing*, 3:31-40
- Rotter, J. B. (1966). Generalized Expectancies for Internal Versus External Control of Reinforcement. *Psychological Monographs: General and Applied*, Vol. 80, No. 1, 1-28.
- Stanworth, J. and Gray, C. (1991). "*Bolton 20 years on: the small firm in the 1990s*", London: Paul Chapman Publishing.
- Scott, M.G. and Twomey, D.F. (1988). "The long-term supply of entrepreneurs: students' career aspiration in relation to entrepreneurship", *Journal of Small Business Management*, October: pp. 5-13.
- Shepherd, D. and Douglas, E. (1997) "Entrepreneurial Attitudes and Intentions of Career Decision Makers", <http://www.usasbe.org/conferences/1997/proceedings/97>
- Stevenson, H.H. and Gumpert, D. E. (1983). "The Heart of Entrepreneurship", *Harvard Business Review*, March - April, 85-94.
- Storey, D.J. (1982). "*Entrepreneurship and the new firm*", Kent: Buckingham.
- Vesalainen, J. and Pihkala, T. (1999), "Motivation Structure and Entrepreneurial Intentions", Babson College Publications.
- Weber, M. (1930). "*The protestant ethic and the spirit of capitalism (1904)*", Translated by T. Parsons. New York, NY: Scribner.

PSYCHOLOGY LABORATORY



Olowu, A. A. (1994) Explorations into the Person.
An Inaugural Lecture; Obafemi Awolowo University, Ile-Ife. 14th June.



+23418935836, 08033003179, 08056268029