ENTREPRENEURSHIP EDUCATION FOR SUSTAINABLE RETIREMENT AMONG LECTURERS IN COLLEGES OF EDUCATION IN DELTA STATE, NIGERIA

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Abstract
The paper looked at the relevance of entrepreneurship training among lecturers of colleges of education in Delta State, Nigeria and also the strategies for improving entrepreneurship training among lecturers of colleges of education in Delta State, Nigeria. The study adopted descriptive survey design. The population for the study consists of all the Home economics lecturers in the four colleges of education in Delta State which were all accommodated as the sample size. Questionnaire Survey entitled “Importance of Entrepreneurship Education for Sustainable RetirementQuestionnaire” (IEESRQ) data collection. The instrument was validated by lecturers in Delta State University Abraka; two experts in Home Economics and Measurement and Evaluation lecturer. The dependability of the instrument was determined by administering the instrument on ten (10) lecturers from AlvanIkoku Federal Collage of Education Owerri. The results of the study revealed that there is a significant relationship between entrepreneurship education and sustainable retirement among lecturers in colleges of education in and that government. Based on the findings, the study suggested among others that there is need to improve entrepreneur training among lecturers.

Keywords: Entrepreneurship, Sustainable, Retirement, Lecturers, Entrepreneur, Training.

Introduction
Globally, the number and percentage of 65 years old people and beyond are growing rapidly, although at different proportions in different parts of the creation (Ross, 2012). The number of these grown persons as viewed by Norman, (2018) has risen far more than threefold ever since 1950, from approximately 130 million to 619 million in 2010, with the ageing share of the population growing from 4 percent to 7 percent during that period. In Nigeria, 2006 population exercise stated that aged (65 years) and beyond consist of about 4.3 percent of the entire populace which stood at 140,431,790 million (NPC, 2006). The quantity of ageing (age 65+) in Nigeria is alarming as the mortality rates are gradually reducing (Pillay, 2017). Among these ageing are the retirees who deserve to be empowered through retirement education programmes. Retirement is simply an exit from active service. Retirement means to stop or withdraw from working because one has reached a particular age; either by chronological age or by years spent in service (Terry, 2011). Whether one likes it or not, the certainty of one leaving work in either of the aforementioned ways cannot be ruled out. Elezua (2008) found that immediately retirement confronts an employee, it arrives with challenges and prospects. Retirement is naturally linked with related stress for the average employee, in countries like Nigeria. Elvis (2008) noted that it is a stressful experience for many because of its related challenges in the matter of life affairs generally. It is normally a period of most major changes in the lives of public servants.

Categorization of Retirement was according to the orientation or discernment of the classifier. According to Akinade (2013), retirement can be widely grouped into three namely; obligatory or compulsory retirement, voluntary retirement, and mandatory retirement. He further explicated that compulsory or obligatory retirement is regularly imposed on an employee by the employer for various reasons at times on grounds of ill-health, emotional or bodily incapability, and so on.

Voluntary retirement is associated with personal withdrawal from energetic service by an employee...
who has put in the required active years for eligibility for retirement. This, in most cases, may be due to personal gratification or displeasure with work schedule or vocational lifestyle. However, a mandatory missing word here is said to happen when an worker is made to withdraw his/her service from a long-time work schedule having attained the mandatory retirement age/duration according to the organization’s policy.

Towards retirement, workers are threatened with the problem of modification to a new position by re-orientation attitude and of setting preferences, stability and forestalling disobedience because of the circumstances of age and the lack of funding (Kibler, 2012). This determination sometimes has a negative effect financially and mentally. They need distinct reworking in dealing with this period along with worrying about and losing employment positions, routines, and civic status (Kibler, 2012 and Tornikoski, 2015). This sign is also called to as Post Power Syndrome and it a form of nervousness in advance people which causes them to be more complex than before because of something that triggers stress and can even effect their mental health (Santoso & Lestari, 2018), which also occur during the absence of hectic reimbursement and extra income sources to cover excess non-productive time and lack of domestic funds after retirement. Some organizations have expected the emergence of these warning sign by providing training for lecturers who will face retirement.

Individuals who have made preparations for retirement tend to be more adaptable to transformation (Zimmerman, 2014). Everyone who will retire needs to prepare him or herself to be able to adjust to the demands of the environment. Potential pensioners must be encouraged and prepared to enter a temperament that will surely occur so that they will remain productive and innovative. This requires a new mindset, including seeking business opportunities; these employees will need entrepreneurial skills. Here, training does not purely focus on prevailing fiscal management aspects, but also on developing self-potential, and running one’s own business.

Entrepreneurship training according to Pillay, (2017) and Alayis, (2018) is organized for retirement preparation which is arranged by several training institutions. The training package is designed to match the know-how of the participants, oriented towards entrepreneurial alertness and approaches to change themselves from the idea of dependence to independence and shape an understanding of trade ethics and the awareness and expertise of entrepreneurs (Wena, 2011). Some of the materials offered are guidance on mentoring, emotional preparation for retirement, building business spirit, maximizing talent potential and handling a healthy elderly life, and visiting a business center.

The study analyzed the application of the results of the training that had been followed by the participants, with special emphasis on participants in the retirement training, and their attitudes towards the execution of training and entrepreneurial skills. The attitude on the changes faced in the transition period experienced by prospective retirees is an evaluative attitude. Previous studies lay weight on the aspects of entrepreneurship, training, and training of expertise. However, the attention that combines these three aspects specifically in the critical and transformative period of retirement, and its application to retiring persons has not yet obtained adequate attention.

**Statement of the Problem**

Retirement is seen as a stage of an individual’s life that must be planned for and anticipated with a great sense of fulfillment. The security and welfare of retiring lecturers should be main concern of the government. Retired lecturers deserve some post-retirement benefits like life insurance, medical plans, dental care, vision care, legal services, and tuition credits. However, emeritus lecturers in Delta State seem to be pestered by many post-retirement challenges. Untimely death, loss of the usual periodic salary, nervousness about a residential home, lack of occupation, deteriorating status, reduced strength and deteriorated health condition, physical disabilities, and aging are some of these challenges. The pensions and gratuities payment delay has brought indescribable suffering and death of many pensioners, thereby making retirement something employees in Delta State should be afraid of. This problem is added worsened by a lack of preparation and management of post-retirement changes in conditions. Numerous people go into retirement without any particular plans or pre-retirement counseling. Employers of labor on their part are not helping matters as they refrain from enlightening the labor force on the need for planning for retirement. Thus, many employees enter into retirement unplanned. Retiree lecturers in Delta State today are more like beggars, especially those who retire without planning. Therefore, the problem of this study is to investigate the importance of
Entrepreneurship education for sustainable retirement among lecturers in colleges of education in Delta State to enable them to cope with retirement challenges.

**Objectives of the Study**

This study aimed at assessing the importance of entrepreneurship education for sustainable retirement among lecturers in colleges of education in Delta State. Specifically, the study seeks to:

1. Identifying the relevance of entrepreneurship education for ensuring sustainable retirement among lecturers.
2. Ascertain the constraints to entrepreneurship education programmes for ensuring sustainable retirement among lecturers.

**Research Questions**

These research questions were formulated to guide the study:

1. What is the relevance of entrepreneurship education for ensuring sustainable retirement among lecturers?
2. What are the constraints to entrepreneurship education programmes for ensuring sustainable retirement among lecturers?

**Hypotheses**

The two null hypotheses were tested at a 0.05 level of significance

**Ho1:** There is no significant difference between the mean rating of male and female lecturers' opinions on the relevance of entrepreneurship education for ensuring sustainable retirement among lecturers.

**Ho2:** There is no significant difference between the mean rating of male and female lecturers' opinions on the constraints to entrepreneurship education programmes for ensuring sustainable retirement among lecturers.

**Methodology**

**Research Design:** The study adopted a descriptive survey design. The study area is Delta State Nigeria.

**Area of the Study:** Delta State was selected because it has three Colleges of Education where Home economics is studied which needs to analyze the importance of entrepreneurship education for sustainable retirement among lecturers in Colleges of Education in Delta State.

**Population for the Study:** The population of the study consists of all the twenty-six (26) lecturers in three (3) colleges of education in Delta State (Federal College of Education (Technical) Asaba 15, College of Education Warri 5, and College of Education Morskogar 6 lecturers).

**Sample and Sampling Technique:** Due to the small population, the researcher decided to accommodate all the population for the study; therefore, there was no sample size and sampling technique.

**Instrument for Data Collection:** The instrument for data collection was a Questionnaire Survey entitled “Importance of Entrepreneurship Education for Sustainable Retirement among Lecturers in Colleges of Education Questionnaire” (IEESRLCEQ). The instrument was divided into two parts A and B. Part A bring about information on the personal data and Part B bring about information on the (a) the relevance of entrepreneurship education for ensuring sustainable retirement among lecturers, (b) the constraints to entrepreneurship education programmes for ensuring sustainable retirement among lecturers. The instrument was validated by two experts in Home Economics and one lecturer in Measurement and Evaluation all in the Faculty of Education, Delta State University Abraka.

**Reliability of Instrument:** The internal reliability of the instrument was determined by administering the instrument to ten (10) lecturers from NwaforOrizu College of Education Nsugbe. Cronbach Alpha Reliability Approach with the aid of SPSS was used for analyzing which yielded an index of 0.79.

**Method of Data Analysis:** frequency tables, percentages, mean, standard deviation and t-test where applicable were used to analyze data collected with the aid of the Statistical Package for Social Science (SPSS).
Results

Research Question 1: What is the relevance of entrepreneurship education for ensuring sustainable retirement among lecturers in colleges of education in Delta State?

Table 1
Mean and Standard Deviation Scores on Responses of Lecturers on the Relevance of Entrepreneurship Education for Ensuring Sustainable Retirement Among Lecturers.

<table>
<thead>
<tr>
<th>S/N</th>
<th>Items Description</th>
<th>Mean</th>
<th>Standard Deviation</th>
<th>Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>To help retirees to become self-reliant.</td>
<td>3.03</td>
<td>0.98</td>
<td>SA</td>
</tr>
<tr>
<td>2</td>
<td>To help reduce social marginalization among retirees.</td>
<td>2.94</td>
<td>1.01</td>
<td>SA</td>
</tr>
<tr>
<td>3</td>
<td>To help reduce poverty among retirees.</td>
<td>2.91</td>
<td>1.03</td>
<td>SA</td>
</tr>
<tr>
<td>4</td>
<td>To provide more opportunities for retirees to exercise creative freedom.</td>
<td>2.99</td>
<td>0.99</td>
<td>SA</td>
</tr>
<tr>
<td>5</td>
<td>To encourage retirees to exercise an overall greater sense of control over their own lives.</td>
<td>2.97</td>
<td>1.00</td>
<td>SA</td>
</tr>
</tbody>
</table>

Grand Mean Score = 2.97

The result of data in table 1 revealed that the respondents in items 1-5 had mean scores ranging from 3.03, 2.94, 2.91, 2.99, and 2.97 with the standard deviation ranging from 0.98, 1.01, 1.03, 0.99, and 1.00. This indicates that the lecturers strongly agreed that the items of the questionnaire are the relevance of entrepreneurship education for ensuring sustainable retirement among lecturers in colleges of education in Delta State. The grand mean score is 2.97 which indicates strongly agree. Therefore, the enlargement of an entrepreneurship programme for retiree lectures will improve their well-being during retirement.

Research Question 2: What are the constraints to entrepreneurship education programmes for ensuring sustainable retirement among lecturers?

Table 2
Mean Responses of Lecturers on the Constraints to Entrepreneurship Education Programmes for Ensuring Sustainable Retirement Among Lecturers.

<table>
<thead>
<tr>
<th>S/N</th>
<th>Items Description</th>
<th>Mean</th>
<th>Standard Deviation</th>
<th>Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>Inadequate funding of the programmes.</td>
<td>2.97</td>
<td>0.97</td>
<td>SA</td>
</tr>
<tr>
<td>7</td>
<td>Lack of accessibility to the programme by retirees.</td>
<td>2.96</td>
<td>0.97</td>
<td>SA</td>
</tr>
<tr>
<td>8</td>
<td>A dearth of skilled manpower in the area of monitoring and evaluation</td>
<td>2.98</td>
<td>0.98</td>
<td>SA</td>
</tr>
<tr>
<td>9</td>
<td>Poor attitude of the retirees.</td>
<td>2.99</td>
<td>0.97</td>
<td>SA</td>
</tr>
<tr>
<td>10</td>
<td>Poor remuneration of facilitators.</td>
<td>2.96</td>
<td>0.99</td>
<td>SA</td>
</tr>
</tbody>
</table>

Grand Mean Score = 2.97

The result of data in table 2 revealed that the respondents in items 6-10 had mean scores ranging from 2.97, 2.96, 2.98, 2.99, and 2.96 with the standard deviation ranging from 0.97, 0.97, 0.98, 0.97, and 0.99. This indicates that the lecturers strongly agreed that the items of the questionnaire are the constraints to entrepreneurship education programmes for ensuring sustainable retirement among lecturers in colleges of education in Delta State. The grand mean score is 2.97 which indicates strongly agree.
Hypotheses

**HO1:** There is no significant difference between the mean rating of male and female lecturers' opinions on the relevance of entrepreneurship education for ensuring sustainable retirement among lecturers.

**Table 3**

* **T-test of Independent Sample on the Significant Difference Between the Mean Rating of Male and Female Lecturers' Opinion on the Relevance of Entrepreneurship Education for Ensuring Sustainable Retirement Among Lecturers.***

<table>
<thead>
<tr>
<th>Variables</th>
<th>N</th>
<th>Mean</th>
<th>SD</th>
<th>T</th>
<th>Df</th>
<th>Sig.(2-tailed)</th>
<th>Level of Sig.</th>
<th>Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>10</td>
<td>3.1384</td>
<td>0.46420</td>
<td>-469</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>16</td>
<td>3.1663</td>
<td>0.42772</td>
<td></td>
<td>-470</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Data in table 3 showed that the mean scores of male and female lecturers on the significant difference between the mean rating of male and female lecturers' opinions on the relevance of entrepreneurship education for ensuring sustainable retirement among lecturers in colleges of education in Delta State were 3.1384 and 3.1663 with the standard deviation of 0.46420 and 0.42772 respectively. All respondents indicated the responses on the relevance of entrepreneurship education for ensuring sustainable retirement among lecturers.

It also showed that the calculated *t*-value of -469 was not significant at 0.645 Significant (2-tailed) which is greater than the chosen level of 0.05. Therefore, there is no significant difference between the mean rating of male and female lecturers' opinions on the relevance of Entrepreneurship education for ensuring sustainable retirement among lecturers.

**Ho2:** There is no significant difference between the mean rating of male and female lecturers' opinions on the constraints to entrepreneurship education programmes for ensuring sustainable retirement among lecturers.

**Table 4**

* **T-test of Independent Sample on the Significant Difference Between the Mean Rating of Male and Female Lecturers' Opinion on the Constraints to Entrepreneurship Education Programmes for Ensuring Sustainable Retirement Among Lecturers.***

<table>
<thead>
<tr>
<th>Variables</th>
<th>N</th>
<th>Mean</th>
<th>SD</th>
<th>T</th>
<th>Df</th>
<th>Sig.(2-tailed)</th>
<th>Level of Sig.</th>
<th>Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>10</td>
<td>3.1192</td>
<td>0.53644</td>
<td>0.613</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>16</td>
<td>3.0787</td>
<td>0.40745</td>
<td></td>
<td>0.654</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Data in table 4 showed that the mean scores of male and female lecturers on the significant difference in the mean rating of male and female lecturers' opinions on the constraints to entrepreneurship education programmes for ensuring viable retirement among lecturers in colleges of education in Delta State were 3.1192 and 3.0787 with the standard deviation of 0.53644 and 0.40745 respectively. Male lecturers showed higher than the female response on the significant difference between the mean rating of male and female lecturers' opinions on the constraints to entrepreneurship education programmes for ensuring viable retirement among lecturers. It also showed that the calculated *t*-value of 0.613 was not significant at 0.541 Significant (2-tailed) which is greater than the chosen level of 0.05. Therefore, there is no significant difference between the mean rating of male and female lecturers' opinions on the constraints to entrepreneurship education programmes for ensuring sustainable retirement among lecturers in Colleges of Education in Delta State.

**Findings of the Study**

The major findings of the study are:

1. The growing of an entrepreneurship programme for retiree lectures will increase their well-being during retirement.
2. That government and other shareholders should contribute in the execution of an entrepreneurship education programme for sustainable retirement among lecturers.
3. That there is no significant difference between the mean rating of male and female lecturers' opinions on the relevance of entrepreneurship education for ensuring sustainable retirement among lecturers.

4. There is no significant difference between the mean rating of male and female lecturers' opinions on the restrictions to entrepreneurship education programmes for ensuring sustainable retirement among lecturers. All the items highlighted in red should carry first letter capitalization.

**Conclusion**

The entrepreneurship education programme can help to raise awareness of career opportunities for retirees and also helps retirees to become self-reliant, in so doing reducing poverty among retirees. Providing more opportunities for retirees to exercise creative freedom, and encouraging retirees to exercise an overall greater sense of control over their own lives also enable retirees to develop the insight needed to discover and create entrepreneurial opportunities, and enable retirees to develop the expertise to successfully start and manage their businesses. Constraints to the use of retirement training programmes for the liberation of pensioners involve insufficient financing of the programmes and an insufficient number of trainers, employment of unqualified trainers, lack of accessibility to the programme by retired person, and retired person are not properly mobilized to come and embrace the programmes, shortage of skilled manpower in the area of monitoring, evaluation, poor remuneration of facilitators, poor record-keeping, poor attitude of the retirees, and poor learning environment.

**Recommendations**

Based on the findings, the following recommendations were made:

1. There is a need for an urgent intervention programme in the development of home economics lecturers for the development of skills need for sustainability during retirement.

2. The adequate fund should be raised by the government and its agencies for financing entrepreneurship programmes for lectures for a sustainable retirement.

3. Re-training entrepreneurship programmes should be made available for facilitators for a sustainable retirement.

4. The government and other stakeholders should encourage the implementation of an entrepreneurship education programme for sustainable retirement among lecturers.

**References**


