FUW-INTERNATIONAL JOURNAL OF MANAGEMENT AND SOCIAL SCIENCES.
VOLUME 9, NO. 1, JANUARY - JUNE, 2024

EFFECTS OF MICRO-ENTERPRISES ON JOB CREATION IN JALINGO, TARABA STATE

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ABSTRACT

This study examined the effects of micro-enterprises on Job Creation. The study covered micro enterprises like computer, welding and saloon services in Jalingo metropolis, Taraba state. A survey research design was adopted. The study population was 460 with a sample size of 214 selected using simple random sampling technique. Data was collected using a structured questionnaire which was validated by experts and the reliability was established using Cronbach alpha with the coefficients of 0.80, 0.72, 0.81 and 0.71 respectively. Multiple regression was used to analyse the data. The study revealed that Computer Service Enterprises (CSE), Welding Service Enterprises, and Salon Services Enterprises have a significant positive effect on job creation in Jalingo Metropolis. The study recommends that the government of Taraba State should increase its efforts in improving computer services, welding services and saloon services favourable policies and improve infrastructures.

Keywords: Micro Enterprises, Computer Service Enterprises, Welding Service Enterprises, Service Enterprises and Job Creation

Introduction

It is said that micro-enterprises account for 90 percent of employment in industrialised countries and the case of poor nations, the government is the major source of employment (Herr & Nettekoven, 2017). It has also been evident from the economic analysis that micro-enterprises have a macro impact in times of income generation, full employment, local technology development, diffusion of management skills, and promotion of indigenous entrepreneurship (Herr and Nettekoven, 2017).

The micro-enterprise is an important sector in the Nigerian economy because it helps in the reduction of unemployment and contributes to the growth and development of the economy (Makinde and Adeleke, 2019). Computer service firms offer services such as typing, photocopying, internet connection, sale and installation of computers, computer repair and apprenticeship training. Consumers of the computer service industry, the businesses, the proprietors and the employees should be assured of the industry meeting its needs. In the same way, welding firms participate in construction of doors, windows, barricades and such structures. Also, they have a niche in the fabrication of furniture including chairs, tables and beds. They also engage in the overhauling of damaged auto parts and other numerous maintenance and repair operations (Evbuomwan et al., 2016). Welding support Companies set aside their cash for training and apprentice programs to develop their people. The welding service industry has therefore over the years served the needs of customers, firm owners, and workers in Nigeria. There is also a responsibility that saloon service firms have towards Nigeria's economy (Evbuomwan et al., 2016). This phenomenon is particularly so in the metropolitan centre of Jalingo, where an increasing number of aspiring individuals are opening salons. In this business, you can receive training and apprenticeship, and get such services as pedicures, manicures, hair treatments, cutting, barbering, and styling.

Nigeria's high unemployment rate has remained a thorny issue despite the government's various policies (NBS, 2016), there is the need to look inward by utilising the opportunity of empowering people to invest in micro businesses that have the potential solution to solve some of the Nigerian problems. The population increase was approximately 4. To meet the demand of putting 5 million people into the labour force annually as stated by NBS in 2020, there is the need for proper employment solutions that micro-enterprises offer. Micro enterprises have the largest representation in the hospitality industry such as hotels and restaurants, wholesale and retail traders. According to the research done by Herr and Nettekoven (2017), the service sector is dominated by microenterprises, and they employ 80% to 90% of the working population which is a good avenue for unemployment reduction.

Unemployment in Nigeria is a significant challenge, with the rate reaching 27% in the second quarter of 2020, up from 23% in the third quarter of 2018, as reported by the NBS Labour Force Survey. Underemployment also rose from 20% to 29% during this period, indicating a substantial portion of the working-age population is either unemployed or earning low wages. Specifically, in Taraba State, the poverty rate was estimated at 87% in 2020, with a combined unemployment and underemployment rate of 72% (BudgIT, 2020). These figures underscore the critical role of microenterprises in alleviating unemployment and poverty in Taraba, where economic hardships are particularly severe. Makinde and Adeleke (2019) found out that the level of youth unemployment in Nigeria has continued to rise with the yearly increase in the number of graduates from higher education institutions even with the existing government policies at various tiers. The purpose of this study therefore is to analyse the employment prospects of Jalingo Metropolis which is in Taraba State. The micro firms in this sector are inclined to offer services, more specifically computer services, welding services, and salon services.

Literature Review

Micro Enterprises

Microenterprises are small-scale businesses that operate in the informal sector, typically employing between 1 and 9 employees and having limited access to formal financial services. They play a crucial role in economic development, poverty alleviation, and job creation, particularly in developing countries like Nigeria. These businesses are characterised by low capital requirements, flexibility, adaptability, limited market reach, and an informal nature.

Microenterprises are vital for economic development in developing countries due to their role in job creation, poverty alleviation, economic diversification, and innovation and entrepreneurship. However, they face numerous challenges that can hinder their growth and sustainability, such as limited access to finance, regulatory barriers, a lack of business skills, market competition, and infrastructure deficiencies.

In Nigeria, microenterprises are the backbone of the informal economy, contributing significantly to employment and GDP. They are particularly prevalent in urban and rural areas where formal employment opportunities are limited. The Nigerian government and various NGOs have implemented programs to support microenterprises, such as microfinance initiatives and skill development programs.

Three common types of microenterprises in Nigeria are computer services, welding, and salon services. These sectors represent a mix of technical, trade, and personal services, each with its own unique characteristics and challenges.

Computer services include activities like computer repair, internet cafes, digital printing, and basic IT support. Market demand for computer-related services is on the rise, particularly in urban areas, but challenges include access to reliable electricity and internet connectivity, staying updated with the

latest technology trends, and staying updated with the latest technology trends. Welding services involve metal fabrication, repair work, and the construction of structures like gates and furniture. Market demand is driven by the construction and manufacturing industries, especially in growing urban areas. Challenges for welding businesses include the cost of raw materials, safety concerns, and the need for skilled labour.

Saloon services include hairdressing, barbering, beauty treatments, and skincare services. Market demand is booming, with a growing emphasis on grooming and appearance in both rural and urban areas. Challenges include competition, the need for continuous skill development, and managing customer expectations regarding trends and hygiene.

Micro Enterprises in Jalingo Metropolis

Micro-enterprises play a crucial role in economic development, especially in developing countries, by creating jobs, providing income, and contributing to local economic growth. These enterprises serve the everyday requirements of the population, enrich the local workforce, enhance skill development, and stimulate economic growth. Typically, these businesses function in compact areas, frequently located along the roadside or within village markets (Boysen, Fedtke, & Schwerdfeger, 2020). Key characteristics of micro-enterprises include a small workforce of 1 to 10, minimal capital investment of not more than 5 million naira, and a small market share (*Nigeria Digital Economy Diagnostic Report*, 2019). These establishments depend on the local community as their customer base and are frequently operated by families or owned by individuals (Teece, 2014). Micro enterprises are minor businesses with limited resources, staff, and capital, often owned and managed by individuals or small groups. Types of micro-enterprises include service-based businesses, retail businesses, manufacturing, and agriculture-based activities (Da Xu et al., 2018).

The rise of digital technology has created opportunities for microenterprises offering computer-related services in Jalingo, such as computer repair shops, internet cafes, digital printing services, and basic IT training centres; Welding services, focussing on metal fabrication, repair work, and the construction of metal structures such as gates, furniture, and building frameworks. The demand for welding services is driven by ongoing urbanisation and infrastructure development within the city. Salon services, including hairdressing, barbering, and beauty treatments, are in high demand in Jalingo, particularly among the youth and urban professionals. This sector includes a wide range of businesses, from small roadside barber shops to more upscale beauty salons offering a variety of treatments. Utilizing this sector holds a spectrum of promises for growth and development in the state in that it can create jobs for the populace of the city and the state at large.

Job Creation

In many countries, including Nigeria, microenterprises are the backbone of the informal economy, providing employment opportunities for a significant portion of the population. Job creation is the process of creating new employment opportunities within an economy, often resulting from business expansion, new company establishment, or improved economic conditions which include economic growth, entrepreneurship, government policies, innovation and technology, and foreign direct investment (Köhler et al., 2019). It is crucial for reducing unemployment, fostering economic growth, and improving societal living standards. Job creation reduces unemployment by providing work opportunities, and driving economic stability by increasing consumer spending. It improves living standards by increasing income, leading to reduced poverty (Köhler et al., 2019). Employment provides individuals with a sense of purpose and social inclusion, reducing issues related to poverty and inequality. Additionally, job creation especially from the microenterprises supports government revenue by generating higher income tax revenues, which can be reinvested into public services and infrastructure.

Microenterprises contribute to job creation through direct employment, indirect employment, and self-employment. Direct employment occurs in sectors like retail, manufacturing, and services, while indirect employment is created through supply chains and networks. Self-employment is especially important in rural areas, where formal job opportunities are often limited (Farole, Cho, Bossavie, & Aterido, 2017). Microenterprises contribute to job creation through labour-intensive nature, entrepreneurial opportunities, skill development, and market expansion. Labour-intensive sectors like agriculture, manufacturing, and construction foster entrepreneurial opportunities, creating jobs for entrepreneurs and employees. Skill development through apprenticeships enhances employability, while market expansion is crucial in the retail, hospitality, and services sectors. Microenterprises significantly impact employment in developing economies, with MSMEs accounting for over 60% of total employment in low- and middle-income countries. In Nigeria, they employ over 80% of the informal sector workforce (Gough & Langevang, 2016).

Microenterprises play a crucial role in job creation, but they face numerous challenges such as limited access to finance, regulatory barriers, inadequate infrastructure, and a lack of skills and training. The financing gap for MSMEs in developing countries is over $5 trillion annually, limiting their potential. Regulatory barriers, such as complex registration processes and taxes, hinder growth. Inadequate infrastructure, such as unreliable electricity and poor transportation networks, and a lack of formal education and vocational training limit productivity and competitiveness. Policy interventions, such as microfinance and credit access, can help microenterprises expand, hire more staff, and enhance their skills and competitiveness.

Research Model

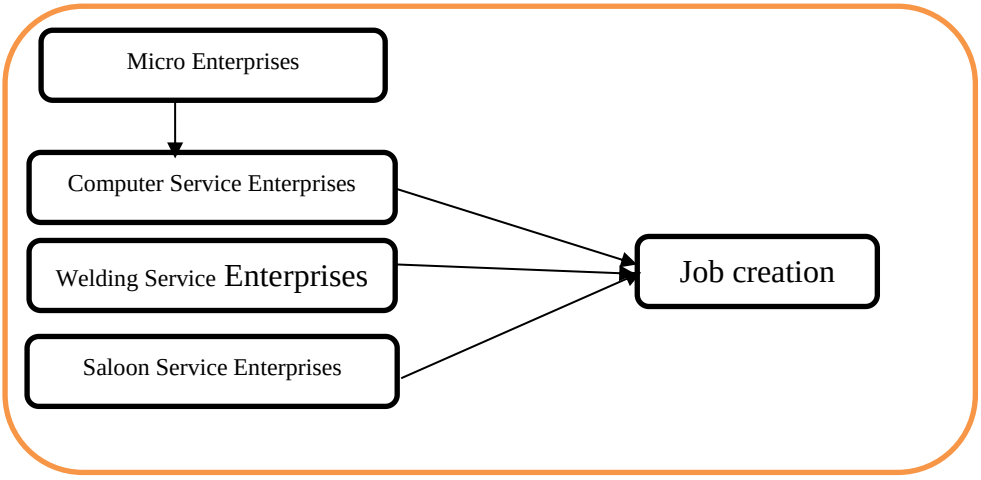

Figure 1. Micro Enterprises and Job Creation

Source: Developed by the Researcher, 2022

Figure 1 shows the Research Model i.e. conceptual framework which helps to explain the relationship between the independent variables' Micro enterprises (Computer Service Enterprises, Welding Service Enterprises, and Saloon Service Enterprises) and Job Creation in Jalingo Metropolis Taraba State.

The relationship between microenterprises and job creation can be understood through the lens of economic development theory, which emphasizes the importance of internal factors such as human capital, technology, and investment in driving economic growth. In Jalingo Metropolis, microenterprises can significantly contribute to job creation by focusing on these internal factors. The Three-Gap Theory offers insight into the structural challenges that microenterprises may face in their

role as job creators, identifying three critical gaps: savings, balance of trade, and fiscal balance. Addressing these gaps requires targeted government interventions that focus on improving the business environment for microenterprises.

Youth Empowerment Theory focuses on the socio-political empowerment of young people and their active participation in community development. When applied to microenterprises, this theory provides a framework for understanding how microenterprises can be leveraged to empower youth and create jobs in Jalingo. By starting or working in microenterprises, young people can gain valuable entrepreneurial experience and skills that enhance their employability. Community involvement in microenterprises can create a ripple effect of job creation, and government policies that promote youth entrepreneurship are critical for enabling microenterprises to thrive and create jobs.

integrating these theories provides a comprehensive framework for understanding the role of microenterprises in job creation, emphasizing the need for a multifaceted approach that addresses both internal and external challenges while promoting youth engagement and empowerment. By integrating these theoretical perspectives, policymakers, community leaders, and microenterprise owners can develop strategies that enhance the capacity of microenterprises to create sustainable jobs and contribute to the long-term economic development of Jalingo.

The role of microenterprises in unemployment and economic development has been a topic of research debate. Previous studies have shown that microenterprises significantly enhance employment opportunities and income levels. In Pakistan, a study by Rotar, Pamić, and Bojnec (2019) found that microenterprises positively impact employment chances and income levels. In the EU, Rotar, Pamić, and Bojnec (2019) found a positive relationship between employment in the service sector and total employment. In Nigeria, Evbuomwan, Ikpefan, and Okoye (2016) found that microenterprises are prevalent and crucial for employment but face challenges like inadequate funding. The current study aims to address this gap by exploring how microenterprises impact job creation in Jalingo Metropolis, Nigeria, considering the influence of infrastructure and governmental policies.

Methodology

This study investigates the impact of micro-enterprises on job creation in Jalingo Metropolis using a Survey Research Design. The target population includes 460 registered service-providing micro-enterprises, categorized into Computer Service Enterprises, Welding Service Enterprises, and Salon Service Enterprises. A sample size of 214 respondents was used, and a questionnaire was used to collect data. The study uses regression analysis to examine the relationship between independent variables and dependent variables, identifying factors most influential in job creation.

Result and Discussion

The questionnaires were correctly filled and returned within one month to allow the respondents enough time to respond to the questionnaire items. Preliminary analyses were conducted to profile the respondents in terms of their response rate and characteristics, data cleaning was also done and descriptive statistics were obtained. Additionally, robust test and regression analysis were also conducted and the results of all the analyses presented under this section.

Questionnaire Distribution and Response Rate

Table 1: Respondents' Response Rate

Questionnaires	Frequency	Percentage
Questionnaires Distributed	**214**	**100%**

Questionnaires Returned	203	94.9%
Questionnaires Unreturned	11	5.1%

Source: Field survey, (2024)

Table 1 show the response rate from the sample respondents. Out of 214 questionnaires issued out, a total of 203 questionnaires representing 94.9% were successfully retrieved while 11 questionnaires representing 5.1% were not retrieved. With 94.9% questionnaires successfully retrieved, the respondents' response rate for the study is considered satisfactory as it provides a framework for making a generalization about the sample of the study.

Respondents' Profile

Table 2: Demographic Information of Respondents

Items		Frequency	Percentage
Gender	Male	151	74.4%
	Female	52	25.6%
Age Group	18 – 35yrs	23	11.3%
	36 – 45yrs	128	63.1%
	46yrs and above	52	25.6%
Marital Status	Married	132	65.0%
	Single	14	6.9%
	Others	57	28.1%
Educational Level	Primary	19	9.4%
	Secondary	63	31.0%
	ND/NCE	50	24.6%
	Graduate (HND/Degree)	53	26.2%
	Postgraduate	10	4.9%
	Others	8	3.9%
Category of Micro enterprises	Computer Service Enterprises	72	35.5%
	Welding Service Enterprises	54	26.6%
	Salon Service Enterprises	77	37.9%
Years of Operations	Below 1Year	32	15.8%
	1 – 2Years	118	58.1%
	3 – 5Years	53	26.1%

Source: Author's Field Survey, 2024

Table 2 shows the demographic representation of the sampled respondents. 151 of the respondents representing 74.4% were males while 52 of the respondents representing 25.6% were females. The age distribution shows that 23 respondents, representing 11.3% fall between 18 and 35 years, 128 respondents representing 63.1% fall within the age bracket of 36 – 45yrs while the remaining 52 respondents representing 25.6% of the study sample were aged 46yrs and above. The marital distribution shows that 132 respondents representing 65.0% were married, 14 respondents representing 6.9% were single, while 57 respondents representing 28.1% of the sample of the study indicated others.

Furthermore, the distribution for educational level shows that 19 (9.4%) of the respondents were primary school certificate holders, 63 (31.0%) of our respondents were secondary school certificate holders, 50 (24.6%) of the respondents were ND/NCE certificate holders, 53 (26.2%) of our respondents were graduates, 10 (4.9%) respondents were postgraduates while 8 representing 3.9% of the respondents were holders of other forms of certificates. Regarding the Categories of Micro enterprises under consideration, 72 of the respondents representing 35.5% were in Computer Service Business (i.e. CSE), 54 of the respondents representing 26.6% were into Welding Service Business (i.e. WSE), while 72 of the respondents representing 37.9% were into Salon Service Business (i.e. SSE). Finally, concerning the Number of Years in Business Operations, 32 of the respondents representing 15.8% have been into business for less than 1 year, 118 representing 58.1% of the respondents have been operating their businesses for a period of 1-2years whereas 53 representing 26.1% of the respondents have been operating their businesses for a period of 3-5years.

Results of Regression Analysis

Table 3: Results of Regression Analysis

Variables	Coefficient	T	Sig.
Constant	.537	.867	.387
CSE	.285	.087	.000
WSE	.117	.882	.002
SSE	.243	1.200	.003
R-square	.674		
Adjusted R-square	.592		
F-statistics	16.316		
Sig	.000s		

Source: Author's Field Survey, 2024

a. Dependent Variable: Job Creation

b. Predictors: (Constant), Computer Service Enterprises (CSE), Welding Service Enterprises (WSE), Salon Service Enterprises (SSE)

Source: SPSS 25

Table 3 presents the Results of Regression Analysis for Micro enterprises and Job Creation. The study objective was to examine the effect of Micro enterprises {in terms of Computer Service Enterprises (CSEs), Welding Service Enterprises (WSEs), and Salon Service Enterprises (SSEs)} on Job Creation, and to also ascertain the unique contributions of each explanatory variable to Job Creation in Jalingo Metropolis. The general regression equation to predict Job Creation from micro-enterprises is:

$JC = \beta_0 + \beta_1 CSE + \beta_2 WSE + \beta_3 SSE + \mu$

Where:

JC = Job Creation

CSE = Computer Service Enterprises

WSE = Welding Service Enterprises

SSE = Salon Service Enterprises

Model Summary indicates the coefficient of determination (R square) which helps in explaining the variance in the dependent variable. The R square value of the three independent variables is .674 implying that Micro enterprises variables {in terms of Computer Service Enterprises (CSEs), Welding

Service Enterprises (WSEs), and Salon Service Enterprises (SSEs)} included in the model explain 67.4% of the variation in Job Creation. However, the remaining 32.6% variability in Job Creation in Jalingo Metropolis is explained by other factors not included in this model. Thus, implying that the model applied is statistically fit. Furthermore, the Table presents F-Statistics which helps to assess the significance of the model. Thus, the *F-statistics* = 16.316, *p* -v = .000, testing the goodness fit of the Model, indicates that the overall model is statistically significant. This implies that the independent variables are good predictors of Job Creation reported at the conventional probability of 0.05 significant level.

Test of Hypotheses

Table 4: Test of Hypotheses

	Hypotheses	**p-value**	**Sig**	**Decision**
H_1	Computer Service Enterprises (WSEs) do not have any significant effect on Job Creation in Jalingo Metropolis.	.000	.05	Rejected
H_2	Welding Service Enterprises (WSEs) do not have any significant effect on Job Creation in Jalingo Metropolis.	.002	.05	Rejected
H_3	Salon Service Enterprises (WSEs) do not have any significant effect on Job Creation in Jalingo Metropolis.	.003	.05	Rejected

Source: Field Work 2024

Firstly, from Table 4, regarding the test conducted, H_1 (that is the first Null hypothesis) which states that Computer Service Enterprises do not have significant effect on Job Creation in Jalingo Metropolis, the result shows a coefficient .285 *p*-values = .000 < 0.05 indicating that there is a significant positive effect of Computer Service Enterprises on Job Creation in Jalingo Metropolis thus providing a good proof to reject the null hypothesis (see Table 4.2) and accept the alternative hypothesis which would state that Computer Service Enterprises have significant effect on Job Creation in Jalingo Metropolis. Secondly, as touching the test carried out for H_2 (the second Null hypothesis) which states that Welding Service Enterprises do not have a significant effect on Job Creation in Jalingo Metropolis, the outcome shows a coefficient of .117 *p*-value = .002 < 0.05 indicating that there is a significant positive effect of Welding Service Enterprises on Job Creation in Jalingo Metropolis thus providing enough evidence to reject the null hypothesis as shown in table 4.15 and accept the alternative hypothesis which would state that Welding Service Enterprises have significant effect on Job Creation in Jalingo Metropolis. Thirdly, concerning hypothesis testing for H_3 (i.e. the third Null Research hypothesis) which states that Salon Service Enterprises does not have a significant effect on Job Creation in Jalingo Metropolis, the result shows a coefficient of .243 *p*-values = .003 < 0.05 indicating that there is a significant positive effect of Salon Service Enterprises on Job Creation in Jalingo Metropolis thus providing adequate evidence to reject the null hypothesis (shown in Table 4) and accept the alternative hypothesis which would state that Salon Service Enterprises have significant effect on Job Creation in Jalingo Metropolis

Findings and Discussion

In terms of the primary goal, the research found that computer service enterprises (CSE) had a favourable and statistically significant impact on job creation in the Jalingo Metropolis. This means that the amount of jobs created in Jalingo Metropolis, Taraba State, is determined by Computer Service Enterprises.

The findings of this research are consistent with those of Al-Haddad et al. (2019), who investigated the role of microenterprises in the economy, specifically how they affect job creation and GDP growth. According to the research, micro-enterprises are crucial in the job market. Additionally, the results show that micro firms and the decrease of unemployment go hand in hand. In addition, the research shows that micro companies are associated with higher incomes. Afolabi (2015), who looks at how entrepreneurship in Nigeria has changed over time and how it is now practiced, is another source that this research draws on. Also, he examined the potential of the process of entrepreneurship in contributing to the improvement of the economy. The study showed that Nigeria's economy is relatively healthy with average growth rate of real GDP in the last decade of about 7%. Further, researches done in Nigeria have shown that the promotion of entrepreneurship development may assist in enhancing the economic development of the country with regard to employment and development of small and medium enterprises.

Regarding the second aim, which was to determine whether or not welding service enterprises (WSE) had an impact on the number of jobs created in the Jalingo metropolitan area, the data show that WSE did, in fact, have an impact. In other words, the expansion of welding service businesses in Jalingo City should lead to an increase in the number of jobs available in the area. The results of this research agreed with those of Safiriyu and Njogo (2012), who looked at how SMEs in Lagos state, Nigeria, affected the creation of jobs. Similarly, to how promoting micro-firms leads to increases in job creation, the research found a favourable and statistically significant relationship between small and medium-scale enterprises and the long-term growth of the Nigerian economy. Herman (2012) looked at the connection between employment in Romania's non-financial business economy from 2000 to 2010, and the small and medium enterprise (SME) sector. Our findings are in line with theirs. This research aimed to determine if small companies in Romania are more productive and do a better job of creating jobs than bigger organisations by comparing micro-enterprises with large corporations. Even though their labour productivity is lower than that of big firms, the empirical data showed that micro-enterprises nonetheless provide jobs and revenue. In keeping with Oladele's (2013) research on the impact of different types of strategic leadership on SMEs' organisational growth, this study aims to draw attention to the connection between strategic leadership and the expansion of SMEs in Nigeria.

Based on the study's findings, micro-enterprises in Nigeria can be characterised by three distinct leadership styles: supportive, inspirational, and commanding. These styles were found to have a significant impact on organisational development. Similar to this, Obiwuru, Okwu, Akpa and Nwankwere (2011) looked examined how different types of leadership impacted the productivity of small businesses. Their results corroborated ours, demonstrating that a transactional leadership style significantly boosts performance. Last but not least, this research agrees with Veronica (2013), who also looked at how leadership actions affected worker productivity. The research zeroed down on the leadership behaviours shown by GGBL managers that improved employee performance and pinpointed the actions that had an impact on that performance.

This study focused on the effects of the job-centered leadership style the people-centered leadership style and the democratic leadership style on the performance of the employees. The research proved a sound correlation between the leadership style that Guinness Ghana Breweries Limited's upper management employed and staff performance. Task-oriented leadership enhanced performance and in the same proportion, output.

The study also found out that there is a favourable and statistically significant impact of salon service enterprises on employment generation in Jalingo Metropolis, Taraba State, thus achieving the third objective of the study. Rotar, Pamić & Bojnec (2019) examined the employment effects of small and medium enterprises in the EU and the results are similar to this research. Employment in the SME

subsectors of the EU was further divided into SME service sector employment and SME industrial sector employment to try and compare which of the two had a larger contribution to EU employment.

According to the results, there is a positive relationship between GDP per capita and total employment, and employment in the service industry and employment in SMEs. All the parameters that were mentioned had significant values in the analysis that was done in this study. Therefore, the results of this study indicated that micro firms especially within the service sector play significant roles in generating employment opportunities however, the contribution of the SME industrial sector employment was quantified to be small and therefore was excluded from the regression model. Possible reasons for such findings include the fact that microenterprises account for a very large proportion of all enterprises and are the main source of economic growth. Also, they are involved in value co-creation through, for instance, influencing the GDP and, through the growth of SMEs, diversifying the economy (OECD, 2017).

Nigeria welcomes 4. 5 million new workers annually, NBS (2005) and Vision 20:2020, but 23,187,389 are unemployed, Abdullahi, Shehu and Silas (2022). Contained in these data is also the Taraba State. Consequently, 67. BudgIT (2020) indicated that, 72% of Taraba State population was either unemployed or underemployed. From this statistic alone it can be seen that Taraba State has high level of unemployment. However, as Abdullahi, Shehu, and Silas (2022) have shown through a comparison of the unemployment rates of several Nigerian states, the Taraba State rate was 39. 4 percent. When comparing it to other states in the North-Eastern Region, Gombe has 33. 3%, Adamawa 29. 3%, Bauchi 21. 9%, Yobe 26. 6%, Borno 19. 9%, Taraba has the highest unemployment rate. Hence, there is need for more efforts to generate employment in Taraba State and in Nigeria in general.

Microenterprises are perceived as the answer to the question of unemployment among the economically active and working population because no government can afford to create jobs in this segment. According to the results of this research, micro-enterprises are positively associated with the creation of new jobs. That is to say, micro-enterprises are strong predictors of job creation, as a one-unit increase in micro-enterprises leads to a.574-unit (or 57.4% of the total) increase in job creation. Researchers estimate that 4.5 million people join the labour force every year; thus, it stands to reason that an annual increase in the number of micro-enterprises would lead to a corresponding increase in the number of employments.

Conclusion and Recommendations

This research aimed to examine the effect of Micro enterprises on the Job Creation with specific reference to the Service Sector of Micro enterprises where three types of Micro enterprise service providers (i.e. Computer Service Enterprises, Welding Service Enterprises and Salon Service Enterprises) were considered for the study. The findings at the end of this study indicated that all the Micro enterprises parameters considered for the study, i.e. Computer Service Enterprises, Welding Service Enterprises and Salon Service Enterprises, significantly affect job creation in Jalingo Metropolis. Therefore, based on the findings of the research, it was concluded that micro enterprises have significant effect on job creation thus also accounts for job creation in Jalingo Metropolis. Based on the findings from the study, where it was shown that Computer Service Enterprises, Welding Service Enterprises, and Salon Service Enterprises all have significant effects on job creation in Jalingo Metropolis, the following recommendations can be made:Based on the findings from the study, where it was shown that Computer Service Enterprises, Welding Service Enterprises, and Salon Service Enterprises all have significant effects on job creation in Jalingo Metropolis, the following recommendations can be made:

i. As evidenced by the research, the Computer Service Enterprise has greatly affect job creation: therefore, local government and private entities need to support this sector. This could include availing training opportunities to increase the literacy level of the youths in ICT, availing cheap technologies and equipment, and availing incubation facilities to support the growth of technology-based firms.

ii. To build on the positive effects of Welding Service Enterprises on employment generation, there should be an increase in the number of vocational training programmes in welding and related fields. Also, the issue of financing should be addressed in a way that the small welding businesses should be able to expand their operations hence creating more employment.

iii. Based on the analysis of the effect of Salon Service Enterprises on employment, it can be concluded that this sector should be developed further. This can be done by offering government grants or low-interest loans to salon owners, promoting entrepreneurship in the beauty and personal care sector and providing extra education on the latest trends in beauty treatments.

Contributions to Knowledge

The study validates the relationship between microenterprises and job creation, demonstrating a statistically significant relation between microenterprises and job creation. The study also provides unique contributions to the body of knowledge by examining individual parameters of service-providing micro-enterprises.

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