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INTRAPRENEURIAL NETWORKS AND ACCESS TO RESOURCES IN FEDERAL UNIVERSITY WUKARI, TARABA STATE

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Abstract

This study examines the impact of intrapreneurial networks on access to resources at Federal University Wukari, Taraba State, Nigeria. Specifically, the research examines the effect of four network dimensions —collaboration, skills development, innovation, and information sharing — on access to resources. Grounded in this study is Social Capital Theory (SCT), which emphasises the influence of social relationships on resource allocation and utilisation. A sample of 287 academic staff, selected through stratified random sampling, was surveyed. The study utilised regression techniques to test formulated hypotheses. The analysis reveals that collaboration and innovation are key determinants of resource access as indicated by regression coefficients of 0.710 ($p < 0.05$) and 0.509 ($p < 0.01$), respectively. The engagement in skills development and sharing information also positively impacts access to resources, with values of 0.623 ($p < 0.05$) and 0.710 ($p < 0.05$), respectively. In this case, the study concluded that intrapreneurial networks are an important determinant of resource acquisition and deployment. In light of these findings, the study recommends that university administrators and policymakers foster enhanced collaborative frameworks alongside active skills development, shared innovation, and information dissemination.

Keywords: Intrapreneurial Networks, Resource Access, Collaboration, Skills Development, Innovation, Information Sharing,

Introduction

Intrapreneurial networks are increasingly recognised as important organisational microstructures that facilitate innovation, collaboration, and the mobilisation of resources within an organisational framework. Unlike traditional entrepreneurial networks, intrapreneurial networks are self-contained within the organisation and made up of formal and informal vertical and horizontal relations directed towards achieving specific business objectives. These networks illustrate that the knowledge and competencies possessed internally by the organisation can be leveraged to enhance performance. These networks are extremely important for the consolidation of core assets such as capital, human resources, technology, and information in support of internal corporate ventures (Lizote et al., 2014; Nwabuatu, 2024).

This paper seeks to apply the Social Capital Theory (SCT) to explain how intrapreneurial networks enhance organisational agility and responsiveness, a gap in the literature which I hope to fill. These networks facilitate appropriate adaptive changes, especially in communication and performance, so

that organizations with longstanding technological and market resources can shift in response to new conditions or technologies (Engzell et al., 2023; Kolade et al., 2021). In addition, intrapreneurial networks assist in the formation of social capital in organizations, which improves employee engagement with the business units for an extended duration. This type of social capital is essential for cultivating a coherent and robust organisational work culture that enhances enduring organizational capability (Rajani & Kar, 2024; Yusuf, 2024).

Collaboration, skills, innovation, and information as part of the intrapreneurial networks are fundamental to the development of the organizations. It is the synergistic effect of the combined efforts of different divisions to achieve a common goal which is more than what could be achieved by working independently (Kolade et al., 2021; Nwabuatu, 2024). Skills development enables employees to adopt the essential skills necessary to deal with organizational or environmental changes to enhance flexibility and performance within the structure (Oluwafunmilola, 2024). Sharing ideas and practising with other organisations fosters innovation, which creates competitive advantage and enhances organizational growth (Engzell et al., 2023). Information exchange, characterised by trust and respect, affords prompt access to essential strategic knowledge to assist in strategic management, hence, promotes a cooperative culture (Yashin-Shaw & Morrison-Beedy, 2022).

The effectiveness of intrapreneurial networks determines the resource accessibility, which serves as the dependent variable for this study. For intrapreneurial initiatives to be effective, they depend on basic resources of financial, human, and technological capital (Lizote et al., 2014; Yusuf, 2024). Effective networks provide both primary and secondary access to all the resources and enhance the capacity of organisational units to innovate, and internally project, expand and sustain ventures. Intrapreneurial networks assist firms in overcoming resource mobilisation barriers and operational constraints, making the firm flexible and competitive in that sector's dynamic environment (Rajani & Kar, 2024; Ojeifo, 2013).

The connections formed by intrapreneurial networks, as well as their corresponding resources, are closely interlinked with collaboration, innovation, skills, and information serving as bridges. These networks reduce organizational silos since they assist in creating cross functional teams that address the financial and technical demands of the employees to initiate and maintain intrapreneurial activities (Kolade et al., 2021; Nwabuatu, 2024). Skill development assists the employees' abilities to operate internal business ventures effectively (Oluwafunmilola, 2024). Network dynamics induce innovation, which creates new opportunities as well as mobilizes resources for new undertakings (Engzell et al., 2023). Likewise, information dissemination enables members to identify the aids and optimal methods of utilising them towards effective management and enhancement of resource acquisition within the organisation (Lizote et al., 2014). The combination of these factors confirms that intrapreneurial networks can enhance resource acquisition for projects at Federal University Wukari (FUW), Taraba State.

Nevertheless, problems related to the creation and maintenance of these networks remain, especially in Nigerian organizations such as FUW, where departmentalisation and weak training systems hinder intrapreneurial initiatives (Yusuf, 2024). This study found that academic staff at FUW have inadequate access to resources such as funding, technology and expertise, and this is as a result of the lack of cooperation between different departments within the university, which are self-contained and do not encourage interdepartmental cooperation and partnership, as seen in Nwabuatu (2024). Furthermore, a lack of proper training and development plans slows down the employees' ability to adopt new technology and/improved business practices. Nevertheless, intrapreneurial networks can be a solution to the problems. Measures like seminars, workshops, and conferences can encourage the transfer of knowledge across the departments. Further enhancing resource access is the development of specific skills training programs and the identification of better information-sharing avenues within the

university. Thus, the application of these strategies will help FUW to stimulate collegiality and creativity as well as to develop the competitive spirit of the employees in the academic environment. These will not only help to improve research productivity and quality of teaching but will also make FUW a reference in excellence and visibility in the higher education environment in Nigeria (Adedoyin et al., 2024; Rajani & Kar, 2024).

The staff is limited by inadequate funding, knowledge, and technology that are crucial for internal projects for growth and sustenance due to poor networks (Brush et al., 2019). Some of the challenges include; lack of adequate formal mechanisms for support, weak communication channels, lack of exposure to model intrapreneurial organizations among others. While previous studies have focused on the external intrapreneurial networks with a gap in the analysis of the effects of internal network dimensions including collaboration, skills development, innovation, and information sharing on resource availability within the context of educational institutions like FUW. This seeks to fill the current knowledge gap by analyzing the potential and problems of intrapreneurial networks in FUW. Intrapreneurial networks are increasingly recognized as the important organizational microstructures that facilitate innovation, collaboration, and the mobilization of resources within an organizational framework. Unlike traditional entrepreneurial networks, intrapreneurial networks are self-contained within the organization and made up of formal and informal vertical and horizontal relations directed towards achieving specific business objectives. These networks illustrate that the knowledge and competencies possessed internally by the organization can be leveraged to enhance performance. These networks are extremely important for the consolidation of core assets such as capital, human resources, technology, and information in support of internal corporate ventures (Lizote et al., 2014; Nwabuatu, 2024).

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Literature Review

Intrapreneurial Networks

Intrapreneurial networks refer to the external and internal links that an entrepreneur utilises, such as contacts, to acquire, disseminate knowledge and even innovate. These networks aid the intrepreneurial ventures in overcoming the difficulties that arise from responsive departmental resource constraints and stimulate expansion (Hughes et al., 2018). As noted by Kuratko et al. (2020), intrapreneurial networks serve as a backbone for progressive intrapreneurial culture, since they facilitate the exchange of ideas as well as the sharing of useful tools and the enhancement of skills. Some of the important elements of intrapreneurial networks are collaboration, information exchange, skill improvement and creativity (Barker & Fields, 2023; Khan & Singh, 2023; Ogunyemi & Adeola, 2023; Lopez & Martinez, 2022).

Literature Review: Tracing such collaborations within intrapreneurial frameworks demonstrates their value in achieving a range of organizational objectives from resource allocation and efficiency to knowledge sharing (Lizote et al., 2014; Rajani & Kar, 2024). One of the most visible gains is both the material and non-material output that emanates from the collaboration itself. There is measurable interaction or the quality of interaction within the network, both understudied and quantifiable through a survey (Nwabuatu, 2024). Moreover, the degree of resources shared, the intellectual property, financial support or sponsorship, and technology support is measurable in quantifiable terms, which corroborate the claims of collaboration effectiveness (Adedoyin et al., 2024).

As an example, analysing the count of collaborative projects alongside their funding sources and interdepartmental initiatives illustrates the extent of the impact collaboration has on intrapreneurial achievement.

In addition, the scope of partners, including internal constituents, external practitioners, and regulators, adds another quantifiable dimension (Kolade et al., 2021; Engzell et al., 2023). This illustrates the different types of knowledge that exist in teams or networks. Other quantifiable outcomes are the success rates of joint ventures or the ability to leverage previously unreachable resources which serve as indicators of collaboration. The role of digital platforms in these partnerships is also important, with shared databases and communication tools providing usage analytics that reflect the quality of collaborative processes (Friedl, 2021; Shaikh, 2020). In addition, the data from the collaboration is enriched by the subjective data, such as the participants' perceptions of the value of collaboration. When taken as a systematic approach, these evaluative methods enable institutions like Federal University Wukari to strategically foster collaboration in order to optimize resources and cultivate a culture of innovation (Yusuf, 2024; Yashin-Shaw & Morrison-Beedy, 2022).

Skill Development: Within the context of higher education institutions, skills development is a driver of performance and organisational efficacy, which supports teaching, research, and innovation activities. And it includes a wide range of technical skills, digital literacy, and software knowledge, as well as communication and teamwork, which are prerequisites to functional adaptability (Kolade et al., 2021; Ojeifo, 2013). As regards Federal University Wukari, the skill development of academic staff and students would improve resource access by better equipping people to compete for grants, conduct high-impact research, and interface with industry and government stakeholders (Engzell et al., 2023). Moreover, entrepreneurship and targeted intrapreneurship programs help participants devise novel methods of resource and problem management (Lizote et al., 2014).

The impact of skills development can be assessed and evaluated using various indicators and tracking methodologies. In a previous study by Adedoyin et al. (2024), the attendance of faculty members at training programs, certifications, and workshops served as indicators of the input of developmental initiatives. Some of the measurable outcome indicators include enhanced research output, improved teaching performance, and completion of innovative projects (Nwabuatu, 2024). Moreover, longitudinal assessments can evaluate the effectiveness of skill development initiatives by analyzing the extent to which competencies gained translate into sustained career growth and organizational development over time (Friedl, 2021; Yusuf, 2024). Through systematic investment in and measurement of the outcomes of skills development, Federal University Wukari would strengthen its intrapreneurial networks and improve access to critical resources.

Innovation

In this study, innovation is considered as a process of bringing new ideas, methods, or products into practice to achieve higher efficiency, solve any problem, or get a competitive advantage (Engzell et al., 2023). This is not confined to the ground breaking technological advancement but extends to include incremental changes and enhancements to an organisation. For intrapreneurial networks, innovation operates on the exchange of ideas and the collaboration between employees of all units or departments. According to Kolade et al. (2021), innovation is a key route through which intrapreneurial networks facilitate organisational responses to changing market conditions and technological advances. Innovation will help manage and own new opportunities by creating a culture of creativity and openness, constantly improving our processes and our products.

Innovation can be measured through Patents filed, publications, research outputs, success rate of new initiatives. Apart from quantitative aspects, the innovation can also be measured qualitatively by means of surveys or interviews designed to find out whether the staff and students consider the university creative and open to new ideas (Adedoyin et al., 2024). Innovation at FUW is driven by the establishment of strong intrapreneurial networks that facilitate cross-disciplinary research, collaborative projects, and regular brainstorming platforms. This makes it not only possible for everyone to exercise access to resources and also helps FUW maintain its competitiveness as well as its capacity for advancing knowledge and society (Rajani & Kar, 2024).

Information Sharing

Information sharing is the process of sharing relevant knowledge, data or knowledge among individuals or groups in an organization to achieve a common goal (Lizote et al., 2014). Collaboration, trust and efficient use of resources are a cornerstone of effective intrapreneurial networks. Yashin-Shaw and Morrison-Beedy (2022) state that information sharing improves decision making because employees have the right and timely information. The sharing of information in combat academies can drive improvements in the teaching, research and administrative processes through sharing of the best practices, technological advancement, funding opportunities.

For such a university context like FUW, information sharing about philanthropic activities can be evaluated by total number and effectiveness of communication channels such as seminars, newsletters, online platforms and collaborative

research groups. Also, qualitative assessments can provide information about how well staff and students perceive the flow of information in the institution (Friedl, 2021). Organisational effectiveness can be hindered by challenges to information sharing, such as siloed departments or a lack of trust. But where these gaps exist, creating an open culture that allows the free exchange of knowledge removes them, and staff and students are empowered to use resources and innovate. Information sharing can be used by FUW to leverage information sharing to promote trust and transparency to enhance resource mobilisation, foster collaboration, and ultimately achieve its academic and institutional goals (Nwabuatu, 2024; Yusuf, 2024).

Access to Resources

Resources include financial, human, technological, and informational resources that are needed by individuals or organisations to accomplish their strategic objectives. In intrapreneurial networks, this access is crucial in the development of innovation, cooperation, and guaranteeing the accomplishment of projects in organizations such as Federal University Wukari. Proper usage of resources leads to increased organizational efficiency since it empowers workers and other stakeholders to accomplish their work efficiently with fewer interruptions and thus increase overall output (Adedoyin et al., 2024; Kolade et al., 2021). This capability is very useful when new approaches and partnerships with other organisations are the determining factor in achieving a successful outcome, as highlighted by Engzell et al. (2023).

Access to resources in intrapreneurial networks can be measured by quantifying the type and number of resources acquired, resource utilisation frequency, and performance outcomes prompted by these resources. For example, construct availability through successful grant proposal rates, collaboration with industry players, and access to modern technologies (Oluwafunmilola, 2024; Ojeifo, 2013). Moreover, esoteric assessments from stakeholders concerning the resource trust, the provided resource cooperation network alongside the described resource sharing trust also contribute (Yusuf, 2024; Nwabuatu, 2024). Utilizing intrapreneurial networks to enhance resource access may better equip Federal University Wukari to innovate, sustainably cooperate, and grow.

Conceptual Framework on Intrapreneurial Networks and Access to Resources

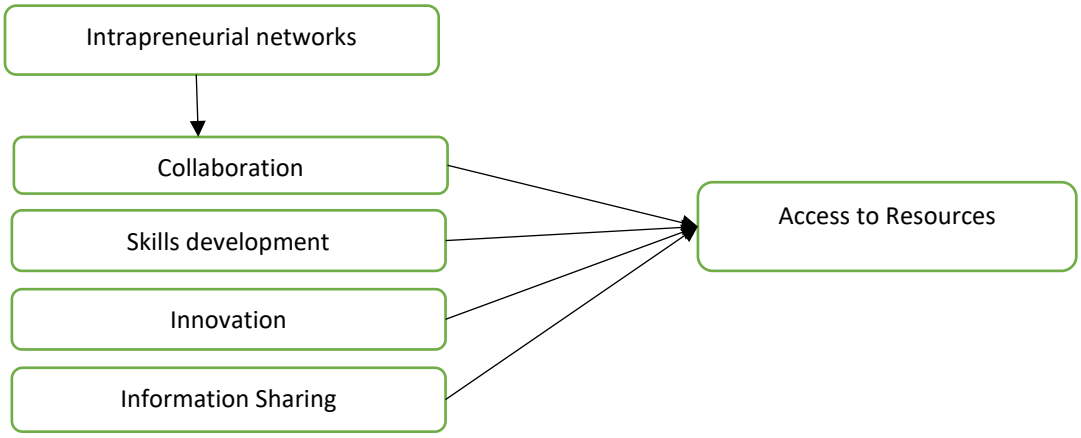

Figure 1.1: Conceptual Framework of the study
Source: Researcher's conceptualization, 2024

Theoretical Framework

This study is grounded in the Social Capital Theory SCT proposed by Bourdieu (1986) and Coleman (1988). These theories are useful in explaining the SCT social relations and networks claim. SCT posits that social relations and networks constitute critical resources which individuals and firms can mobilize in terms of information, support, and capital. With respect to intrapreneurial networks, SCT describes the extent to which the congressional ties among employees and departments govern

intraorganizational resource identification and utilization. These networks enhance cooperation, information sharing, and trust which make innovation and improvement of performance possible (Yusuf 2024; Nwabuatu 2024). In short, resourceful networks enable greater cooperation for access to resources beyond what one can independently procure.

SCT is crucial in this regard because it demonstrates how internal systems and Social Interaction Theory (SIT) relate to the acquisition and allocation of resources, highlighting such components as social capital and trust, reciprocity, network density, along with organizational capacity and performance relative to the structure that metaphorically "shoehorns" social capital (Engzell et al., 2023). This study utilized SCT to explore intrapreneurial networks at Federal University Wukari to determine how these networks augment access to essential resources for internal projects and initiatives.

Empirical Review

Collaboration and Access to Resources

Smith and Johnson (2021) analyzed the effects of collaboration networks on resource access in academic institutions. The data was collected through survey of 250 faculty members from 10 universities in the United States. The research showed that well-coordinated networks greatly improved the availability of funds, resources, and research grants. The study found that collaboration within the academic institutions is important in the enhancement of resource sharing and attainment of the institutions' objectives.

Lopez and Martinez (2022) examined the effectiveness of collaborative networks in improving the availability of technology in the higher learning institutions in Spain. In the current study, the researchers employed both quantitative and qualitative data and discovered that the departments with denser networks were in a better position to acquire the latest technologies and structures. The study therefore revealed that collaboration is an important factor in the acquisition of the resources that are necessary for innovation and academic success. From these studies, it can be proposed that collaboration has a positive impact on resource availability in Federal University Wukari especially in research funding and facility development.

Skills development and Access to Resources

Barker and Fields (2023) examined the impact of professional development programs to availability of resources in Australian universities. Data collection was done on 300 academic staff members across three years in a longitudinal design. The results showed that the skills development programmes enhanced the access to research grants, technologies and industries. The study found that skills development is important in increasing resource acquisition in academic institutions.

Adebayo and Musa (2022) investigated the correlation between employees' skills and development and availability of financial and technical resources in Nigerian universities. The research employed a cross-sectional survey of 200 academic and administrative staff from four universities. The findings indicated that universities with strong skills development strategies received more external funding and technical assistance. The investigation found that enhancing the access to certain resources requires further enhancement of skill development. Thus, it is suggested that at Federal University Wukari, professional development and capacity building support skills development, establishing a positive correlation with access to resources.

Innovation and Access to Resources

In what ways projects focused on innovation impacted resource acquisition at Latin American universities is what Hernandez and Perez (2021) focused on. The research was conducted on five top universities of the region as case studies. It was evident from the findings that more innovative universities were able to secure more external grants, partnerships and equipment. The research determined that innovation is highly critical for access to resources as well as for institutional performance.

Khan and Singh (2023) analyzed the role of innovation networks in the resource provision activities of Indian HEIs. The researchers tried to establish the link between innovation and resource endowment using network analysis. The findings indicated that institutions that maintained active innovation networks had better access to finances, technology, and personnel. The study reaffirmed the significance of innovation in resource acquisition. Thus, it can be posited that innovation influences resource accessibility at Federal University Wukari and this is facilitated through the establishment of innovation centres and collaborative research projects.

Information Sharing and Access to Resources

Nguyen and Le (2022) examined the information sharing practices and resource availability in Vietnamese universities. The research employed a sample of 400 employees from six universities. The findings indicated that good information exchange enhanced access to common assets, including laboratories, research databases and grants. The study therefore found that information sharing is crucial and should be done regularly for the best results.

Ogunyemi and Adeola (2023) looked at the role of information-sharing networks in resource access in Nigerian tertiary institutions. The research adopted a quantitative research design to collect data from 15 universities. The study showed that institutions with clear information-sharing practices had a much better opportunity to access both internal and external resources. The study therefore recommended that, for resource acquisition and utilization, there is a need to promote an information-sharing culture. These studies imply that organisational culture that supports communication and well-defined information sharing processes are crucial for resource procurement and deployment. Therefore, it is proposed that information sharing enhances resource access at Federal University Wukari, particularly through endeavours that promote knowledge transfer.

Methodology

This research used a survey design since it involves collecting data through questionnaires from subjects in the population without any special conditions and with the aim of making inferences. The study focused on the academic staff of Federal University Wukari in Taraba State, Nigeria. The total population of the study consists of 1015 academic staff (FUW Registry, 2024) as shown in the table below:

Table 1: Population of the study

S/N	Faculty	No.
1	Education	45
2	Social Sciences	159
3	Management Sciences	143
4	Law	08
5	Engineering	48
6	Agriculture and Life Sciences	146
7	Humanities and Art	135
8	Pure and applied Science	318
9	Basic Medical Sciences	08
10	Computing	15
Total		**1015**

Source; FUW Registry, 2024

For this study, 287 academic staff were selected as the study sample using Taro Yamane's statistical formula. Borley's proportional sampling technique was used to determine the sample size from each faculty representing the strata. A stratified random sampling technique was used to select samples from each stratum. Taro Yamane formula was adopted for determining an adequate sample size at a confidence level of 95% and P = 0.05.

Data collection was conducted using structured questionnaires designed on a five-point Likert interval scale, covering aspects related to both the dependent and independent variables. Primary data was collected directly from the field. To ensure the validity of the instrument, content and face validity were established through consultations with experts, including the researcher's supervisor. Reliability was confirmed via a pilot test. A split-half technique was used to collect data from the sample and

Cronbach's alpha statistics was employed to ascertain the coefficient. Results revealed values of 0.78 for collaboration, 0.73 for skills development, 0.76 for innovation, and 0.74 for information sharing. The Cronbach alpha value of > 0.7 indicates that the instrument is reliable and meets the commonly accepted standard for internal consistency **(**Barker & Fields, 2023). Hence, the instrument is deemed reliable, as none of the values fall below the required benchmark, further confirming its internal consistency and accuracy. Hypotheses were tested using regression analysis, which tested the cause-and-effect relationships between the studied variables. The decision rule was to reject the null hypothesis if the p-value was less than 0.05 and to accept it if greater than 0.05.

Model of the Study

$$AR = \beta 0 + \beta 1C + \beta 2SD + \beta 3IN + \beta 4IS + u \quad \text{.....1}$$

Where: C = Collaboration, SD = Skills Development, IN = Innovation, IS = Information Sharing, AR = Access to Resources, β0\beta_0β0 = Unknown parameter, u = Standard error term (0.05)

Results and Discussion

This section discusses the analysis of the data collected. Out of the 287 questionnaires collected, 265 were returned and used for the analysis

Table 1: Summary of the regression model

Variables	Coefficient	T values	P values
C	.603	3.277	001
SD	.710	1.980	016
IN	.509	4.221	000
IS	.623	3.004	000
R2	0.660		
F statistics	34.72		
P values	0.000		

Source: SPSS V25, 2024

The R^2 value of 0.660 indicates that 66% of the variance in access to resources among intrapreneurs at Federal University Wukari is explained by the independent variables, demonstrating a strong model fit. The F-statistic of 34.72, with a p-value of 0.000, confirms that the overall model is statistically significant, meaning the intrapreneurial network factors significantly affect access to resources.

Test of Hypotheses and Discussion

This section presents the test of hypotheses based on the regression analysis conducted. The results are interpreted and discussed in the context of the existing literature.

H_{01}: Collaboration has no significant effect on access to resources in Federal University Wukari.

From the regression analysis, it can be seen that collaboration efficiently increases the ability an individual has to access resources (β = .603, t = 3.277, p = .001). Given that the p-value is less than 0.05, the study was able to reject the null hypothesis and conclude that collaboration significantly improves access to resources amongst intrapreneurs at Federal University Wukari. This supports the findings of Lopez and Martinez (2022), which highlighted that collaboration within entrepreneurial networks facilitates access to critical resources necessary for cultivating innovation and academic excellence.

H_{02}: Skills development has no significant effect on access to resources in Federal University Wukari.

The analysis proves the above statement as skills development has an explained resource's access rate of 71% (β = .710, t = 1.980, p = .016). Therefore, skills development greatly influences access to resources, and with a significance threshold of 0.05, the p-value of .016 confirms the positive influence. Thus confirming the claim made, the null hypothesis is validated, showing access to resources and skills development are positively correlated. Following Adebayo and Musa (2022) findings, the authors claim the skills development components

acquired enhance the resource acquisition capabilities, including funding and mentorship, which are critical for an entrepreneur's business growth. This supports the previous statement given, as resource acquisition for funding and mentorship greatly assist in alleviating businesses that are resource constrained due to limited skills and knowledge associated with the running of business functions.

.H_{03}: Innovation has no significant effect on access to resources in Federal University Wukari.

The result of the analysis shows that skills development has a positive and significant relationship with access to resources (β = .710, t = 1.980, p = .016). Since the p-value is less than 0.05, the null hypothesis is rejected and we conclude that skills development has a positive and significant influence on access to resources. In line with the findings of Adebayo and Musa (2022), the authors argued that, skills development among entrepreneurs improve their ability to acquire resources that are crucial for business development such as funding and mentorship.

H_{04}: Information sharing has no significant effect on access to resources in Federal University Wukari.

The analysis indicates that information sharing has a significant positive effect on access to resources (β = .623, t = 3.004, p = .000). With a p-value below 0.05, we reject the null hypothesis, concluding that information sharing significantly enhances access to resources. This finding is in line with the study by **Ogunyemi and Adeola (2023),** which highlighted those institutions with well-established information-sharing protocols experienced significantly improved access to both internal and external resources, including knowledge, funding, and market intelligence.

Conclusion

The study establishes that intrapreneurial networks particularly collaboration, skills development, innovation and information sharing have a significant and positive impact on resource access among intrapreneurs at Federal University Wukari, Taraba State. The high value of R^2 and F-statistic indicates that these factors are important in determining resource availability for entrepreneurs in the entrepreneurial ecosystem. It can therefore be concluded that the improvement of these competencies results in better resource acquisition and intrapreneurial performance.

Recommendations

i. The University management and policy makers in Federal University Wukari (FUW) should encourage interdepartmental collaboration particularly in research and project implementation, by doing this, FUW can increase the efficiency of intrapreneurial networks and help staff obtain these valuable resources by fostering the creation of cross-functional teams and supporting joint research projects.

ii. It is therefore important for FUW management to develop and put in place training that will address the necessary skills that intrapreneurs need to possess. These programs should cover areas like project management, computer skills, and networking as these are important in mobilizing resources in the university.

iii. Innovative capacity of intrapreneurial networks in FUW should be improved because current networks may not be innovative enough to access resources in competitive markets.

iv. The management of Federal University Wukari should establish formal information-sharing platforms and networks to address the current information gap, ensuring intrapreneurs have access to vital information to enhance their resource acquisition strategies.

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