



KWARA STATE UNIVERSITY, MALETE, NIGERIA

SCHOOL OF POSTGRADUATE STUDIES (SPGS)

**SKILL ACQUISITION AND PERFORMANCE OF THE DYEING INDUSTRY IN
ABEOKUTA OGUN STATE, NIGERIA**

Fatai Ayesebotan OGUNJIMI 17/27/MMA005

SEPTEMBER, 2021



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ABEOKUTA, OGUN STATE, NIGERIA

A Ph.D THESIS SUBMITTED

BY

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**In Partial Fulfilment of the requirements for the award of Master of Science (M.Sc.)
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**DEPARTMENT OF BUSINESS AND ENTREPRENEURSHIP,
FACULTY OF HUMANITIES, MANAGEMENT AND SOCIAL SCIENCES,
KWARA STATE UNIVERSITY, MALETE
NIGERIA**

SEPTEMBER, 2021

DECLARATION

I hereby declare that this thesis titled. Effect of Skill Acquisition on Performance of the Dyeing Industry in Abeokuta South Local Government of Ogun State, Nigeria is a record of my research. It has neither been presented nor accepted in any previous application for higher degree

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APPROVAL

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This is to certify that this thesis by Fatai Ayesebotan Ogunjimi has been read and approved as meeting the requirements of the Department of Business and Entrepreneurship for the award of Master of Science (M.Sc.) in Management.

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DEDICATION

This thesis is dedicated to my late mother Mojereola(Iya-Eleran) AlimatAyinle and mylate father

Salami Adisa (Alagbede)Ogunjimi

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ABSTRACT

The current pertronnages in the dyeing industry of recent have been found to be nosediving and discouraging due to the black box effect of the dyes fastness and their rate of reactivity. This was not on unconnected with the exits of the older generations who are better adjudged experienced and well knowledgeable in the photonic and covalent bond structures of the existing ranges of fabrics in the market. This is done making the right choice of reactive dyes combinations or their preparations and applying an appropriate processing technologies – a skill issue.

The broad objective of this study was to examine the effect of skill acquisition on the dyeing industry while the specific objective include first to investigate the effect of high education on the marginal returns in the dyeing industry. The second specific objective was to examine the effect of the knowledge base on the marginal returns in the industry. The third specific objective was to examine the effect of practice on the marginal returns in the industry as well while the fourth, and not the least, specific objective was to investigate the effect of facilitated training centres on the marginal returns in the dyeing industry.

This survey was based on the population of 146 respondents drawn from the five zones (A to E, Abeokuta South local Government) in the industry. The research method was a mixed method blending the quantitative and qualitative approaches. The research design was a cross sectional one. The research analysis techniques was a combination of the multiple regression analysis, frequency distribution analysis, and the key informant information interview (KII). Stratified sampling techniques was adopted to carry out the research survey.

The study findings revealed that practice as a variable had a very strong effect (found to be 0.2) on the marginal returns in the dyeing industry. High education also had a significant effect (abstracted to be 0.05) on the marginal returns in the dyeing industry. The facilitated centres also relatively had a fairly good effect on the marginal returns in the dyeing industry while the base knowledge variable had a sparing effect (0.0001) which was hardly established and therefore could only be said to have had a statistical parsimonious effect. The study concluded that skill acquisition had a significant effect on the performance of the dyeing industry in terms of marginal returns in the industry and therefore recommended that technical education should be subsidised or be free. Government should also encourage secondary and tertiary levels of education by an increase in the budget share of high vocational education. Measures for individuals, corporate organizations, and government revitalising and preferring technical, and vocational training (TVET) to complement the conventional education type should be instituted by the policy makers, and the decision drivers, which will go a long way to aid the unemployed especially the university graduates.

CHAPTER ONE

INTRODUCTION

1.0 Background to the Study

Dye skills depict an art of painting or adding to materials dyes making it to look really colorful and attractive. It should be acknowledged that competency is a yardstick for assessing personal development. In line with Smith (2012) father of Economics, wealth is not properly measured in gold or silver as the merchant of his days saw it but rather in terms of useful commodities and skill of the producers. This has always been the underlying principle of skill improvement built on the strong believe that such an ability will enhance one's chance to be better informed, more innovative, ambitious, and empowered, performing to taste exceedingly well for economic autonomy.

Dye firms have such a wide expanse that one can hardly exhaust them. The coverage is such a high vertical coverage and a pronounced long flat, horizontal curve in terms of series of firms and industries captured with dye related products. Saheed (2013) said new multi-colored Adire utilized a simple technology and become a backyard industry so that the market filled with new Adire. Hot wax or paraffin was substituted for the indigenous cassara paste as a resist agent and designs created by simple techniques including tie-dye, folding, crumping.

The coverage networking grid include cloth dye, rug and carpet dye, shoe dye, hair dye, bags and suitcases; the furniture and aluminum works, the floor tiles and even wall tiles all of which fall in line with dye class of industries. Beauticians make usefinger dyes for nail paintings, lip sticks, hair colouration, lashes to match and weather manipulation outings using the right colour combination apparel and fabrics. We are not done, the Elliora Ajanta work of art, the northern traditional, natural dyed calabashes, the indigenous south-western embellished wood idols and south-western coloured statues. All works of arts embellished with painting ingenuity. and well-articulated artistic paintings are all wonderful and inspiring. According to Akinbileje (2014). It is expected of the African to preserve relationship between human and cosmic (celestial) realm. A lot of Yoruba religious textiles, ukra clothes of the Igbo perform religious purposes and are repository of supernatural powers.

Message of peace is symbolized in greens. So is purity and spirituality in white. Blue may be message to lovers, red cautions and purple usually identity of nobility. Dye applications and use in materials as well as on bodies have social-psychological connotation which speak much of the intrinsic essence of dyes and colours worldwide. Wall colour manipulation, environmental beautification, and greeneries are ecosystem friendly and mind softening, all in harmony with human comportment and feelings. It also has a sustainable environmental positivity. This is due enthusiasm, the most powerful engines of success. When you do a thing, do it with all might. Put your all whole sole therein, your whole self into it. Stamp it with your whole personality, be active, be energetic and faithful and you will accomplish your goal, reach your object. Nothing great was ever achieved without enthusiasm. (Emerson)

Cloth dye as an area of skill needs would be incomplete without mentioning the Egbas in Ogun state in Nigeria. Jojoola family of Abeokuta was the beginning of the whole story being the first original claimant of the art. It is worth mentioning that Mrs. Miniya Jojolola Soetan family first produced *Adire* cloth, *Lonchocarpus Cyanescens*, known as “Elu-Aja” (Elu Leaf) as the plant from which the traditional indigo blue dye is always produced and it was commonly found in Shaki and Iseyin of Oyo North in Nigeria. The *Adire* was first produced in Jojola’s compound of *Kemta*, Abeokuta by Chief Mrs. Miniya Jojolola Soetan, the second *Iyalode* (Head of Women) of Egband, and later passed the process to her children and onward to the future generations. *Adire* production was formerly known to be a family business passed from parents to their female children and their male children wives. Traditional process used in the production is similar to those inherited from the older generation, which makes the art a routine entrepreneurship (Saheed 2013). *Adire* is a compound word meaning *Adi* (Yoruba - tie) and *re* (Yoruba - dye), *tie dye*. *Adire* which modification include *Kampala* started as business of adding traditional blue dye (indigo) extracted from *Elu* (Yoruba) leave on the tick white cloth (*teru* - Yoruba) to prolong the use before washings. The art of tieing later cropped up for designing and modifying the plane whites tending practitioners to innovations and enterprise.

1.1 Statement of Problem

Businesses virtually these days are dying, Dye venture and tie art seems captured in same way, not an exemption. Patronage becoming discouraging as accounting profits becomes low due to

customers unfortunate market experience with a graduating cost of dye materials and the dye liquors complicated by low practical experience of the tie-dye in the country most especially at Abeokuta. Agricultural sector input like cotton potential transformational effects were no more felt and the golden old days of vocation mastery deiced due to the quick wealth syndrome. The problem with the textile industry could be traced to the reduction, if not the stoppage, of local production of cotton, as a result of the oil boom, which ushered in the era of quick money. People were no longer interested in hard labour associated with cotton cultivation because of cheap money that came with the black gold. Electricity is the spirit of the industry and that became an issue, which is still affecting the textile industry till today (Sexono, David & Aba 2016.) The productivities connoting a breakdown of the marginal returns, marginal revenue profits and the cost model analysis is hampered. The marinal return as the bais of contribution to profits and productivity needed be watched especially as it was bounded to be affected. According to Hanson (1980) taking a preliminary glance at law of diminishing return as it applies to land all that the law states is that after a certain point successive application of equal amount of resources to a given area of land produces less than a proportionate return. Conversely increasing marginal returns the revease to this principle works to yield more than proportionate return as the variable factors are applied to the fixed factor up to a point of optimality and this is interndem with the profit making objective of an entrepreneur which was not well obtainable but highly dousing in the industry in Egba land of Ogun state as a result of skill lag.

In retrospect, given that employees had some experience and facilitated doing their job. There are issues of the business prospect based on the level of educational attainment especially entrepreneurial and on the job retraining in terms of competency which affect investors as well as the employees with a strong drop on their effective performance. This is perceived to be due to the analytical capability of the business climate which usually was demanding, and a slippery terrain for the uninitiated. Allocation of fund for the cutomers' wants or the societal demand needss not only high investment analysis but market research for producing what people realy are wanting. However, such fit has been found correlated to the education attainment of the business major player which mostly was unavailable. Realy, this been a gap!.Mákindé and Ijisakin (2010) observed many books, (hard copy and electronic) are available on traditional and contemporary dyeing techniques. However, there is dearth of information on health risks and hazards associated with cloth dyeing. A study on outdoor pollution among the Ègbá dyers(2001) established that

materials used in cloth dyeing pose a threat to the dyers and their environment. The study confirmed that both the state and local government are ignorant of the risks associated with cloth dyeing. The study concluded that environmental sanitation education among the Ègbá dyers is very poor. Consequently, higher school education background was an issue in the local dyeing firms based on some this fundamental view.

Dyes are easily washed off the fibres. People now fear to have outings with traditional wears like *Adire* and *Aso-oke* when raining. Excessive sweating can cause multiple stains on underwear and the body and associated skin problems. All these shortcomings have endangered marketing environment and leading to negative externalities on the entrepreneur managerial efforts because of lack of training in tie and dye specific expertise and practice interventional measures. Poor products as against value for money, customers economic sense response, have pushed the practitioners of this business to the background which further affect the morale of potential investors majorly women. Just as wages must be paid to attract and retain labour, profit must be paid to attract and retain entrepreneurial talent. And just as higher wages attract workers, higher wages attract entrepreneurs (Flynn 2013) Patronage of clothes dyers continuously nosedived and market experience dejecting. Many factors have been documented in the literature to be responsible for inhibiting the growth of textile industry in Nigeria, even with the presence of local raw materials, large consuming population, stable market and human resources. These problems, which pose serious threat to the growth and stability of Nigerian textile industry include insufficient raw materials, smuggling of foreign textiles, and shortage of electric power and spare parts for industrial machines (Diogu, Nwigwe&Diogu 2014).

Home training and observance of our own ways and knowledge are interwoven. It is now a common experience that people are no more speaking their own language with their children again all in a bid for western values and orientations. It is same with the the heritage hand-crafts like weaving, dyeing and calabash decoration and paintings. This is not acceptable as it is an issue. It must be agreed home knowledge are informal and the base foundational, origin primary knowledge which should be appreciated as the root, basic to all additional and its manipulated alternatives. This has been an issue of concern lately; in fact, most of fashion parades have lost the touch of originality due to dearth of educated, well-equipped traditional experts in the dye industry the resultant buck of low intellect and knowledge base. Level of the primary school and rudimentary knowledge was

to be contributory if parental and home tutoring in the early lives in the tie-dye vocation and other traditional occupations including farming were to be given deserved attention..Training and knowledge of result is a great force on intellectual capacity when vital decision involving professional cue and high staking ensuebut it is better built on declarative and simplified time space early home life, base knowledge dose dish out empowerment..

Cloth fading is no tale and customer relations and customer loyalty a dustbin paper. Dyeing firmsespecially dyed clothes types as a vital sector of the economy is needful of practicals. Technicality as applicable to the earlier mentioned areas of practical hand-skill dyeing constitutes knowledge areas for a serious business person willing to achieve his or her objectives as far as dyeing is worth ventured into. A strategy to hedging out business rivalries, doing different things and even uniquely, seizing opportunities and escaping high risks through the business mastery tends to be a concomitant goal in a modern small business world in this era of liberalization policy across boundries. Producers now have the opportunity to pass through formal education, learn more techniques and use traditional methods to achieve their aims. Technology development appears to be extensive, and sophisticated. The developed technologies involved in making of textile fabrics in Nigeria given a priority attention by textile designers, so as to provide affordable and suitable products for consumer(Adiji2017).Dyeing firmsespecially dye making and dyed clothes typologies as a vital sector of the economy attracts reawakening and some redress, investing in and facilitating the trainings for pructivity ascribable to practicality..

..Majorly a quick glance at the production centre revealed a lot lacking in simple tool, modern dye machine, equipment.Drainages for water passages and as common the dye protective wear were unsigted at Itoko dye centre. This was dejecting symbolic of poor economic returns. The soio-economic effect of pollution variants dueto lack of proper policy instruments can hardly be overflogged.A company taken serious its image serious would values the essence of the CSR (Corporate Social Responsibility) as a policy aimed not only at social image but essentially as a socio-economic tool, aiding the protective and patronage due to its potential popularity and environmental friendliness.The textile industry consumes a substantial amount of water in its manufacturing processes used mainly in the dyeing and finishing operations of the plants. The wastewater from textile plants is classified as the most polluting of all the industrial sectors, considering the volume generated as well as the effluent composition. In addition, the increased

demand for textile products and the proportional increase in their production, and the use of synthetic dyes have together contributed to dye wastewater becoming one of the substantial sources of severe pollution problems in current times (Farah, Gisele, Elisa Juliano Maria and Danielle 2013)

1.2 research questions

- (i) To what extent does high education affect marginal returns in the dyeing industry?
- (ii) To what extent does the knowledge base affect marginal returns in the dyeing industry?
- (iii) To what extent does practice affect marginal returns in the dyeing industry?
- (iv) How does a facilitated training center affect marginal returns in the dyeing industry?

1.3 Research Objectives

While the main aim of this study is to establish the importance of skill acquisition on the performance of the small-scale business in the dyeing industry in Abeokuta South local government area, the specific objectives were

- (i) Examine the effect of high education on marginal returns in the dyeing industry

- (ii) Investigate the effect of knowledge base on marginal returns in the dyeing industry
- (iii) the Examine effect of practice on marginal returns in the dyeing industry
- (iv) Evaluate the effect of facilitated training centers on marginal returns in the dyeing industry

1.4 Research Hypotheses

- (i) H₀₁:- High education does not have a significant effect on marginal returns in the dyeing industry
- (ii) H₀₂:knowledge base has no significant effect on marginal returns in the dyeing industry
- (iii) H₀₃:-Practice does not have a significant effect on marginal returns in the dyeing industry
- (iv) H₀₄:-Facilitated center has no significant effect on marginal returns in the dyeing industry

1.5 Scope of the Study

The research covered the small-scale, entrepreneurial business, as a case study of small firm dyeing industry, Abeokuta South Local Government Area of Ogun State, South-West Nigeria of which total population was 146 including the trainees, trainer, and clients. The geographical coverage was mainly Abeokuta South Local Government, Abeokuta, Ogun state, the national heritage and home of clothes dyeing industry. The survey was done between the first and second quarters (the month of January and August) of the year 2021.

1.6 Significance of the Study

Cloth dye was chosen as a case study deductive from the end viewpoint of holistic industry model for its local base reason in the web of heritage and nationality. The beat for achieving quality in the production of dye products would enhance customer loyalty and improve household income and in particular, women, through an institution of excelling skill tinkering at private and public sectors. Skill acquisition will not only improve the quality of the dyed clothes and customer's relations but household incomes as well which would without mincing words normalize the scatter curve of economic imbroglios and constant women attrition against the investible fund in the annals of equal enterprise rights and social justice. Adedeji and Isiah (2018) stated to further deepen entrepreneurship development in Nigeria saw the introduction of policies in entrepreneurship education into the tertiary institution by the Federal Government through the

National University Commission. In addition, Conney, Terzioviski, and Samson (2002) positioned training to deliver greater benefits if management focuses upon the strategic effectiveness of that training rather than task effectiveness.

This hopefully would be contributory to knowledge, the core watch worth of this work. According to Salah (2016) changing environment and organisational change have gradually led some employers to the realization that success relies on the skills and ability of their employees and this means considerable investment in training and development.

State policy intense in tune with this burning elitist advocacy sees a long rail redress of expunging such a disgusting record of industrial retrogression, and opportunities abound approximating, strengthen, enliven the intellectual vegetables resulting in fostering the aggregate economy huge and vibrant not only, but also reinforcing gender equity, social inclusion, diversity as much as gender equality, the novel values of the universal new dawn. The advocacy for industrial development and its sustainability and green industry advocacy combined with policy frameworks is aided by this research work in the area of dye industry-specific. Financial Managers and Development Experts benefit as industrial growth and guides to financial prospects are treated all along with the ultimate of financial measure rudiments which include accounting profit. Women are better informed and aided since they have a major share in this sector and they stand tall amongst their male equals with improved economic benefits.

1.7 Operational Definition of Terms

- (a) **Growth:** Entrepreneurship education can impact the growth and development of an enterprise through technical and vocational training (Out & Udiyadeye)
- (b) **Marginal returns;** the change in output by additional variable input to a fixed variable e.g. addition change in the productivities of a fam as the number of farmers working in a farm increases
- (c) **Performance:** Performance simply is accomplishing the routine given task measured against defined, known standards of accuracy, completeness, cost, and speed. Carton, (2004) said in the context of organisational financial performance, performance is a measure of the change of the financial state of an organisation from management decisions and execution of that decision by members.

- (d) **Profitability:** Aliona, (2016) stated financial performance indicators are designed to analyze a company's account, evaluating performance and specifying position compared with the after-audit in the industry. Profitability, rates of return, liquidity, financial risk, and business risk also underlies the conceptual support of financial profit are indicators which none the less imply ignoring non-financial performance indicator
- (e) **Skill:** According to Irikefe (2017) this is the capacity and ability acquired through purposeful systemic and sustained effort to adaptively and smoothly carry out complex activities or job functions involving ideas (cognitive skills), things (technical skill), and or people (interpersonal skills)
- (f) **Skill acquisition:** Skill acquisition can be defined as the form of training by individuals or groups of individuals that can lead to the acquisition of knowledge for self-sustenance. It involves the training of people in different fields of trade under a legal agreement between the trainers and the trainees for a certain duration and under certain conditions (Idoko 2021).
- (g) **Training:** This is the development of skills for the effective performance of a task. Training has the focus mission of impacting competency. According to Mahatevan and Ming (2019) training prepares employees to be ready for any hurdles and also reduces employee's resistance to change.

CHAPTER TWO

LITERATURE REVIEW

2.0 Preamble

The chapter discusses conceptual reviews, theoretical reviews and empirical reviews. Skill acquisition theories; and topics discussed include training and formal education as affecting skill acquisition, vocational training specific, technology and its impact, performance measurement and profitability as related to revenue improvement and cost reduction in the dyeing industry. The primary aim of any business is to minimize cost, improve on revenue and social constraints reduction taking cognizance of the fact that business is a war of conflict of interest.

2.1 Conceptual Review

2.1.1 Dyeing Business Evolution

Within the past decade or so, documentary research has been complemented by chemical analysis of dyed archaeological and historical Chinese textiles, which has revealed the plant sources for the dyes. At the same time, investigations into traditional dyeing methods and the use of natural dyes through textile handicrafts and ethnobotany have brought technical insight into raw materials, facilities, and detailed procedures for dyeing. The colouring properties and the fastness of the dyes have also been explored in depth (Han & Quye, 2018). Evolution in this context is more of the historical trend, over time dimension on the emergence of coloration with different approaches. The trend began with the olden day artistic approach and then the mechanical time when the old method of using hands became minimized.

It was declared as well although the evidence for raw materials, dyeing techniques, and chemistry in Chinese dyeing history has progressed considerably in recent years, the chronologies of developments and advances in dyeing in the Ming and Qing Dynasties; during which natural dyeing in China reached its peak remain unclear (Han & Quye 2018). These are the first two fronts of the next four fronts into classifications of the artistic front, the mechanical front as mentioned above, the chemical front, and the technological front. Each of these fronts dominated at trends point intervals before the other emergents, leaving others to evolve at a natural pace. The first of the four fronts picks from the pre-industrial revolution period, the others follow in the order earlier put above. The fine constructions of the Egyptians of the ancient time came earlier simultaneously

competing with the Chinese natural dye apparels; red from the madder roots, called *alzarine* by the Arabs, where had been acclaimed to be the home for the first set of emerging scientists. The blue obtained from wood or indigo colours from the sea-snail of the purple of the uncommon, yellow from fustic and weld, wools dyed from the kernels and cochineal insect (Hall, 2004). The methods were that of the cultural heritage, practical exposures. Then comes the chemical dye age when labour use of hand became transforming into the mechanical method.

This was deep down the industrial revolution time, 1780 to 1860 a gross less than a century, and a reference relating to this is the use of the dyeing cupboard where a long stick is used in turning the yarns or the fabric with the contained dye liquor in the cupboard. .Hall (2004) revealed, exactly in 1856 a young chemist appeared, William Perking, who was endeavoring to make quine synthetically by a process of oxidizing aniline with bachromate of potash. His experiment was unsuccessful with the objective he had in mind but produced a tarry product which in turn was discovered to be the first aniline dye through further experimentation. He extracted mauve, silk dye yielding dye shades, fast to light. This was the beginning of the business to a chemist entrepreneur who opened his shop, Up to 1850 and by extension to the end of the nineteenth century, the overwhelming trend was the chemical dyes, having a predominant force ahead of the pre-industrial and medieval time.

Other chemists followed suit to discover various other dyes from coal tar. Yusuf, Shabbi and Moham (2017) stated the most famous and highly prized color through the ages was Tyrian purple, noted in the Bible, a dye obtained from the hypobranchial glands of several marine gastropods molluscs of the generamurex, bolinus, purpura, plicopurpura, and.thiasand it is probably the mostexpensive dye in the history of mankind. Indian dyers were perfect in the process of bleaching, mordanting, and dyeing natural colorants, historical processing, and sustainable prospects. by the fourth and fifth century AD. Records of compound colours of black, purple, red, blue, and green with various shades of pink and gold are available in contemporary accounts of the tenth century, amongst them, the anonymous; Hudud-ul-Alam is the most important document in the history of dyeing. In the period of Mughal reign, dyers used Madder, Myrobalan, Pomegranate, Turmeric, Kachnar, Tun, Dhao, Indigo, Henna, Catechu, Saffron, and Patang as natural dyes and pigments and the mordants which were used in those days were soluble salt of Aluminium, Chromium, Iron and Tin which adhere strongly with fibres and give fast colors.

Large-scale dyeing takes into consideration with the new technology the fast and shade variants for large production. Now even than dreamt of we have over 3,000 types of dyes in the market not only for the textile industries but the carpets, rugs, wood carvings, and hands and crafts industries making waves to overwhelm many other mediums and small businesses structured sectors. Burkinshaw and Saliu (2017) said despite seemingly unstoppable growth in the popularity of reactive dyes over the past six or so decades and the fact that direct dyes account for only 10-12% of the dyes is, nonetheless substantial. The reasons for the commercial resilience of direct dyes include the inherent simplicity of the immersion dyes process as well as the ability to furnish typically low-cost bright shades in the pale/medium depths of moderate good fastness.

Hall (2004) revealed that a much favoured machine for dyeing knitted and woven fabric allows the fabric which is rolled on a perforated roller, to have dye liquor pumped through alternately inwards and outwards while positioning vertically or horizontally within a closed vessel that is capable of withstanding high pressures to secure high temperatures dyeing. This is an advanced approach in the dyeing business. However, Yusuf, Shabbir, and Moham(2017) explained natural originated bio-colorants have been discovered through the ingenuity and persistence of our ancestors, for centuries and may be found veiled in such diverse places as the plant roots (i.e. *Rubia tinctorum*), rhizomes (*Rheum emodi*, *Curcuma longa*), insects. *Lacifer lacca*, Kermes.and the secretions of sea snails.

However, it is written in Mediterranean civilization, the most valuable colors were indigo for the blues, madder for the reds, and dibromoindigo for purple. Human being has always been interested in colors; the art of dyeing has a long history and many of the dyes go back to pre-historic days. The nails of Egyptian Mummies were dyed with the leaves of henna, *Lawsonia inermis* (Yusuf, Shabbir, and Moham 2017)

2.1.2 Skill Acquisition and Innovativeness in the Dyeing Business

Skill acquisition is the ability to do something partly and well too according to Advance English Learner Dictionary. Doing something indicates a purposeful efforts for achieving objectives and according to Irikefe(2017) this is the capacity and ability acquired through purposeful, systemic

and sustained effort to adaptively and smoothly carryout complex activities or job functions involving ideas (cognitive skills), things (technical skill) and or people (interpersonal skills). A skill enables the capacity of a person to observe and understand a situation and to act reasonably. It is the ability to use one's knowledge effectively in executing or performing a particular activity. It should be clear that skill is meaningless without the anticipated rewards

Classification of skill into three type conventional. We have discrete, serial and continuous motor skill. Discrete motor skill uses simple movement patterns such as writing. This is just the performance of one action in isolation from other actions. They are always with a definable beginning and end. Serial skills are performing multiple discrete skills at a point in time. A serial skill includes multiple jumps respectively. A continuous motor skill is that without definable beginning or end. This includes walking, running. It is important that any of these three classifications can be reclassified into just two namely fine and gross motor skills. According to Mahatevan and Ming (2019) training prepares employees to be ready for any hurdles and also reduces employee's resistance to change. Willingness it must be noted, a primary condition and whereas ability second order requisite. Fine skill however is primary because it will testrun the multiples for a perfectionist and even the botherless

Performing of fine skill involves the use of few limbs, for example using one hand in writing, typing with a hand and sewing using needle. Gross motor skill on the other hand, makes use of many limbs and takes place in a large space. This includes such things as driving, involving the use of both hands and feet. The acquisition is achieving control over a matter through learning and handling.

Skill acquisition then indicates doing a thing perfectly well with full control based on the past sound residual knowledge dosed out from seasoned and experienced trainers. This being so because the invisible wall barrier point of the procedural stage of knowledge acquisition needs be endured to be well articulated and integrated into the swift level of automaticity when the task being handled is done effortlessly, becoming the part and parcel of the practioner. Dyeing is adding of colour to fabrics or clothes either in the simple, one coloured artistic combination of many colours. Colour is life and aesthetic and fascinating effect of colour is not arguable most especially taken into consideration Nigerians value for culture and national consciousness. The nostalgic feelings of wall painting of Ajanta and Ellora still shows update the power of colours. On

development of colours, roots, flowers, fruits, fruit juices and certain minerals and insects are the origin of colour extraction: this is more relevant to our traditional, domestic colouring arts of the Egbas in Ogun State; the Adire traditional fabrics and *Etu* and *Alaro (Aso-oke)* of Iseyin in Oke-ogun zone of Oyo state.

High honours to the memory of a business historic person, in the name, William Perking, in 1856, a chemist, who first derived coal tar from quine while trying to achieve a different objective in the laboratory (Hall 1947). This is the beginning of synthetic dyes dated as back as 1856. William was trying to discover synthesis quine from aniline, a coal-tar, abye product but accidentally produced ‘mauve’ a synthetic dye. This was advancement over the local experience of the nature’s source of the origin of dyes. Preparation of natural dyes and its synthetic equivalent is tasking and needs basic tutoring and: so also is the main fabric application of this dye to produce both intrinsic and extrinsic attributes both for the clients and practitioner.

The only precondition to the mastery of dyeing is the willingness in terms of intense interest and ability. Able body and the agility counts for instance in terms of the physical ability; adjoint to the enthusiasm. Dye industry most especially *Adire or Kampala* as well as *Aso-oke* will create a way out of the current economic and financial wretchedness. The day of blue and white collar jobs is fading and almost forever gone. We are currently in into the entrepreneurial era with all its merits in consonance with the philosophy of economic independence, industry, skillfulness and ingenuity, as distinct from irrelevancy, redundancy, and mediocrity associated with laziness, bundle of imbeciles, mediocrity, and unproductive living.

Skill acquisition is the ability to be trained on a particular task or function and become expert in it (Uzochukwu & Peter 2019). Skill acquisition can be defined as the form of training by individuals or group of individuals that can lead to acquisition of knowledge for self sustenance. It involves the training of people in different fields of trade under a legal agreement and mutual consents between the trainers and the trainees for certain duration and under certain conditions. (Idoko 2014). The present trend of attaining a new goals building is now much more of innovation which may facilitate inventions. A skill enables the capacity of a person to observe and understand a situation and to act reasonably.. Cloth dye skill is an art of painting or adding to clothes dyes making it to look really colourful and attractive.

It should be acknowledged that competency is a yardstick for assessing personal development. This has always been the underlying principle of skill improvement couched on the strong believe that such an ability will enhance one's chance to be well informed, more innovative, ambitious, and empowered for economic autonomy. Furthermore, skill acquisition can be defined as the form of training by individuals or group of individuals that can lead to acquisition of knowledge for self-sustenance. According to Usman (2014) discussing the role of conceptual experience agreed with Chin, Offman and Berger (2017) said to learn skills in programming one need both conceptual and procedural knowledge. The essence of skill acquisition is the structural transformation impact it yields for the growth of an organisation. According to Olawale (2019) skill is defined as observable competence to perform a learned behaviour regarding the relationship between mental activity and bodily movements.

Furthermore, according to Usman(2014) skill acquisition can be defined as the form of training by individuals or group of individuals that can lead to acquisition of knowledge for self-sustenance. There is a large army of the unemployed roaming the cities. To find solution to this young population and judging from the levels of unemployment in Africa, employment creation that specifically centres on promoting the entrepreneurial sector in the economy becomes vital (Omoruyi, Olamide, Gomolemo and Donath 2017). The day of white-collar jobs are continuously dying and almost gone. We are currently into the entrepreneurial era with all its demanding skills. A new era characterized by enhanced creativity, ideas, discoveries, invention and newsworthy exercise of self-directing and self-employability in line with our focus of skill acquisition in dyeing is the order. Salami, Muhammed and Mbanefo (2014) said relating to innovativeness and in retrospect to the above postulations enthused "pleating makes an interesting tie-die pattern on the fabric "but once you master" it, you can incorporate pleats into more complicated patterns for added interest" Local knowledge and use of herbs was popular at the local level using some green leaves like *Elu* leaves (Yoruba) and *Rere* leaves Skill acquisition not an end in itself, in line with Abdul, Solesi, Neimogha, Alakija and Akinpelumi; buttressing this, Onyeka, Arinze, Goyol, Akinsipe. Dung, Awodele and Shogunle (2014) assent, skill acquisition emerged as one of the development strategies that African countries need for rapid industrialization and national development.

Organisational Performance

Training has a soft-skill impartation aspect. Soft skill entails all those concepts that have to do with the release of information from the trainer to the trainee. Soft skill a must, complementary terrain, is a conscious structural transformation tutorial. Bookkeeping for example is a financial system of recording exchanges either in credit or cash deals, an antidote against running venture mismanagement. It is the collective opinion of proven entrepreneurs now that financial accounting is a handy kit for sound performance in their field of specialization. In concept and practice, an entrepreneur is someone who can see opportunities when others cannot see them who undertakes a commercial enterprise, an organisational creator and innovator, one who has a sense of urgency, robust understanding, and tenacity to face challenges and supplement her skills, knowledge, and ability (Iyiegbuniwe, 2018).

The ability to understand using all the five and sixth senses comes into play in this regard. Iyiegbuniwe, (2018) in *The Entrepreneur, volume 2*, continues in treating the concept of woman entrepreneurship affirms, a distillation of the conceptual constituents of entrepreneurship implies smallness, competition, deregulation, innovation, cooperation, and motivation. And such is the skill acquisition in identifying durable fabrics, skill in analyzing appropriate patterns in dyeing, the mixture of colours, the act of simple and double color dyeing, the use of common domestic dyes and application of machines in the modern technology, the user computer technology and much more.

must be accepted that training apart from its main objectives of knowledge and skill impartation, is an end in itself as well. Although we feel achieved when we make use of our training, being employed or becoming entrepreneurial, independent business establishment after training, the generic import of our training in terms of vocational, apprenticeship is overwhelming considering the level of motivations derivable thereby. Boniface, (2013) opined entrepreneurial training took the form of capacity building syllabus-oriented programs(diploma, certificate, degree levels), apprenticeship, business incubation, and job training. And this is why it is not far alluded to the fact that apprenticeship is better aided by formal training and vocational training. Acquisition of such soft skills as marketing strategies, accounting or bookkeeping, sales, and human resources management is easy and mostly acquired through formal education.

Ismail (2018) put it succinctly when he posited overall entrepreneurship program (which provides training only or a combination of (training and microfinance) does not have a significant effect on income (including earnings or profits). However, there was a significant statistical positive effect for entrepreneurship training only programs on income among those entrepreneurs with higher education. Apprenticeship entails not the only emphasis on soft skill acquisition it also must capture the major area of motor skill in terms of handling the necessary equipment for making the products. In line with Okoye and Arimonu (2016) the Nigerian lawmakers, stakeholders in the education section need to learn from the international experience as we struggle to establish a more responsive Technical Vocation Education (TVE) system to meet the ever-evolving demands of Nigerians toward our technological development.

It should be correctly spelled out as well that all the necessary tools and machines with other essential materials are a must as this will affect a positive impact on the part of the apprentice. Accordingly, to Utware, Ikidi, and Chamberlain (2013) new technologies in business education are designed to prepare students for a variety of careers in high-tech business offices. It is not easy to develop a taxonomy of new technologies. In dyeing, tables, nylons, vats nose covers, dye liquors, printing woods, feathers useful at the micro, small business of dyeing must all be at hand. Hand gloves, for example, are used to prevent the hazardous effect of some chemicals on the skin. The mouth and nose cover is used to eliminate poisonous gases from the chemicals that can affect the human internal organs. Nylons and papers are used covering the tables where pattern making and other activities involve the use of a table that should be covered.

With practice, automation in terms of speed of operation becomes established with continuous handling of the machines and equipment. This is really specific training, apprenticeship touch. Faridul (2016) said the dyeing processes discussed are applied in the dyeing floor of textile composite mills and after several trials, the final procedure is obtained. The fastness obtained after these processes is also excellent. If the processes could be used effectively in the dyeing floor the fastness and quality both will become very good. The experience above connotes performance as the processes are carried out in the right environment and appropriate dye floor which is part of dye technology tools. The essence of total quality management is performance and the ultimate

intention and focus of entrepreneurial quality management is essentially sustainability of the business and profitability.

Carton(2004) said in the context of organisational financial performance, performance is a measure of the change of the financial state of an organisation from management decisions and execution of that decision by members. According to Wikipedia, buttressing Carton's submission, organisational performance is a resultant effect of functional impact resulting into actual input and against the intended output or objectives. Aliona (2016) states financial performance indicators are designed to analyze company's account, evaluating performance and specifying position compared with the after-audit in the industry. It is rational then to argue profitability, rates of return, liquidity, financial risk and business risk also underlies the conceptual support of financial profit and is indicators which none the less imply ignoring non-financial performance indicator.

Kami, MeyerRey-Hipolito, Jeppard, Adams, Turne and Ungerleider (1998) noted the performance of many tasks improves through life with repetition and practice even in adulthood simple tasks such as reaching a target and accurately a short sequence of higher movement often require extensive training before skill performer develops. Akande (2007) thought the change agents demand a new set of skill and attitude to be innovative, creative and visionary. Furthermore, Kami et al (1998) skill acquisition is the process and means of releasing human energy, it means providing opportunity for people to make the maximum contribution to their own development and to the self-development of their own communities (Tamaray 2011) and this view aligns with that of Ibrahim, Boerhannoeddin and Kayode, (2017) who said in the real organisational context employee should be able to seize the benefit inherent in the use of time space, learning training methodology. This will serve as catalyst to expediting employees' productivity to practice and experiment. Productivity is a loaded word indicating movement from a level of a given input to another by adding more than equal output, ensuring gap value to the input.

Entrepreneurship education has the ability to impact on the growth and development of an enterprise through technical and vocational training (Otu & Udiyadeye 2015). The shortage of skilled personnel of various kinds such as workers, scientists, technicians, managers and administrators poses a serious problem to the success of entrepreneurship in LDCs. It necessitates the setting up of scientific, technological, managerial, research and training institutes. Although

management and entrepreneurship are two different things, scientific, technical and managerial personnel are very important for the success of entrepreneurship (Jhigan 1987).

A little push in terms of human capital most required to assuage the potentialities of the regional enterprises encounters. Decision making and giant stride of innovativeness are facility kits of risk takers. A professional entrepreneur is not an empty risk bearer; he is imbued with fast tracks of inspirations and constructive conjectures making his goals. This breeds of experts either born or made through entrepreneurial education or mentorship are engines of private governance and investment driven economy king much thirsted for and cherished in the new advanced strategy driven technology world. Anastacia, Myres and Tumo (2017) agreed competencies are the fundamental characteristics of an individual, which include motives, traits, skills, ability and knowledge that are essential in starting and running a business venture.

Training skills and development of human capital should take prior option in warm up of the human resource as the base on which other skills rest. Trainees, trainers as well as trainers of trainers are the skill planters and growers and a good plan of action would be void in their omission in the scheme of meaningful development outlook or vision: Any surprise then proferring that training and development and skill acquisition will enhance productivity, growth and development. This is the state that developing countries seek in order to improve the lives of their citizenry.

The fundamental contribution of entrepreneurial skill centrifugal to other related skills acquisition lies in its retrieving economic effect of payments and wages occupation alternatives discomforts. A secured personality is equiposed, stilled canopied, from raining effect of wants or impoverished life as indicated by Anastacia et al (2017) supporting the view that entrepreneurs in South Africa require three types of support, namely human, financial and social capital. With regard to human capital, entrepreneurs would greatly benefit from entrepreneurial skills and training according to their developmental stages and the sector of activity.

Financing of entrepreneurial business and venture capitalist role in supporting innovations development and the start off capital funding are big accomplishments of new small and medium scale prospective business. It is a skill need area meant for inspired investment analysts and financial managers. Bank finance takes the form of debt, whereas venture capital finance often resembles convertible debt. Venture capital finance is optimal only when the aggressive continuation strategy

is not too profitable, ex ante; the uncertainty associated with the risky continuation strategy (strategic uncertainty) is high; and the firm's cash flow distribution is highly risky and positively skewed, with low probability of success, low liquidation value, and high returns if successful. A decrease in venture capitalists' cost of capital encourages firms to switch from safe strategies and bank finance to riskier strategies and venture capital finance, increasing the average risk of firms in the economy (Andrey & Vijay 2008). High risk investment attracts higher returns which demands sophisticated decision making not only derivable of finance mathematics and basic rigorous econometrics and investment and interest models analysts but logs of business historians and venture strategic management professional advices and view for decision takings and makings by the venture capitalist.

Mention has earlier been made of the role of the trainer. Identifying the skills gap and training needs, making surveys as to correct weaknesses within a work force or envisioned project team is “quite easily done” enroute fair plan derivable from data gathering and analysis. Strategic plan and its management is the role of the planner which he must handle religiously. Planners are involved in entrepreneurial management, transports and logistics, settlement planning, projects developments, implementation and evaluation and not the least human and material resource plans. Cole (2002) acknowledged a systematic survey and analysis of training needs will be concluded by making appropriate training proposals in form of a plan, indicating what training is proposed, who should conduct it, when, where and at what cost. Categories of personnel needs are multivarious and it ought to be pointed out that those discussed here only shed some light on the team work role of various skills gap achieving the organisational objectives, by firms inclusive.

2.1.3 Skill Acquisition and Organisational Performance

Skill acquisition or training has a wider meaning than learning and the procedural concepts associable with it. A socio-surgical analysis of this term would include patience, observing, thinking, discussing, mentoring, touring (for learning), alertness of mind, and equipoise where reaction glaringly normally expected. All these taken together aimed at attaining a change from a natural initial state to a desired or an intended one which indication will be a behavioural service or tangible products output effect. Training is an excellent source of motivation. When an organisation sends an employee for training that employee will be motivated to perform. Advance team concepts, a training firm based in the USA opine that trained employees have a greater

capacity to be empowered and perform with excellence, which also motivates them since it builds their sense of ownership, confidence, and willingness (Ndibe 2014). The obvious skill gaps and consequential poor performance however showed that things are not in order in most of our private and public organisations in Nigeria and particularly in the dye industry. Despite knowing the importance of employee training, drilling companies still lack effective employee training and development policy, also management training such as leadership, supervision, and labour law seems not to be their priorities. (Janes 2018).

It is one thing to organize a training and skill acquisition program but another to make it meet an empirical area of gap needs for the empowerment of the employees. Most of the training usually is done to siphon funds by those in positions, a wrong mindset forgetting that transitory income, most especially gained through corruption does not go beyond the twenty-second month. A training evaluation policy ought to be done to assess the impact of such efforts and the huge cost usually used for such exercise. To justify the cost (Ndibe 2014) also opined the essence of evaluation is to know the extent to which the training has positively affected the employee's productivity. An organisation's development follows the development of the individual who forms the organisation. It, therefore, follows that no organisation becomes effective and efficient until the employee has acquired and applied the required skills and knowledge.

Competitions between organisations and pursuit of market size share intent determine the behavioural tendency to attract productive employees since it is the conventional trademark of achievers teams within the organisation and its functionality. According to the oxford, dictionary productivity is the rate at which a worker, a company, or a country produces goods, and the amount produced, compared with how much time, work, and money is needed to produce them. Productivity has two major components, technological change, and manpower utilization. As technological change requires huge capital investment, organisations look for better manpower utilization to achieve increased productivity. (Anosa 2021). The modern man-machine is therefore the money spindle material skilled up to becoming "the goose laying the golden egg" in a labor-intensive technology economy lodged within the growing high-tech machine and tool world. As such organisations increasingly feel the need to change. It came from several different factors and numerous. But an efficient way to manage these changes is continuously training employees (Enyoko & Ikoro 2017).

Human capital development is the agent of development when effectively skilled, restructured rebirthed, and tamed through motivations to enliven, revitalize a system as in the dye firms inventing never imagined selling colours of efficiency and effectiveness in productivity. In nowadays, the pressure on organisations is growing continuously. This came from several factors. Competition is a determinant factor for determining success or not for organisations. In addition, consumers are looking continuously for higher-quality products and services. Also, technology rapidly operates in organisations creating advantages and risks. In this regard, human resource management takes great importance, especially its practices. To turn these challenges above into benefits and opportunities organisations should, first of all, train their employees (Luftim, Assos, Bajran, Otta & Hysen 2016). It won't be a void agitation; rather convincing advocacy to enthuse in line with Smith (2012) wealth is not properly measured in gold or silver but rather in terms of useful commodities and skill of the producers.

2.1.4 Formal Education

Ezeami (2012) said education lies at the heart of every society. It is a key and vital element in the broad development of the nations and youths' capacity to address and solve difficulties. A sense of practical exposition of this perception refers to its role in developing a cognitive sense combined with high deductive and inductive reactions or responses. And discussing strategic approach and use of formal education the extant scholars opined entrepreneurship educators should be competent and qualified enough to carry the business education students along professionally in terms of skill and knowledge in the area of business which will help them after leaving school. He stopped not at that he further encouraged, saying, the teacher entrepreneur is to organize in the area where the student can see things as they are. Formal education, experience and level of exposure of our trainers of trainers matter as this establish their level of authority and confidence. Learning is acquiring the information while training is an 'exercise in perfection. Conversely, Maicibi (2016) cautioned followers vary tremendously in the relevant education and experiences they bring to their roles and these differences can have a dramatic impact on the relationship among followers and between leaders and followers. Leadership in effective terms should be able to steer the team in the mist of storm of this diverse, heterogeneous individuals and organs within the firm.

Akinyele and Oladimeji (2016) posited small and medium enterprises (SME) sector is usually relied upon because of extant scholarly knowledge of its capacity to contribute to economic development. According to Ogunbiyi (2016) technological development is manifest transformational. What Microsoft does so lucratively now barely exist as business 20 years ago and what Google does today did not exist at all less than a decade ago? There had been a pronounced change management driver. Cole and Kelly (2011) consented, in discussing information technology today, in the new millennium we have witnessed the growing scope of enterprise resource planning (ERP) system which essentially started out as back-office system but have taken on more front-end roles we have also witnessed such system operating in support of more senior manager with business intelligence systems complementing decision making. Educational forces has been repeatedly nodding yet it cannot be so happening more than given its technological post.

Aside from information technology management system new machines are being invented in the process of dyeing fabrics in recent times. Catalyst hastens chemical reaction as knowledge does in industrial skill scheme. In treating formal school educational value as a key to skill acquisition and performance, formal education is an effective instrument for boosting the brain power and quality of mind. And no wonder the saying "If education is costly, try ignorance" and it is known according to Ahmadi (2015) the history of Nigeria development runs parallel to the history of Nigerian education because the country could not develop without a proper grounding in education that can guarantee high quality workforce. Trainers of the trainers as well of the trainees attracts a level of competency.

A clear cut demonstration of learning culture or skill acquisition model is made with the sport cueing frequency exercise. McMorris (2004) reiterates the trainer or instructor will have to correct that form of positioning by telling him to repeat this; by not allowing losing contact of the front heel with the ground. This is cueing in practice. It is a hands-on corresponding to a repetitive, cognitive approach to knowledge of result, KR, in demystifying learning. The exercise of lifting a bar off the ground sport in cueing frequency, is a heavy iron bar pull-off the ground with body position conditioning. The aim of dead lift is to increase the muscular strength of an athletic. The strength coach with his formal education and training can distinguish between a good dead-lift and a wrong or incorrect one. Frequency of cueing that is guided in the course of performing the exercise

constitutes special area of formal education duet. Knowledge of result, KR, has to do with the outcome of the movement, resulting in the evaluation of the movement after the movement is performed. Knowledge of performance relates to kinetics, the process or the form of movement, or mainly how it is done. This is a resistance training education to ensure the performance of the exercise.

A person may lift a bar successfully off the ground but with a flexed back..Hall, (2004) buttresses this as he anchored this position as he explained many years ago a convenient method for random colouring textile materials including nut and gauze fabrics so as to have a harmonizing policy blending of colours all over obtained by use of a spray gun. Recently this method has been improved and modernized so that the colouring is obtained by causing streams of dye solution to flow over a fabric under controlled conditions such that they intermingle and produce quite an attractive appearance. Innovation and discovery are the most important progress factors of human society. It is a paradox how actually the human natural tendency to ease work and enrich life makes society to progress meaning that laziness and diversification of available goods are progress engine (Anca, Bacarea&Bacarea, 2017).

Also integration of the social and phased sciences could optimize design and production methods not on function of the market mechanism but also incorporating into decision making towards knowledge, capital and skill intensive innovation cycles.Roco and Balnbridge, (2013) informed polychromatic dyeing is a new product of the ICI Limited. This is a new process for production of multi coloured patterns without the need for the conventional printing machinery. This involves a padding mangle through which cotton or other fabric prepared to absorb steading paste, and a number of dye solution containers, each for a particular type of dye liquor, up to four or five colours. The dye solution then drops in the inclined plane and then onto the fabric below, become randomly mixed which continues this way as the fabric passes through the mangle nip to affect their absorption by the fabric. This is a special capital intensive (machine) technology. This new machines may pose a challenge to a long timer dyer who had lost the trend while underestimating the impact of the innovator

There is the widest acceptance of the congruous areas of any activities in terms of the factors attributable to its effectiveness.Zeithaml, Parasuraman and Berry, (2009) stated that problems and

strategies in service marketing create a number of units that more dispersed geographically.. Nevertheless quality must be carefully guarded because a bad experience in one outlet can affect business in other outlets, Skill acquisition inclusive has some basic variables that can be said to be associated with. Training; length of training which means time duration, income of the sponsor, apprenticeship motivations and experience of the trainer are some of the factors that cannot be obviated.

An overall market impression is encouraging with fashion industry according to Alvarez (2019) who enthused in addition to environmental benefit there is also the benefit of the final product. Spray- dye technology enables the dyeing industry to dominate fashion trend fluctuation by producing small batches that offer a wide range of fabrics that are differentiated in design and colour. The ability to produce a small number of items with high quality at reasonable prices is causing a revolution in the fabulous jeans wear market.

Tacit and Implicit Learning

Work-based learning is a model outlining four types of learning processes. It incorporates two learning models. Theory and practice: and two forms of knowledge, tacit and explicit. The theory is the learning of abstracts principles or rational processes of management science that explains how or why something happens. Practice is the development of skills through the acts of deciding, organizing co-ordinary, or processing. Tacit knowledge is objective knowledge deeply rooted in action and involvement in a specific context; it is acquired in absence of conscious, reflective strategies example words how to maintain a balance on a bicycle. Explicit knowledge is codified and transmittable informed systematic knowledge: it is learned through communication. (Falkenberg&Rusel&Ricker2015).

Many academics scholars have been socialized in a 'trickle down' view that knowledge is created and tested by academic research taught to students by instructors adopted and diffused by the consultants and practiced by practitioners (Van De Ven&Johnson 2018).On skill acquisition Seally (2010) referred to the survey carried out by Sharif and Mansurni (2005) the paper titled "The theory-practice gap and skill gap: an issue for nursery education. The finding in this empirical review exemplifies the importance of practice, constant and consistent practice for mastery of the task or the vocation in case. Seally(2010) theorizes the initial clinical anxiety as a barrier to skill

acquisition in nursing education. There is a need for more practice time in a controlled setting in a university laboratory which indicates the socialization to the environment in which the clinical placement is taking place. The theory is essential to smooth running the collection, analysis, classification, storage, recovery, and dissemination of information. The application of the principles in the theory improves the productivity of the individuals and increases retention rates.

The explanatory theory is used in practice by explaining the automation of large data amounts, and to make things easier for users to access (Priede 2014). The importance of transforming skill in academic, verbalized knowledge into practical, practice for real handling of equipment and tools and application of such to the patients with the appropriate drug and management of the symptom through motor skill. According to Sharif and Mansurni(2005) said to learn the motor dimensions of skill, in reality, requires practice in addition to studying the theory behind the skill, with practice the skill becomes refined and coordinated in execution. From the social and pragmatic construct, we see that students learned best as active learners who integrate thinking and acting, who reflect on the act, and share their reflections and observations with others (Wren & Wren2013).

The amount of practice required will vary according to the motivation, physical resources, and coordination of the student. For a theoretical inquiry into the course of civilized life as it runs in the immediate present as it is running into the proximate future, no factor has importance equal to that of a businessman and his work. In so far the theorists aim to explain the specifically modern economic phenomena his line of approach must be from a businessman's standpoint(Veblen 2016). The author opined that this experience is shared by the students in the Sharif and Mansurni (2005) study who expressed stress of not having enough practice during their nursing students to take into the clinical practice. It must be repeated that from the social and pragmatic constructivist we see that students learned best as active learners who integrate thinking and acting who reflect on the act and share their reflections and observations with others (Wren & Wren 2013).

The problem with the Nigerian educational program is the emphasis on the value of the certificate rather than the skills required in the career. In other words, people place value on a certificate rather than knowledge and skills which can make an individual self-reliant (Udyaundey 2015). Although adequate classroom teaching can minimize the theory-practice gap, the student can equate the philosophy and research behind the skill being taught, and they with this would have learned why done in that manner. It has been contended that a consequence of the current teaching

and learning environment in higher education is that a graduates perception of the skills and competencies they will use in the workplace are different from the reality of working to an SM; graduates need to be cognizant that although theory and principles have value in their workplace activities their employers will focus appraisal on the outcomes of their actions rather than the theoretical basis for these actions (Stephen, Balan& Callaghan 2017).

Emphasis on giving focus to practical aspects as against the old over flogged and 18th century class of imported theoretical models should be discarded with, replaced with homegrown indigenous applicable to a sense of easy judgment. It should be repeated that people place value on a certificate rather than knowledge and skills which should make them self-reliant(Udiyaundeye 2015). Adequate strategies are also critical to performance, one should see a forest in trees, that is a big skill whole exercise should be broken into smaller sequential measures to manage the task of acquiring the real skill act. One having the notion of learning the whole bulk at a time, on long time outcomes, so in this way opportunity to reflect and learn from practice is delayed.

In breaking the tasks into small bits and going through each separately at a slow pace and then repeating this pace, this bit of the whole and gradually same for the other bits of pace, the student soon becomes familiar with the process involved in the task. The theory-practice gap widens when the clinical practitioners in the clinical environment (the experienced senior practitioners) confused the young ones by the Covent rule attitude of the habits of "this is how it is done here". They erode the nursing values of the younger nurses and they increase the anxiety in the clinical setting as they don't allow the young graduate to practice what he had already been taught in the theoretical class. So, they disrupt the implementation of the theoretical base. This negates the constructive, ideal socialization expected of the trainer, senior practitioner, or clinical instructors.

2.1.5 Practice Concept, and Organisational Performance

It is a universal principle and common occurrence that practice makes perfect and equally too punctuality(frequent practice in this context the soul of business. Civility is never the less a gravitating force in accomplishing a worthwhile end if and when if it would be tansforming and transfactul against antifactual which would be a downright waste of energies.. This is more so in gaining utility in terms of know-how. There is civility in doing anything in life, including management particularly operations, to enhance performance. It is equally established in skill and

learning. Ibrahim, Boerhannoeddin & Bakare (2017) on training methodologies discusses time space learning approach which is a break or spaces to practise what they have learnt, established that in the real organisational context employee should be able to seize the benefit inherent in the use of time space learning training methodology. This will serve as catalyst to expediting employees' productivity to practice and experiment what they learnt in the classroom back into their job and to evaluate their work performance while the training programmer's skill is ongoing and after the programme ended.

Ashby and Crossley (2011) said the available evidence suggests inhibition, or at least competition, between medial temporal lobe-based declarative memory and striatal-based procedural memory. In discussion of sport performance motor learning is of greater importance but cognitive and effective learning, cannot be overlooked. Meanwhile, it is worthwhile to discuss further analysis of those basic concepts and the stages of learning. Cognitive stage: This can be described as an initial stage of a crawling baby. Now and then, a baby, stand, shake, stepping up one step and fall, and fall again. He only makes another move no matter the risk to master the skill with error. Such is the scenario of a first learner, *tabula rasa*. We make errors, correct them only to flounder again, and visualize what activities and efforts involved. One thinks less, and less efforts are made achieving the ultimate objective of "practice makes perfect". In the past few decades research has shown there is a clear link between the amount of education a girl receives and her long term ability to participate in the economy.

The whole exercise becomes smoother to accomplish with continuous touch, practice and experience a conscious habit becomes engraved in the mind and autonomous level of practice is attained although this said than done. The mindset in line with purposeful scholastic disposition as enthused posture and believe that only those who have patience to do simple things perfectly ever acquire the skill to do difficult things easily. Training in fact has taken a grand stand in the process of skill acquisition. It is standard to find that higher educated workers participate more often in training, what clearly suggests that formal education dominates. Yet a lack of formal training participation might be compensated by more informal training such as training by watching or by doing (Verhaest 2009). A trainer is a teacher, an instructor and a learner all put together. He is a learner as he follows how the trainee performed what he or she is being taught; as such it is a defect to underestimate experience as a functional factor in the practical field of controls. Controls of

human behaviour in the dense of synchronised organisational behaviour given the management by objectives that allows managerial slack for autonomous decision a strategic force need implied. Elaborating, on the process of management motivation as a force Nwachukwu (2016) emphasised to motivate an employee management must create real or imagined needs for the employees to aspire to.

The tripod stand of skill acquisition namely cognitive, effective and motor learning should be thoroughly understood. How does learning occur? The mental as well as physical bodies are involved. The cognitive learning is the flow of information from the trainer to the trainee of the information flow. A psychological point reflecting the effective learning level is characterized by the ability to control, anxiety subsides and stillness and ease ensued automatically. The last and not least is the physical learning, the motor, physical motor skill of performance of a task. Kicking of ball for example just like soaking fabrics in a dye vat with the right dye liquor to form a pattern with the right equipment also are all motor skill. Here adjustment to the learner's personality is done for effective performance. Aspire to. Areal need could be a desire to achieve through promotion, increase in wages or enjoyment of organisational favours such as company's cars with chauffeurs. This would not only fulfill needs it has a more merit of industrial stability and sanity, preventing a disturbing workers migration.

An aspect of human controlling as well should employ the ease of tasks in performing roles. The undisputable finding is that skill such as dye, tie, knotting, bleaching as involved in the process of dyeing calls for reorientation, inspiration, resilience, and training and retraining and mentoring based on research and innovations. Innovation and discovery are the most important progress factors of human society. It is no wonder then why the human natural tendency to ease work and enrich life makes society to progress meaning that laziness and diversification of available goods are progress engine (Anca, Bacarea & Bacarea 2017). It must also be categorically stated that most of our trainers are good in the two aspects of the cognitive and motor skill concepts. Experience has shown that the effective aspects in terms of psychological or social psychological is hardly given attention.

Nervousness is a bane of studentship and training. Our trainers both at academic and vocational level should be fed with dose of psychology of education and trainings of skill acquisition and

performance tasks. In this context a learner- dyer needs these rigorous training to forestall costly mistakes that can kill or mortgage a business personality. The artificial personification of a business as mental conception and qualification of its legal entity either supports or negates its sustainability. On this relies the accounting concept of a firm ‘going-on concern’, which is sustainability tendency after the owner’s extinction. This makes a business organisation an artificial entity as distinct from its owner either at a small scale or corporate level.

Training enforces the technical know-how and embedded in the trainee the wherewithal of his role as an individual within a social group, as human resource critical factor to realize the company conceptual term of its “life”. The EITS (European Institute of Innovation and Technology) stating her mission said the mission is to contribute to sustainable development; it shall do this by promoting and integrating higher education, research and business of the highest standard (Kraskow& Poland 2011)

Training as just discussed however fades away like fake dye liquor in a good fabric if not fairly and rationally blended with motivations. Bhakta and Dutta (2012) consent that motivation means a process of stimulating, people into action to accomplish desired goals. Motivation is very crucial in the currency. As earlier aforementioned the position taken, taking into consideration the motivational impact of carrying out a task is the training and apprenticeship in the context of producing ambitious investor-entrepreneurs. According to Obasan (2016) the role of small and medium enterprises (SMES) in any economy cannot be overlooked as they constitute a significant employer of labour as the active role of small and medium enterprises as countries have been acknowledged.

Training and apprenticeship call for continuity. It is not enough to train and terminate. Both, that is training and apprenticeship should be continuous activities. The effect of technology coupled with the associated globalization must be considered in terms of budgetary provision to update worker’s knowledge not only at the micro level of the workers within the cottage industries but also at the medium level so as to maintain marketability and other performance rating indicators. Ikegwue (2014) said skill acquisition involves the development of a new skill practice or a way of doing things or a way of doing things usually gained by training and experience. A further training

after the initial training and continuity of such is empowering. Ikegwe further said empowerment is the process of increasing the strength of individual, teams or communities.

The truth of the matter as far as skill acquisition is enquired entails what Dutta (2012) described in Japanese acronym as *kaizen*. This connotes continuous improvement. *kia* means change and *zen* means for better. *Kaizen* is a way of life philosophy as every aspect of our life deserves to be improved on continuous basis through incremental path according to Dutta (2012) the strategy of *kaizen* is to excel in people or to excel people to a holistic, efficiency level through a gradual process of making human resources, material resources, and technology machine or production method to move up in performance. Although we have eleven elements of this change namely; zero defects JIT (Just in time), timely, total quality control, quality cycle, statistical quality control, statistical quality control, *kanban*, automation, total productive maintenance, employee suggestion scheme, cooperative industrial relations, good housekeeping.

Then *Kanban* which mean preventing bottlenecks and balancing demands with available capacity. The real essence is a principle far beyond but include quality management with advanced strategic approach, Automation, total product maintenance. Employee suggestions scheme, corporate industrial relations and good housekeeping. According to Dutta (2012) *Kaizen* is applied at 3 levels – management level, group level and individual level of any industrial unit. The essential materiality of *Kaizen* is total quality improvement with the mediating factors of human resources (men in terms of male and female works) environmental resources – materials, machines and methods with a view to mitigating production problems of waste, strains and discrepancies.

This expatiation is to distinguish between innovation and *Kaizen*. Innovation is a radical change most especially involving technologies and specialization, usually individualistic in nature akin to invention; *Kaizen* is contrary, people dependent and oriented, cross functional and a continuous gradual model. Simple precept may in the course of experience breed innovation to expand the performance, eliminating waste and maximizing such variables including time and financial returns of the business organisation. The outcome of this concepts in line with the originator of these principle combines into one, such managerial results as reduced cost, reduced manufacturing time, customer product delivery, job satisfaction customer satisfaction goal, quality products,

market leadership, customer taste and preference, cheaper source of raw materials; all these combined elements of performance.

The dye industry is one such a small and medium scale (SMI) that should be a complete representation model of the concept of *kaizen* and innovation, as well as artistic skillfulness, making three in one *modus operandi* to ensure success in this venture. All the above mentioned establish the need for a strategic need to have on ground a continuous plan for training and retraining and updating of knowledge to move with trends in this new global dispensation of highly competitive new world of the new business environmental economics most especially in the dyeing industry.

2.1.6 Soft and Hand Skills

.Burkinshaw and Saliu(2017) said despite the seemingly unstoppable growth in the popularity of reactive dyes over the past six or so decades, direct dyes account for 10-12% of the dyes, is nonetheless substitution. The reason for the commercial resilience of direct dyes includes the simple process as well as its forming more fast shades in dye/medium, of odorant or fastness. Hall (2004) reveals that a much favoured machine for dyeing knitted and woven fabric allows the fabric which is rolled on a perforated roller, to have dye liquor pumped through alternately inwards and outward while positioning vertically or horizontally within a closed vessel that is capable of withstanding high pressure to secure high-temperature dyeing.

It is also essential to mention what we can describe as union dyeing. Two or more materials are used in preparing a fiber or cloth, for example, cotton and wool can be combined. In the course of producing the end material, each of the cotton and wool is dyed separately. They are then brought together to be woven into a fine cloth material. There are variations in preparing apparel; one can decide to weave dyed cotton with undyed wool. And to make the combination befitting the new material is dyed again. This will no doubt add value and the real substance to the material. The end product is a very unique material far from its constituents or material combinations. The drawback of natural dyes can be overcome with the use of environmentally friendly mordents which are permissible up to some levels for textile dyeing. Environmental concern and protection have created the interest of R and Y (Red and Yellow: from GIBYOR) in the use of bio-colorant

worldwide (Kumar & Chowdhury2018) This stated process is not an easy task as it is time-consuming and it is time-consuming, value cost for perfection.

Although profit is a motivator of entrepreneurship Say (1997) on his own said of an entrepreneur as satisfying human wants to gain profit. He organizes and coordinates the enterprise giving interest to the capitalists and wages to the labour and rent to the land. His benefit is the profit. This reason makes an entrepreneur to be a change agent in a political economy setting. Although the capitalist is the financier, he possesses both the technical and managerial skills to blend to create an economic atmosphere for the businesses to run. Say does not spell or say much on the motive behind our entrepreneur's intention. The economic treatise distinguishes between the capitalist and the entrepreneur.

Discussing new techniques of minimizing costs at the micro and macro levels in terms of water, the quality of water used for reactive dyeing process Sexana(2017) said a large amount of water and treatment with the chemical like thiosulphate is needed to remove residual hydrogen peroxide from fabrics which would otherwise cause a problem in dyeing especially in reactive dyeing where it would accelerate dye hydrolysis. A more specific enzyme substances process targeting only colored substances would be advantageous. Dyeing belongs to the SSB (small scale business) most especially at the rural economy level for women and youths alike. Olowu and Aliyu (2015) said the impact of small-scale business (SSBs) on economic growth and development has attracted the global attention of policymakers and academic researchers.SME is one of the areas that are currently receiving academic and policy attentions but up to now differentiating SSBs from others scales of business such as large, medium and micro defies universal definition.

Olowu and Aliyu (2015) further consent since organisation goal achievement is the main yardstick of measuring the degree of SSB's performance, a good measurement of SSBs performance should be able to consider the goal of the owner or a policy designed to promote the sector in the areas given some specific results such as output and profitability. If the ultimate aim of an entrepreneur is attainable, the brighter the prospect for a small scale business (SSB) the further advancement in the production process and related and relevant technology. The dyeing process is from simple to complex and this is why the dyeing industry is classified into small-scale business and cooperate levels.

The mordant is to enhance affinity for the dye. The fabric is first treated with the mordant and then immersing in the dye liquor. Salam, Muhammed, and Mbanefo (2014) said the temperature and time control are two key factors in plain dyeing. This means the rate of penetration of the dye is determined by the temperature of the dye liquor. So, chemicals, temperature raise, and other suitable catalysts are used to aid the dye liquor absorption. It is also stated by Salam et al (2014) said plain dyeing is a technique of dyeing clothes with a single dye with a special solution containing dyes and particular chemical materials but describing marbling as another method of dyeing Salam et al (2014) said again fabric prepared with a mordant is then briefly laid down upon the surface to print.

Tie and is another approach in dyeing. Salam (2014) said in a tie and dye raffia or twine are used to gather, bunches of materials together, there is no use of raffia and twine in the plain dyeing method. From the viewpoint of direct dyeing, which is gradual absorption of dye into the fabrics, for the reason of substantively, dyeing with some soluble precursor which forms an insoluble pigment deep within the fiber, direct dyeing followed by chemical reaction with the identified ones of the fibers. All of these processes make the fibers absorb dyes. We have batch exhaustion and we have the continuous approach. The exhaustion approach is a gradual process of repeated action of making the material to be in contact with the dye liquor. As discussed, boiling or warming of the liquor, the dye liquor will ease the action of the dye for quick and easy penetration of the cloth. he is known as the padding process.

The rubber-covered roller makes possible the penetration of the fiber by the dye from the point of impregnation, given a balanced and uniform spread. The real spread and diffusion of this dye having penetrated the fiber at the point of padding is the following process called fixation. According to Arthur (2001), it can be simple as rolling up the fabric and batching it for several hours or as complex as thermal treatment in a steamer or hot air oven. The above is to demonstrate some principles involved in dyeing. We also have the pretreatment and after-treatment processes. Pretreatment includes scouring and bleaching. This is the act of removal of natural and synthetic impurities from the materials, giving a fine, thorough water absorbency. Farah, Daniel, Olivera, Elisa, Juliano & Maria (2013) admitted in addition to visual pollution the pollution of water batches with these compounds causes changes to the biological cycles of the aquatic biota, particularly

affecting the phosphates and oxygenation process of the water body. Environmental education cannot be overemphasized in this regard as the present generation should be weary of harming their offshoots as a sustenance measure and aside from the corporate social responsibility agenda of the new world order.

In furtherance of the above process, however, the insoluble quality of such dye liquor (chemical dye liquor) compound now giving its original colour makes the material gain good fastness. Nephthol dyes also form good fastness. These are precipices by the combination of non-dye materials. These compounds are non-water soluble and are not good for dyeing. The compound is then taken one after the other. The first is immersed in the water and solution form is applied to the material. This is dried into the material (as a line with starch) in the application. The material then moved to the solution of the second material compound and this quickly move into the fiber before the first material time to move out- this nephthol new compound for in insoluble compound which ensures fastness. We have treated after-treatment above. Some dye is made faster to light and other decolouration by after-treatment of chromium salt. All the above are not as simple as stated, they require training and practice. Hall (2004) contends skill and this is especially the case where shades of the high degree of fastness must be produced.

In general terms there is no need to worry much about the application of classes of dyes, it must be said, however, that for a potential dyer entrepreneur it is a must understanding. Experience a factor in identifying the affinity of a dye. The technical information in terms of the chemical structure or the fibre affinity quality of a die is the very easy medium of qualifying a dye. Classifying dyes entails using the fibre quality or type to describe them. According to this way of classification Hall (2004) classify dyes as follows; 1) direct cotton dye; (2) basic dyes; (3) acid wool dyes; (4) mordant wool dyes; (5) direct cotton dyes capable of being further developed in the dyed textile material by diazolisation and coupling with nephtol (6) sulphur dyes; (7) vat dyes; (8) indigo and soledon dyes these are solubilised forms of vat dyes (9) nephthol or insoluble azoic dyes; (10) metallosable – after dyeing and (11) premetallized dyes (12) dyes that are self polymerisable (to become invisible within the fibers). Finally, dyeing companies are for-profit businesses.

The cost of the dyeing process both in terms of dyes and processing time greatly impacts the profitability of a manufacturing company (Aspland 2019). Solomon and Ezra's (2015) joint

position saying the production of any good is no problem but the finishing of the product is what attracts most customers. It would be a result earned of much ado about nothing if after all efforts any of the processing hampered from the beginning to the end is found wanting

2.1.7 Performance measurement and Resource Gap

All classification relating to performance measurements close to not exceed two types namely the financial or economic measures and behavioral /process approach. The most apparent measure of all financial indicators is the accounting model. Accounting profit is known as the net income for a company. It is the profit after various costs and expenses are subtracted from total revenue or total sales. The recommended measures for financial analysis are grouped into five: liquidity, solvency, profitability, repayment capacity, and financial efficiency (Crane 2006). The balanced scorecard indicators which include the financial perspective, client's perspective, internal processes perspective, and innovation and learning perspective can be considered as the origin of non-financial indicators.

The balanced score-card indicators developed strategy maps were designed to trace and develop cause-effect links between long-term aims and implemented short-term activities. Initially the growth and learning perspective of the balanced score-card indicators included employee skills, opportunities of the information system such as motivation and power (Kotan& Marino 2012). Thus one of the most important arguments in this study is that management accounting researchers advise using performance measurement diversity to provide managers with appropriate non - financial information above the overall organisation statistics and suggested employees participation(similarly customer satisfaction MINE) in performance measurement (Zuriekat, Salameh & Alrawashleh 2011).

Financial performance is the financial achievement of the company. The ratio of liquidity, solvency, profitability, efficiency, leverage can be used as benchmarking performance (Fatihudin&Mochla 2018). Muhammed (2011) said as an entrepreneur you must be creative and innovative at all times because of the dynamism in the business environment. Management thought is based on the position that skill acquisition is the chief factor of developing oneself to the level of a performing entrepreneur Muhammed (2011) posits further the management school of thought on entrepreneurship is adopted since it deals with technical aspect and seems to be based on the

fact that entrepreneurs can be developed and trained for better performance. The cost of the material, the fabric, the cost of dye liquors, and simple equipment application in the course of dyeing constitutes the costing aspect of the managerial aspect of dyeing. The profitability ratio is widely used by managers, creditors, and investors. Used with care and imagination the technique can reveal much about a company and its operations (Lesakova 2007).

Financial performance indicators are designed to analyze a company's account, evaluating performance and specifying position compare with the after editors in the industry. Profitability, rates of return, liquidity, financial risk, and business risk outline the conceptual support of financial profit are indicators that do not imply ignoring non-financial performance indicators (Aliona, 2016). When measuring profitability advanced economics takes into consideration the total revenue. In addition to this, the cost is also taken into consideration. Our cost is made up of total fixed cost (TFC) and total variable cost (TVC). It should be noted that our revenue consists of average revenue and marginal revenue. The revenue is different from the asset. Revenue is a derivation of the income from sales. The total revenue is being derived, say of a hypothetical dye firm D it would be the unit price and quantity produced offered for sales products which in mathematical terms will be given as $P \times Q = PQ$ where the P represents the price and Q represents the unit in quantity terms. This can be termed the total revenue function. In ordinary terms, total revenue is the amount of money that a business makes at a point in time from the market or the transactions made. But the total revenue is of less use to either an economist or an accountant of high intellect soundly oriented in managerial economics. Thus, many economists consider organisations and institutions similar to an engine in determining economic, social, and political progress. Over the years, some notable authors such as Michael Porter, Yuba, and Shris Bill have regarded the promotional mix (advertising, personal selling, sale promotion, public relations, and direct marketing) as having such roles as stimulating demand, boosting sales in a particular geographical area, improving profit, increasing market shares, countering competitors' strategies and retaining customer loyalty or patronage in the organisation. On the other hand, a promotional policy is a set of rules and guidelines set forth by a company or organisation that outline how employees are to interact with potential customers in the promotion of a good or service (Idris & Bissan 2011).

As earlier mentioned of the cost, the total cost in form of expenses listed on the income statement which includes fees, rent, fines, office supplies utilities, and taxes are put together and summed up, all of which are then deducted from the total revenue since they are costs to the business. Mustapha(2018), in *The Entrepreneur*, volume 2, consents, said customers' reactions to alternative prices, the cost of the product, prices of competitions, and other legal and ethical factors influence management flexibility in setting prices. It is from this that we derive the economic concept of marginal returns and the marginal cost of a hypothetical firm F. Marginal returns is the additional output put or the increase in productivity gained when the firm sells an additional (marginal) unit of its product such as there continues to be changed in the level of production that raises an additional level of revenue due to sales of one additional unit; since the cost falls due to the mass purchase of production input although to a limit of diminishing, synchronizing with utility maximization. This links us to the synergy of profit prospects as the cost is influenced to affect the above that profitability derived, $R - C$ differentiated, ($MR=MC$), (Utility maximization) model affecting increasing marginal revenue

There be a need for cautions in not mixing up what determines the business performance and indices and method of measuring the business performance typical of a small business in the dyeing industry. According to Bolarinwa, Abata, and Idowu (2016) determinants of business performance are multidimensional, ranging from technology structure, size, and communication which are internal to the business. Human elements in terms of management and employees, human capital are important but while discussing methods of measuring performance they contend these are the profit-oriented financial statement, analysis techniques for measuring and forecasting earnings. We have a financial ratio, fund flow statement, and financial analysis indices as far measuring performance is really important. Hyyung and Chwsp (2011) note this, in the efforts to help fashion industry managers and concerned personnel make reasonable. Financial analysis of the textile and conduct efficient business management is reminiscent of what the dyeing industry depicted.

And a little in-depth look into the sustainability of a business entangles the behavioral and process approach. Along with other behavioral indicators, customer loyalty, innovation, mentorship, motivations count as part of the paramount variables. These are non-financial influential factors that can be used to measure business performance and its growth(Wren&Wren 2013). Building

innovations business (which provides products and services for residential and commercial construction) not only achieved a goal of zero waste to landfill, it also created revenue of 2.2 billion from the sale of waste products at a cost-saving of \$400,000. This is better known as environmental economics and re-engineering innovation in building achievable because of some favorable and conducive environmental factors like human capital resources, teamwork, and advancement in knowledge of an expertise dimension.

Profitability is much emphasized in literature and even many financial experts agreed with. Accordingly, Keat and Young (2009) said one of the central themes in economics is firm's striving to attain the highest economic profit, the profit maximization theory. And to emphasize buttressing on the significance of profitability as a measure of performance, efficiency, and growth Kaur and Sing (2012) equally opined efficient management of working capital is an important component of corporate financial management because it directly affects the profitability of the firm. However, from experience and reliable data, this task extends with the soft skill acquisition, creativity and innovations, and change management, a function of globalization and environmental dynamics.

Popoola (2018) said generally, the skills required to start a business are finance and managerial. One needs to be able to make, budgets, and stock with it and also plan expenses that can start a tie-and-dye business with a little capital. A small investment of N250, 000 is enough to start the business and for the regular operation of the same. This makes a plausible value for an enduring entrepreneurial business success most especially when the reward of the entrepreneur is more certain and on the profit margin. Popoola, (2018) states the profit margin in this business is as high as 75% of the investment. Accounting measures should not be treated as universal "given" which can be applied in a formulaic manner to any specific situation should neither be dismissed nor be privileged in the attempt to construct systems performance management that encourage a manager to strive to achieve organisational objectives (Needy 2003).

Scholastic arguments concede to a fact that both financial and behavioral variables are equally of great importance in monitoring the performance in a business organisation; there is no discordance voice on the use of measurability of profit as a common factor that has a cut-across effect be it in management, accounting or economics. This is so as this is the most popular measure of performance, accounting indices in all statements of income and expenditure most especially at

the corporate levels of business organisations and even small businesses alike. And it must be admitted besides the usual and most used measures of performance, profitability, business growth (measured for example in terms of the number of employees) and business periods (business age from commencement) are considered as practical measures of individual business success. This is more so while approaching the issue of performance in the small dyeing business venture which will be of a better application for the majority of the people, businessmen, ventures capitalists, entrepreneurs, innovators, and business researchers, and in particular management scholars inclined to entrepreneurship.

Entrepreneurs are risk-takers who operate to make profits with a high profile of an ability to employ extra efforts, mental or physical for structuring conduciveness of organisational operations climate to make gains. Bolarinwa et al (2016) said an effective organisation can broadly be defined as that makes the best use of its resources to attain a high level of performance. It should be further admitted that doing this connotes a lot; versatile and knowledge-based management, innovativeness, diligence, and foresightedness blended with diverse skilled and dynamic employees all of which are powerful forces in businesses' functionality.

It is in-depth realizing the measurement informs the quality and quantity attributes of a business and even a combination of the two to know the present level of efforts input or otherwise and change concept. By change concept, we mean we're to be at variance with a set target or objective for standardizing. When a gap is created, there be the urge to compare specifications and identifying gaps. Needs are then sought for through the appropriate managerial controls. Bolarinwa et al. (2016) again contend business performance can be defined as a process or a set of processes for establishing shared understanding about what to be achieved, and of managing and developing people in a way that increases the probability that will be achieved in the short or long term.

Series of decisions are made in which most involve a good level of risks. Budgeting decision, the decision on the level of capital projects and corresponding financial cost implication and overheads this may attract. In essence, performance attracts management end this, in turn, entails arrays of the managerial variable of which finance takes a central position. Liquidity and cash flow, cost-benefit analysis, are tasking exercises. Dutta (2012) said the financial decision is associated with deciding the composition of the relative proportion of various means to raise the finance. How

much of the fund to invest in the long and short terms capital asset, the debts to settle, inventories need, operation recurrent finance needs are all very crucial and fundamental to performance concepts.

is accountable that economics measures also of which opportunity cost of fund utilization stands out distinct. The opportunity cost of using financial assets in a less advantageous rather than in that maximum area is a signal of an opportunity lost never regained in maximizing output and productivity in general. The rate of turnover may be a result of the opportunity cost concept! The economic utility of money and resources are fundamental concepts. And not only the customers' ratification, deliveries, customer relations, operational problems and complies, and diversity issues are all non-financial behavioral variables that will need a sound managerial approach and tact. All taken together are measures of performance. They must properly take care of as both financial and behavioral variables are both mutually dependent meaning algebraically functions of each other or one another. Uniquely these are classified business performance measures (BPM) as financial and non-financial. These include such things as inventory levels, liquidity level, cash at hand, cash in the bank, and balance in the till in the charts of accounts, in the relevant ledgers, or books of accounts.

The non-financial qualitative behaviors such as the rate of turnover, customer satisfaction may be found in the market research reports but not in the charts of account. There are also objective and subjective measures that may defer from one manager to another. The fact that some measures are subjective precludes them not from proper managerial assessments for controls. Customer relation for example affects the business as this will change the profitability level. Yet as significant as it is the information is not traceable to accounting measures.

Furthermore, as measurable as profit looks statistically significant, it does not give us any good insight into the prospects of a product, although a good indicator of performance. Zamil (2011) noted the idea of relationship marketing gained the confidence of the business sector; this was aimed at building a long-term relationship with customers and placed a great deal of value on the retention of existing customers rather than the acquisition of new ones. The profit variable under the management concept is classified as a lagging variable since it only indicates the present performance or even the past. A customer defection amongst other reasons is a function of the

particular customer or customer loyalty which has pronounced effect or may have in the immediate future. It may be marginal *absentia* but only to become pronounced in the long run.

The above concepts are more traceable to medium-sized businesses and corporations. Small business as obtainable at this local level of dyeing and fabric outfits is classified especially different. As observed generally by many researchers of impeccable records like Warderwerf (1992) and Rogof et al (2004) the success of the business may not be equated to the performance. In essence, every person is unique and the general development and growth of a business is a general qualification. Considering this uniqueness of human beings there might have been different values of which profitability may take no lead. Managers are also different as individuals and with time and environmental factors. At one-time non-profit making may be used as a strategy to hedge out some competitors keeping profitability to future terms. In small businesses as involved in many dyeing businesses, the lifestyle of the manager/owner of the business may not be acceptable to or go in line with the profitability model. Some human tendencies to be rational indicates whoever that person may be, that some attributes of corporate organisations are sure to prevail.

Bozider, Slobodan, and Bozidar (2014) positioned the small enterprise as not any small miniature of large companies. It possesses some characteristics because of the significant role of entrepreneurs and their influence on business activities because it causes conflict relationships between subjective and objective measures of success and subtle or hidden performance indicator measures in the business as obtainable in the small size dyeing business. Both the behavioral and financial or economic measures and indicators are holistic approaches to control performance under the broad perspective of the performance control model. Innovations and even mentorship have both been considered by some entrepreneurship researchers and academics as worth considering. As such pools of variables are available for use as metrics for comprehensive surveys relating to small businesses like dyeing as in Dye and Tie venturing entrepreneurship. Our scope here is scheduled within the expanse of financial and non-financial measures

2.1.8 Innovation and New Electronic Business

In some popular texts, technology has been defined as the organisation and application of knowledge for the achievement of practical purposes. It includes tools methods, techniques, and processes used in solving problems and obtaining desired outcomes. It is worth mentioning that

technology is a vital requirement of any purposeful organisation, private or public business-oriented. According to Ogunbiyi, (2016) technological development is manifestly transformational. What Microsoft does so lucratively now barely exists as a business 20years ago and what Google does today did not exist at all less than a decade ago. These emphasize the crucial positioning of information technology and the whole broad spectrum of technological innovations (Cole& Kelly 2016)

The purpose of technology either in terms of the efficient way of carrying out a task or in terms of the practical application of machine tools like a desktop computer, or our common laptops is to enhance efficiency or productivity. There are series of dyeing machines for modern dyeing which relaxes the mechanical(the use of hands) approach in dyeing. In line with this Cole and Kelly (2011) furthermore opined in the new millennium we have witnessed the growing scope of enterprise resources planning (ERP) system which essentially started as back- office system but have taken on more fronts – end roles. We have also witnessed such a system operating in support of more senior managers with business intelligence systems complementing decision-making. In a narrow sense, the technology consists of manufactured objects like tools (ax arrowheads) and containers (pot, water reserve) to enhance human capabilities.

Technology does not end there. Artifacts have to be produced. This requires a large system including hardware (such as machinery or manufacturing plant) and finality "software" (known how human knowledge and skills). Technology includes what things are made and how they are made (Grubler, 2015). This reflects the revolutionizing effect of the new business world of technology. The dimension of technological product-oriented innovativeness in SMEs includes cost-effectiveness, quality improved versions of existing products or altogether new products, creating a variety of products, creating demand in the new market-leading to production and income growth (Obunike&Udu 2019). Innovation and technology have come with their economic effects of immeasurable benefit in terms of cost, time, and resource use.

Technology and technology transfer concepts encompass many different interpretations depending on the organisation's objectives. Such understanding is necessary to enable the interested parties (such as private sectors, government, departments, academics researchers, and students) to relate with practical and empirical aspects of various relevant theories which explain technology transfer concept (AbdulwahabRose & Osman 2012) Discussing this in terms of new techniques applicable

in dyeing. Saxenas, (2011) said a large amount of water and treatment with chemicals like thiosulfate is needed to remove residual hydrogen peroxide from fabric which would otherwise cause problems in dyeing especially in reactive dyeing where it would accelerate dyeing hydrolysis. A more specific enzyme-based process targeting only colour substances would be advantageous. It is said the impact of SMEs on the world economy is increasing year by year changing the entrepreneurial culture, the factoring of the markets, the climate in the labor market, and creating completely new markets and technologies. At the same time trends in the global technology, the market has a significant impact on the high-tech sector (Antoniuk, Gemeyo, Dyba, Polishchik & Symbinanska 2017).

In addition, the venture capital industry grows rapidly during the 1990s percolating in electronic software and technology and widely thought to have contributed to the strong growth of the high technology sector (UNCTAD experts 2005). A company's technology selection has no direct impact on innovation success but a significant positive impact on technological capability which has a significant impact on innovation success but a significant positive impact on technological capability which has a significant impact on innovation success (Shegbin Hao 2011) and when productivity changes fundamental variable in modern production for attaining productivity and efficiency. The product's novelty is a driver of product relation service (PRS). The structure of the PR depending on the products, organisation change, and adoption of new advanced manufacturing hardly influence the choice PRS (Avadikyam, Lhuller & Negass 2018).

This discussion of technology in dyeing informs the application and knowledge using science policy in production achieving a pattern of change. The necessity to develop a technological solution is in line with SD (sustainable development) goals. The necessity to develop sustainable development technological innovations and sustainable business models based on the triple integrated equation involves change and rethinking of our traditional technology and innovation models within an integrated comprehensive and consistent approach (Jeksic & Rakcevcrc 2018). And interpreted, then put in a convenient form which is understood by the recipient information technology or management information system will then mean the application of knowledge applied to business activities to process information into a useful form for the end-user. It is now an involving technological society and many ways dependent on its use. Thus, the use of technology and teaching students how to use it has become a high priority (Casteley 2014).

The reason why technology is singled out is that it is a measure that allows for performance and hence profitable investment in the course of operating business ventures. Use of the advanced technologies has a tremendous scope. It fulfills the needs and requirements of the present age in the field of instruction and education like individualization of instruction utilization of multi-sensory and multi-media and material and efficient and effective management of the different educational institutions. For the more, it accelerated economic activities by networking, and above all, it is a useful tool for improving competitiveness in business (Bhkta&Dutta2017). Caution should be observed as Goel(2009) advised computer security professionals must lead the way in educating the digital society about policies and procedures and behavior that clearly can be discerned as right or wrong. Computer professionals need to help develop and disseminate the rituals, celebrations, habits, and beliefs for users.

Covid-19 Structural Shock effects

Heritage end evolution of dye cloths in Nigeria is attributable to Madam Miniya Jojoola who had a breakthrough using nature's provision. She prepared indigo (blue colour) dye from elu leaves, (*lonchocarpus Cyanescens*) which was highly economical and traditional fom common perception just as environmentally friendly as compared to the chemical brands. Meanwhile Burkinshaw and Saliu(2017) voiced, despite seemingly unstoppable growth in the popularity of reactive dyes over the past six or so decades and the fact that direct dyes account for only 10-12% of the dyes is, nonetheless substantial. Direct dyes are the focus of the people of heritages and nostalgic social values effects. The preference for direct natural dyes is a technology choice, relating to environmental sustainability. However, there came another dimension to sustainability as related to the health hazard put thus; in the event of the novel against foreign truckers crossing transit countries. All these are serious impairments to the international connectivity of LLDCs, and their possibilities of efficient transport and trade (Rivera 2020).

This had its consequences on world trading as loss of foreign earnings. Notably, against this backdrop *Data Bridge*(2020) admitted the Covid 19 has affected logistics and transport and has resulted in the pause of China's shipment in different countries across the globe; the delay has caused an increase in materials prices to adversely affect the dyes and pigment industry. Compared to 2019 the prices of main dyes are going up more than 30 percent at the same time. The World Bank (2014) Food Programme Bureau stated during the 2014 Ebola outbreak, the WorldBank

estimated 52.2 billion dollars in projected combined economic losses in the GDP of Liberia, Guinea Bissau, and Sierra Leone's threatened macroeconomic stability, food, and nutrition. However, the region's experience during Ebola has prepared the health system for an outbreak like the coronavirus. Lapez and Melenz (2020) agreed the NPIS (Non-Pharmaceutical Interventions) designed to contain covid-19 pandemic-like restrictions on the movement are expected to have a large measure of impact on economic activity all over the world; as a step ahead at the organisational level.

Industrial Labour Organisation (ILO) made known that the Industrial Global Union, affiliate of Southern African Clothing and Textile Workers Union (SACTWU) is carrying out a campaign to educate workers about the spread of Covid-19 in the textile garment, leather, and shoe factories and other workplaces where the union organizes. In line with that also, Abioye, Ogunniyi & Olagunju (2021) agreed the coronavirus is ravaging human health disrupting the livelihood of thousands of people, and impact negatively on the global economy, confirmed cases of coronavirus is 1,344,403 in Africa and 55,829 in Nigeria as at September 2020. However, Maicibi (2016) reiterates the need for change in an organisation arises from the formulation and implementation of the strategy that underpins the direction and activity of the organisation.

This may necessitate change to its structures, systems, and cultures, managerial and technological setup. According, Eljunus (2020) said only 10% of the consumers who adopt

online shopping because of a pandemic has already paid fees and experienced the convenience of online shopping. An individual can minimize exposure risk by engaging in digitalized interaction with others and avoiding shared physical contact zone. Thus, to understand individual exposures to infection risk digital resources have to be taken into account alongside non-digital elements of individual exposure risk profiles (Robinson Schulz & Khdnani, 2020). Olowu and Aliyu, (2015) posit since organisation goal achievement is the main yardstick of measuring the degree of SSB's performance, a good measurement of SSBs performance should be able to consider the goal of the owner or a policy designed to promote the sector in the areas given some specific results such as output and profitability. Earlier a broader view settles for a holistic model of non-profit considerable variants of productivity as a complementary subset to envision the organisational leadership.

Ideally, small-scale industries in the industrial sector are generally involved in preparing specific formulations based on raw or semi-processed materials purchased from larger manufacturers. Air pollution from them is generally confined to fumes, dust, mists, and vapours from solvents and other manufacturing constituents in the work environment with potential health effects (Jhigan and Chandar, 2016). Topics in elementary integrated science had it that these is common experience in terms of cancerous diseases implication. Health and safety is not simply a technical issue such as supplying hard hats and goggles or ensuring adequate ventilation, because it raises the question of economic costs and power relations. This is true of all institutions including schools (Katutuge & Mbogo, 2016). To this end, appropriate legislations and technical measures should be designed to appropriate social and material technology like zoom electronic meetings within the joint responsibilities of the workers and employees given the utility max.

2.1.9 Giraffe Model of Performance Management

Organisational performance is a resultant effect of functional impact resulting in a cloud input and against the intended output or objectives. Bolarinwaetal (2016) contends that business performance can be defined as a process or a set of processes for establishing shared understanding about what to be achieved, and of managing and developing people in a way that increases the probability that it will be achieved in the short or long run. The study discusses the finance and economic side of performance which entails a lot as far as making things work is concerned. Further, it is said an effective organisation can broadly be defined as that makes the best use of its resources to attain a high level of performance. It should be further admitted that doing this connotes a lot; a superior argument, management, innovativeness, diligence, and foresightedness blended with diverse skilled and dynamic employees are all powerful forces in businesses' practice.

The baseline is the determination of a working model on what constitutes a balanced build of industrial affiliates as affecting the structure for results. Azhar and Adela (2017) argued the dynamics of the internal environment of an organisation can be best understood in the context of the resource-based view of firms or the resource theory strategy. A firm is a bundle of resources tangible and intangible that includes all assets, capabilities, organisational processes, information, knowledge, and like. These resources could be classified as physical, human, and organisational resources. The physical resources are the technology, plant, and equipment, geographic location,

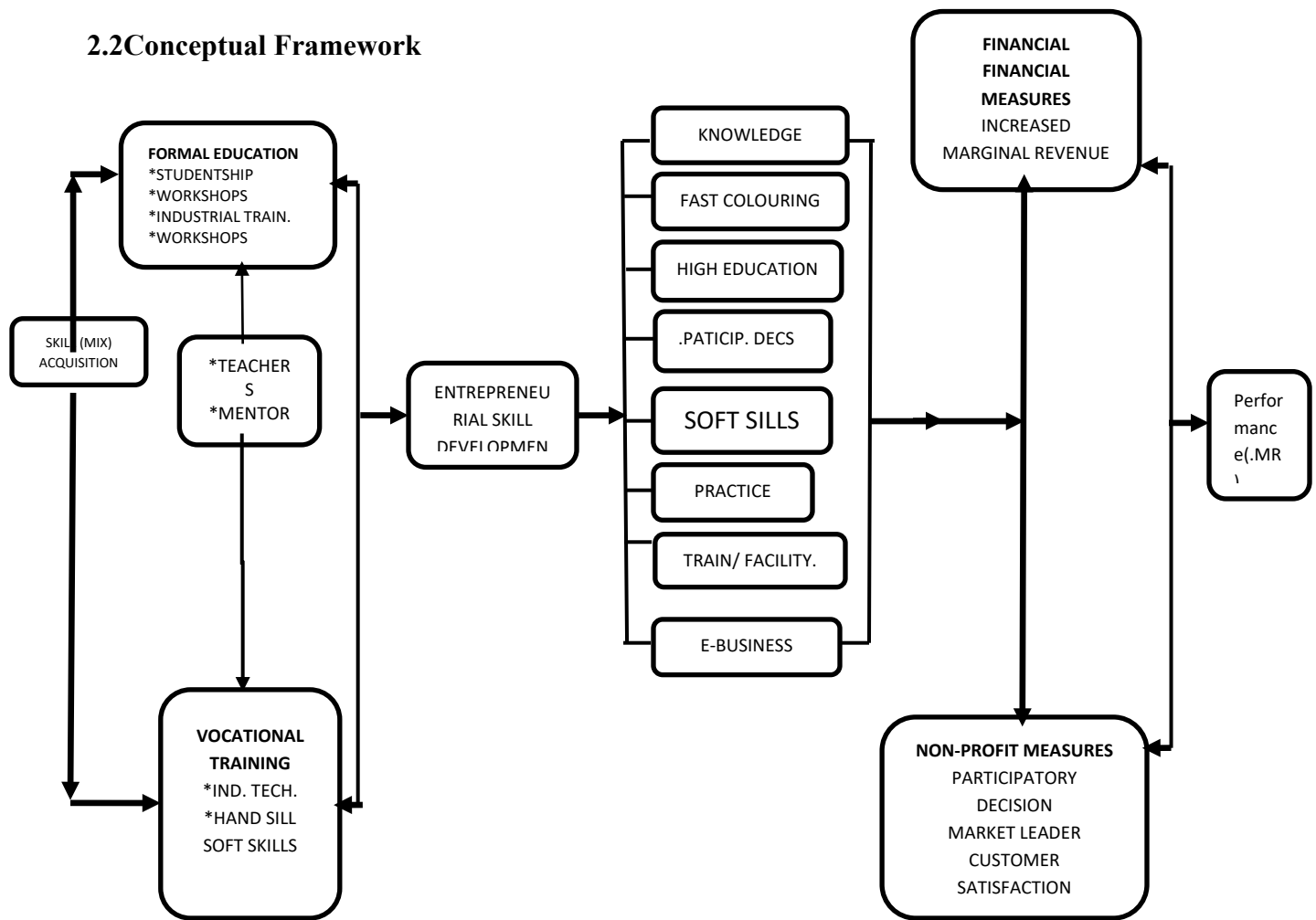
access to raw materials, etc. Human resources are the training, experience, judgment, intelligence, relationships, etc. present in an organisation.

A central role of management is in making a decision that would impact positively in all ramifications through a long vision even in the public services. Performance management has had a major effect on the language of public services around the world. It is difficult to read about new public management without finding a reference to performance management or any of the terms associated with it. Public employees are now learning about "vision" mission" goal" "objective " inputs" "outputs", the impact is now distinguished from outcomes" (Salem, 2013)It is evident that the most important function of performance measurement is to evaluate whether or not the organisational strategy is attained. It should also assist in implanting the strategy. This in turn fulfills other important roles of providing information for decision making (Shacleton 2007). It should be agreed that management has the responsibility to be holistic, versatile with a giraffe vision, thus adjudging this it is said in the context of organisational financial performance, performance is a measure of the charge of the financial state of an organisationfrom management decisions and execution of that decision by members. (Robert 2004). Dutta (2012) said the financial decision is associated with deciding the composition of the relative proportion of various means to raise the finance. Performance management represents the results qualification of activities undertaken within an organized action over some time for performance measurement. For performance management, we identified a series of modern management methods (Maria, Florica & Catalpna 2017). Performance measurement is further complicated by the availability of the data needed to construct the measure and the need to carefully specify how the data and measures related to other constructs in a model and one another (Richard, Diemney, Yip& Johnson 2009). A subjective measure of performance is internally consistent and can be used by managers in research after checks and sales. The subjective measure can provide reliable and valued data which can be compared across different countries (Singh, Dwish& Potocnik 2016)

The performance of the business unit cannot be associated with accounting profit but with a comprehensive income that is superior to what had been achieved in the previous time and higher than what the competition has earned (Tulvinschi 2013) furthermore, as observed generally, many researchers of impeccable records agreed that success of the business may not be equated to the performance. In essence, every person is unique and the general development and growth of a

business is a general qualification. To encourage organisational leadership for expected performance in short and at the same time to use accounting profitability as a measure of performance with cautions, it is advisable that account measure should not be treated as universal "given" which can be applied in a formulaic manner to any specific situation and should neither be dismissed nor privileged in the attempt to construct a system of performance management that encourage the manager to achieve organisation objective (Needy 2003). This asserts a unique perspective, large heart and long neck, giraffe vision.

2.2 Conceptual Framework



SOURCE: THE AUTHOR'S CONCEPTUAL VIEW

The above is the author's conceptualization of the skill acquisition concept. The factor skill acquisition of both the formal education and vocational/technological training which will lead to the emergence of such businessman's entrepreneurial constructs the same synergy, an effective skill acquisition not only reflect on financial but also non-financial performance.

2.3 Theoretical Review

There have been theories advanced by different theorists on the skill acquisition concept and their views and effects. This section of the study discusses the Second Language Acquisition theory (SLA), the instance (IT) theory, and Cognitive theory namely, Anderson Cognitive theory (ACT) of skill acquisition and Dyeing Evolution Principle theory. In this small-scale business study of the dyeing industry case survey, the cognitive theory is considered more relevant as it captures the

needful of both vocational, practice-oriented, and instructional structured aspects of the formal education with minimal theories. ACT is amenable to practical skill impartation as futuristic of dye and dyeing small and medium business firms.

2.3.1 Second Language Acquisition Theory (SLA)

This is the theory which in all its constructs traces the acquisition of skills and its procedural line, beginning from the prime level, the passing of knowledge to automaticity point when the conscious mind does the task at ease without requiring efforts at all. The process of attaining efficiency in skill acquisition is known as Adaptive Control of Thought (ACT).

Second Language Acquisition is the theory of skill acquisition. Skill acquisition is taken to signify a reminiscent of second language acquisition. Although second language acquisition is language-focused it captures general dynamics of skill acquisition and attainment of high productivity in the practice of any human endeavors that connote learning. According to Kreshen (1984) the acquisition-learning hypothesis claims, however, that adults also acquire, that the ability to 'pick up' language does not disappear at puberty. It does mean that adults can also assess the same natural language acquisition device that children use. One paramount emphasis of second language acquisition theory as briefly mentioned above being 'that learning of a wide variety of skill shows a remarkable similarity in development from initial representation of knowledge through initial changes in behavior to eventual fluent, spontaneous, largely effortless and highly skilled behaviour

The central vies of SLA are (a) that learning is accomplished as a gradual, step by step exercise starting with explicit processes and then putting into practice the knowledge stored in memory during the explicit level of knowledge and information pass and receipt. In theory, we have the characteristics of explicit and implicit knowledge (b) implicit knowledge is tacit and intuitive whereas explicit knowledge is conscious. Implicit knowledge is declarative(c)L2 Learners procedural rulers may or may not be target-like while their declarative rules are often imprecise and inaccurate. (d) Implicit knowledge is available through automatic processing whereas explicit knowledge is generally defensible only through controlled processing. (e) L2 production relies on implicit knowledge but difficulty in performing a language task may result in the learner attempting to exploit explicit knowledge. (f) Implicit knowledge is only evident in learner's verbal behavior whereas implicit knowledge is verbalized.

There are limits on most learners' ability to acquire implicit knowledge whereas most explicit knowledge is learnable (g)The learner's (L2) implicit and explicit knowledge are distinct. (h)L2 performance utilizes a combination of explicit and implicit knowledge. Knowledge generally involves atomization and restructuring. Restructuring is a manipulation of the knowledge acquired by the learner/user to fit into the situation that occurs at a point in time. For example, mathematical simple equations of solving for the value of x, say in an equation is as follows: $2x + 6 = 20$ will involve the learner being taught moving 6 to the other side of the equation. First, then proceeding to and then using the residual knowledge to have. $2x = 14$ the learner, just as in second language acquisition is thought to divide both sides by 2, $2x/2 = 14/2$ when he forms an entirely new equation to be $x = 7$

The procedural process is not as automatic as it looks the learner will have to 'wait and think' while practicing in the beginning before he can go through the examples easily and form such other solution using another equation e.g. $3y + 20 = 40 + y$ this is where restructuring comes in as this is different from the first equation but the atomization element of the skill acquisition will have been achieved for the restructuring, getting the answer to be feasible. However, both the atomization and restructuring interact continuously, the separation of the two concepts is just for analytical reasons and reasoning. Mitchell and Myles (2004) explained learning strategies are complex procedures that individuals apply to tasks, consequently, they may be represented as procedural knowledge which may be acquired through cognitive, associative, and autonomous stages of learning.

Skill specific is the basis of this principle of knowledge constructs. Both the input and output based are associated with skill. Passing of instruction, declarative knowledge and receipt with practice, procedural learning to atomization will form a solid base for re-importing the instruction, output. Thus, skill acquisition benefits both at receiving, the input level of knowledge acquisition, which in turn is a function of the trainee, productive skill. Skills and performance do not operate in a water-tight compartment. One entangles the other, with the skill taking the forefront or the prerequisite of the other, the performance. According to the theory of SLA skill acquisition as

priming, refers to a cognitive repetition phenomenon in which prior exposure or experience facilitates performance or 'subsequent processing, for understanding.

Readings and use of vocabularies earlier used somewhere will facilitate quick processing for understanding the effect of such word(s) This may with continuous exposure become implicit after passing the level of conscious efforts to a less conscious, effortless, little awareness, meaning need not be making conscious mental efforts anymore for motor controls. Dharmara (2015) said a child starts learning even in the womb of the mother and it involves conscious training or practice to produce a permanent change in that behaviour. Learning not only brings a change in behaviours but also enables new behaviours.

Automaticity – This is a structural transformation from the attentive to automatic mode. Performance in fluency in terms of language is the outcome of the memory lane, unconscious mind, concomitant incidental, procedural features automatization in learning. One such language is mathematics which is nothing but purely technical quantitative language. This has been used to demonstrate the line-track of priming to automatization. It is then consequent upon the above that practice is the key. Logically it is a consensus that practice and repetition of a task materialize into error reduction, steadiness, and minimization of reaction and error rate. By reaction we mean the time it takes the practitioner to quickly assume control of the task and sequential quick response.

Extensions of the practice juxtapose the time to perform a task against the logarithm of the trial number. This yields straight line plots, more or less joining the intercepts along the two axes of y and x. This has led to the chunking theory of learning which means the unification of the declarative and procedural stages of cognitive learning: what this means is the incrementalism law of power. The more efforts put into practice the higher the betterment or correlation in terms of the 'ability' the strength of performer of the exercise at hand and in this case tie-and-die- the principle, the process, and technicalities involved getting close to perfection. When discussing skill acquisition proper there are two schools of thought, first of which emanates from the erudite scholar like Crossman and Anderson which believes in the strategy refinement process.

The other group like Logan and Palmen of the Instance theory and EBRW respectively believe in memory retrieval as the predictor of improved performance. Some models however stand out as forms of theoretical disposition most especially the Ackerman's and Adaptive Control of Thought

model (ACT). The declarative level is encoded in a procedural network with the next level encoded as production. This means a stage when the new knowledge is unconsciously associated with an acquired knowledge for perception and understanding. This stage is a little break from the atomization stage. The interventionist predictor of automatization is repetition and practice when the whole task becomes automatic, f Heick (2021) opined if you are asking a student to apply problem-solving skills when they are learning new and critical information you are asking the brain to learn two things at the same time at once.

This is the peak when the whole process comes to the peak of attainment of perfection, needing lesser time, reaching an accurate and smooth, reactionless stage. This is Anderson's model similar to the fits model (1964) which three stages of cognitive, association, and automatization, three main stages or levels. Arkerson's model on the other hand briefly speaking outlines the ability and autonomous ability as sequential levels of skill acquisition trend. What this means is that thinking of 'what next do is eliminated at the perception point and this advance to the last stage of faster psychomotor level when reasoning is eliminated, automation – the autonomous final stage.

Skill acquisition theory, the SLA model has been criticized. The shortcomings according to the critiques include a lack of operational definitions for such concepts as 'explicit' 'implicit' automaticity and 'skill' also 'practice'. Practice does not necessarily bring results if the effective factors such as corrections e.g. during weight lifting, patience, resilience, and stress and interest's factors are not present and so also the concentration and full attention of the trainer to the trainee for effectiveness. The interface as pointed by the theory is not clear enough; it lacks the merits of empiricism; the theory is short of good, large population surveys. Similar tasks are more emphasized such as languages, mathematics. What about a learner pilot or sailor? How does this apply in natural and spiritual sciences not to mention its full use in the social sciences? Some learning does not involve the declarative stage.

A good example of such is a crawling child close to a fire lantern. This is an L2 case and it skips the declarative stage since a child 'autonomously' aback from the effect of such intense nature elemental force without any instruction oral guide. The perception level is a natural one for this novice. Another concrete negation of this theory lies in the lack of sequence of the explicit – implicit –autonomous level. Even if we assure the explicit declarative level as a start, the procedural level, and in between stage assured to automaticity stage is such a mixed-up that are

hardly separable or analyzable. Despite all the demerits as pinpointed all through, the theory adherents defend their stand by giving credits to this theory, for one it is applicable, for developmental stages at learning in schools, applicable in the classroom works most especially for social and language domains.

It also to a great extent did identify stages and the sequence of learning. Empirical application of the theory will go a long way in putting development differential between groups and individuals. The implication of this in the student-teacher relationship, the beauty of this theory is that it can be used to control performance. It makes sense to ask at what moment someone became apprised of truth, but not at what moment acquired a skill. Therefore, it is the responsibility of the educator to work as a facilitator in the teaching-learning procedures and also facilitating the development of the whole person. Behlol (2010) Variables are important than others at peculiar situations. Such very vital factors that aid performance in terms of what is involved at the declarative stage as affecting the procedural level can be identified and controlled to enhance performance. In the case of dyeing and tie modern technology may be considered as aiding an entrepreneur to foster ahead against the effect of globalization and its sophistication, demanding as it should.

.Applying this theory to the entrepreneurial dyeing practice bearing in mind assured creativity and innovation in furtherance of automaticity the theory has a lot for future researchers in the sense of its principal use in industries like dye firms settings. An illustration involves precautions in terms of the reactivity of dyes with fibres and the bonding effects in variance with the fabric choice. The fastness of both the natural dyes made from plants and minerals and chemical dyes becomes feasible as the procedural knowledge of the chemical reaction process of aniline applies to the natural homemade dyes to enhance its photonic bond quality which in reactive dyes is a chemical process of the dye with the inert fibre like cotton forming covalent bond. This is experimenting with the knowledge of result (KR) principle. The enduring procedural stage is passed through believing well in the linking-up of this to the automaticity, cognitive end the desired effect is much to be accomplished going by the complementary skilling of the dye practitioners and his or her changed behaviour of a strong mustard faith person – the fallen barrier wall of impossibilities. Imaginations, intuitions, inspirations, and creativity mix all work to his favour based on the trainer inputs of the past and present experience and expertise which are much encapsulated in SLA.

2.3.2 Instance Theory of Associative Learning (ITAL)

The instance theory of skill acquisition is practice-based. At the early stage of skill development, the subject of learning is represented in a schematic model. This is in the way the elements of the required skill are constituted in the regimented perception of this topic or skill elements has described an algorithm of the information. An example is learning to divide 4 into two equal parts which can be analyzed into counting stones from 1 into 4 places and draw a line at the middle of the four places of one (1) (i.e. $1 \times 4 = 2+2$) as we use a knife to cut a lime fruit into two equals; this is an example of an algorithm from the available or related memory experience.

The argument is that the algorithm will have to be recalled each time we want to make a body move of what we want to develop a skill. The instances of each repeated action in practice will however build into another function model over time and have a parallel production to the algorithm implementation, Lind, Ghirlanda, and Equist (2019) posited associative learning is commonly recognized as a key element in animals' adaptation to their environment when innate knowledge is insufficient. Associative learning augmented with suitable genetic predisposition can provide flexible and sophisticated behaviour such as tool use, self-control, and appropriate reaction to a violation of expectations. In line with Jamieson, and Crump. (2011) where associative learning provides insight into learning they make an associative assumption, namely, they deny that the learner remembers the event of separate learning trials.

The instance theory of skill acquisition is making a sense of the theory of mathematical probability that accumulation of the practices will build up to quicker retrieval situation than the computing algorithm completion time the more of practice the faster the tendency to complete the required task as one of the instances will run fast to yield automatization of action becomes automatic regularity less attention the ubiquity power function speed and power reduction with their variability builds into mean due to the impending diminishing returns laws. They further said, Psychologists have evolved to think differently about the 'learning' and 'cognitive' process that there seems to be an assumption that what is cognitive could not possibly be associative. This will give adding up the episodic instances the mean value of the retrieval speed.

This well understood however would have a sustaining effect of automatization in form of psychomotor movement of the practitioner or the practitioner or the skill-developing trainee training will only be imparting when lots of time is allocated for practices. Dalamater (2011) emphasised future behaviour is completely governed by the interaction of motivation,

representation, memory, and decision processes. Wisserman, and Millier, (1997), declared that a common criticism of associative learning is that learning may not occur when biologically significant stimuli are the reinforcers. Yet learning often takes place without the obvious involvement of biologically significant stimuli.

2.3.3 Cognitive Development theory (CDT)

The Masson M E J (1990) cognitive theory of skill acquisition is a motor skill-biased theory. It is not open to modification by an intentional process of mental practice. Verbalized form of skill acquisition process model has been discussed under SLA but the cognitive theory is a procedural condition-action derivable from direct experience. Although basic cognitive theory can be traced back to seventeenth-century philosopher Rene Descartes, cognitive theory development as we know it has been pursued more aggressively since the middle of the twentieth century. (Chomsky, Costley & Nelson 2013)

Nevertheless, despite all the progress, and so much fun, the major focus of mid-twentieth century cognitive psychology was on internal mental processes—cognition 'in the head.' In caricature, 'Good Old-fashioned Psycholinguistics' focused upon a learner characterized as "an associative network, a mechanistic processor of information, relatively unembodied, unconscious, monologic, unsituated, asocial, uncultured, and untutored (Nick 2019) This is observational learning and practice. The key point is watching while the action, the skill to be performed is being executed. It is an illusory epitome of he who feels it knows it: Example appears to play a central role in the early phases of cognitive skill acquisition (Vanlhn 1995). This mental representation concentrates on how things are done. The cognitive theory laid the foundation for motor-learning theory; the arrowhead of the cognitive theory is the mental imagery as a coordinating system.

The usual verbalized information-laden theorists however contest and hypothesized that mental and visual be joined with the verbalized description to regulate the execution of motor behaviour patterns or practical handling of the task. This will be of the conscious level of control in the sense that the mental, visual capturing of the mind can now be verbally described process involved. This position however falls sort of advanced theory of skill acquisition relating to motor skill; the well-learned or motor. Skill mastery requires less and less of conscious, attention mode of operation since highly skilled person performance becomes automatized and bother less in terms of the

motor-movement controls. He transcends conscious awareness of his task a ubiquitous illustration of this task is the handwriting exercise.

The most central view of this cognitive theory is that we learn through watching and practicing the required exercise and the knowledge is captured in the form of mental imagery that continues to be recalled conceptually even in the absence of the actual practice or physical practice. Learning to drive by sitting at the steering of a car or weaving in the loom without verbalized guides are forms of cognitive learning. It involves laying hands on the critical practice and continuous simultaneous error minimization in that direction to reach an extreme level of perfection, unconsciously producing such a high speed of action. This theory is known as the cognitive theory of skill acquisition

2.4 Empirical Literature Review

Iyang and Agwadu (2017) in the research empowering the rural poor through skill acquisition in Nassarawa State with vocational training options in various areas surveyed 300 respondents, the majority of which are youths, below those with higher education were just 30%, 58% primary education and 44%, no formal education. Using the questionnaire, an accidental sampling technique was adopted. Descriptive statistics were used for the analysis of data using frequency table distribution. The research design was cross-sectional. This is a blend qualitative-quantitative method was using variation reports. This is vocation skill acquisition include areas like carpentry and woodwork. The study affirmed skill acquisition improved the quality of life and so had a significant impact. This claim however falls short of clear indices of change as expected.

Achieng (2012) in the research thesis on the factors affecting acquisition of skill in Mandala, Siaya County, Kenya sampled 148 respondents with 8 heads and 140 students' male. The random sampling technique was used in selecting trainee centers for an equal chance of being selected with no bias. Stratified sampling was also adopted. The instrument of data collection was the questionnaire using close-ended questions. Tables and pie charts, descriptive statistics used with cross-sectional design Factors affecting the skill acquisition in vocational education according to the research findings include the attitude of the learner, financial constraints, lack of parental supports. The school heads were stakeholders which sample size was small. Their deputy's view would have improved the heads' representation.

Joans, Selase, Salorm, and Emefa(2015) in a research on improving the skill component of clothing textile among students in second institutions in Ghana and its effect on the polytechnic fashion student discovered the ineffectiveness of the vocational courses being offered at the second cycle level, putting graduates to a jobless position. On methodology, the research was a descriptive, quantitative method. Questionnaires and interviews as a research instrument to gather data. Purposeful sampling was adopted from 85 respondents made up of 65 students and 20 teachers and the polytechnic department. The research design, cross-sectional. Findings indicate that through textile course focuses on skill acquisition appropriate attention was lacking at second cycles schools level. The researchers ought to have been more explicit on the analysis of such appropriate actions as a solution to the issue.

Ogundele (2012) explored the impact of the National Directorate of Employment Programmes on secondary data as well as an oral interview. He found out that the impact of NDE on graduate employment in Kaduna State has not been particularly positive and much still needs to be done. Only modest achievement in the area of generation of graduate employment has so far been recorded, calling for a thorough reappraisal of its programme to overhaul the system. A question of morale in terms of finance and parental interest would be considered for the programme's success.

Ogundele, Akingbade, and Akinlabi (2013) investigated the contribution of Skill Acquisition and training on unemployment reduction through youth empowerment and social and welfare service improvement will be much significant if encouraged at all the levels in the state especially at the local and community level. This position approximate Ohize and Muhammed (2009) who opined that nongovernment organisation can play a vital role in Training and Skill Acquisition. This is evident from the success story of project YES as findings revealed that the scheme has contributed to the economic uplift of the youths. Mention was made of the attitudinal changes in the students, Government was merely lip attention with no thought for monitoring such programme to ensure targets are met.

Ekong and Ekong (2016) investigated the impact of skill acquisition on unemployment; both primary and secondary sources of data design in the study. Sampled population was 141 for trainers and trainees or apprentices, the methodology adopted was a stratified one structured questionnaire

also used combined with a face-to-face oral interview. The research spanned a period of august 2013 to march 2014 in Akwa-Ibom state, making eight months. This is a cross-sectional research design. A more reliable data of panel design would be enhancing taking into consideration the endemic nature of this recurring issue and the availability of the required data over time.

Adeeze (2019) probed into the effect of entrepreneurship training on unemployment reduction. The sample population was 334 comprising Awka, Nnewi, and Onitsha in Anambra state. Structured questionnaire adopted based on 5 Likert scale questionnaires. The validity of the test was ensured, by a pilot sampling of the experienced entrepreneurs, at different time intervals, with 20 questionnaires. Primary data was used, with a cross-sectional research design. Entrepreneurship training had a very positive correlation with employment or job creation, having an inverse relationship to unemployment. A little dose of how entrepreneurship had aided the aggregate economy was an alternative output to this finding and further research in this direction advised to inspire the policy drivers.

Yusuf and Olagbemi(2012) in the research work titled human capital and women entrepreneurs in the tie and dye micro business in Ogun State hypothesized that education is an important human resource variable. If it is lacking it transforms to other forms of human capital deficiencies. Multivarious research instruments were used. This is a cross-sectional design. The multi-various research instrument includes the questionnaire, key informant, interview, and observation. In the data collected. 200 women were sampled in the survey. Systematic sampling was a sampling technique. Descriptive statistics of simple percentage used, end research methods are quantitative and qualitative making is a mixed method. Chi-square was also used to test the hypothesis. Although education, training, and experience counted against the success of these woman entrepreneurs efforts to expand and be informed in their micro-business the personal ability and interest also count

Saheed (2013) worked on Adire textile, cultural heritage, and entrepreneurial craft in Egba land, Nigeria. The population sample size is 80 with 60 females and 20 males. Questionnaire and surveys are used as an instrument of data collection. Frequency distribution and percentage distributions, descriptive and qualitative data used. The research method is a quantitative approach; it is a cross-sectional design. Data indicated that 56.25% inherited the craft from their parents. Personal savings and family members form the major source of finance for the majority of women entrepreneurs. It

is found that Adire originated from Egbas and that vocational training is one major source of acquiring knowledge in Adire handcraft. The school curriculum should also consider Adire as a course of study in school. Domestic demand will be boosted if a special day celebration for Adire is earmarked for it as a state policy. Introduction of this into our schools as uniform would not harm but enhance the household economy too. In addition to the author's findings.

Nassazi (2013) studied the effect of training on employee performance in Uganda. This is a qualitative research approach or method. The research instrument was the questionnaire. The primary data was the data source. The sample size being 120 using 18 items questions in the questionnaire to test the effect of training on employee performance. It focused on identifying training programmes objectives of the training, method of training, and effect on the employees. The result confirms the positive relative relationship between the training programme and its impact on the employees. The technique of analysis was not clear in the abstract but regression analysis would be better employed in combination with others.

Oriana, Nicklas, RoMarkors, Salim, Imran, and Munsli (2012) in the study titled empowering adolescent girls: evidence from a randomized control in Uganda tracked 4800 girls as the sample for obtaining data related to solve the problem of health challenges associated with HIV and the economic problem arising from an uncertain transition into the labour market. It is a panel survey research design approach. The technique of data analysis is simple percentage descriptive statistics. 60% of Uganda's population were below age 20 and this is reflected in the population sample. The survey took two years for data tracking which makes it a longitudinal design combined with cross-sectional interval surveys. The findings showed that combined intervention of life skills to build knowledge to reduce risky behavior on sex matters and vocational skill training specific to establish the small-scale business might be very effective. It should be admitted that poverty or needs were the only underlining the illicit behaviour there are other factors such as peer influence and moral lacking.

Chinyeake, Igbokkotun, Florence, Agbali, Kenhinde and Osakee (2018) revealed that university education is a prerequisite for the production of expert knowledge for national growth and development in Nigeria; this is demonstrated in the work entitled entrepreneurial curriculum in African Universities. A panacea to graduate employment study adopted a descriptive survey method and content analysis to validate data. This is to conclude on the relationship between

entrepreneurial (university) education, an independent variable, and graduate employability, a performance indicator. This is a cross-sectional analysis. It used secondary data from the past academic work of the academicians on the subject. The paper concludes on the essence of innovation and creativity to enhance a functional relationship between entrepreneurship education and the minimization of graduate unemployment in Nigeria. The paper was an insight to the level of the essence of education in skill impartation but this rather developed the cognitive ability that facilitates learning effectiveness

Ekpe, Razaq, Ismail and Abdullah (2015) examined the effect of self-motivation on the relationship between skill acquisition and employability or self employment. The hypothesis examined skill acquisition and self-employability among university graduates. This is a cross-sectional research design; using questionnaires as the research instrument and stratified random sampling techniques. Multiple regression analysis is used for analyzing the data and descriptive statistics is used as the primary data source of data collection. Four Likert scale measures were used. The objective is better achieved in poorer countries as feasible in countries like Malaysia. Countries like Malaysia will have to redirect the graduates' mindset to self-employment practice.

Okowe et al (2014) purposely fully focused on entrepreneurship education influence in attaining business development awareness and skill acquisition. The study adopted a cross-sectional design; the Research hypothesis used are two with two research questions. This is primary data collection analysis using inferential statistics. A purposive sample technique was used to select 280 students sampling responses. The original student population is 560. Objective realization text was conducted using face and content validation. Face unrelated means - face to face perception e.g. body language) and content validations as the sub-variables of entrepreneurship education being the universe variable in business development. A pilot, trial test study was carried out. This means a cross-sectional text design. The study concludes that business awareness and skill acquisition are little related to entrepreneurial education. The pilot study validity and reliability test sample size of this research if too small may not be valid or reliable. The sample size manipulation to capture the unsampled population might yield a different result, however, this should not be a deliberate attempt to falsify but based on the sincerity of purpose due to time and cost constraints

Kweewa and Astimwe (2014) studied the implication of training on employee performance in a regulatory organisation in Uganda. The instrument the research design is a cross-sectional type;

the research is a descriptive approach using percentages and frequency distribution. The source of the data collection was primary. The research methodology was a combination of qualitative and quantitative data collection, a mixed method. The population consists of the managers (3), the heads (5), and staff 100 making 108 for the total population with a sample population randomized to 88, manager 3, heads 5, and randomized staff of 80 for the staff making 88 respondents in the survey. A self-administered questionnaire and interview method and documentary review (review guide and focus group discussion adopted. A correlation analysis was used to analyze the data. The study indicated that training and training methods were underestimated and training and development policy as affecting performance were insignificant. Self-administer questionnaire better used for a dominant educated but interpreters used where necessary for language variants.

Elebute and Moshood (2016) focused in this study on the impact of vocational and technical education on livelihood, sustenance, and economic development in Nigeria; the art of workshop experience. The research areas are divided into three categories of privates training type, the government training and NGO training type bodies making the study a cross-sectional type since the data gathered is at a point in time across the bodies. Sources of data also include primary and secondary sources on training programmes. Data was collected from secondary sources namely magazines, books catalogs, newspapers, and internet sources. The method of data analysis was descriptive and desk research in words. This makes the research methodology approach to be purely and majorly qualitative. All these are about traditional workshop practice. These include the Idol makings of the Yoruba's as noticed in South West of Nigeria in the 60s and also the brass casting of Beninsbeing an inherited art. The uniqueness of this test construct was in being purely descriptive; it was expected that an appropriate research software package used to ensure the effectiveness of results.

Ifeakor (2013) appraised the Nigerian women empowerment in the survey of the rural setting in Anambra and Rivers states. Although the parent population from the two states were 1,815 and 2,589 from Anambra and Rivers respectively making a total paid population of 4,404 from which a sample size of 222 and 138 was drawn respectively totaling 360 respondents. A 33 item questionnaire is the instrument of data collection, making use of 4 scale liker questions to answer the research questionnaire. Purposive sampling due to the location was used to select two states. The principal conclusion of this work is that skill acquisition is cardinal to rural woman

empowerment. The research method might affect the representativeness in addition to the subjectivities due to the non-randomness of this research Approach.

Clement, Khan, Holader, Raiha, Aktaruzamma, Mamun, and Ketunen (2018) studied skill development in vocational education of Islamic countries in consultation with technical and vocational education, training stakeholders including students and academicians. It is qualitative and quantitative research and the instrument of research survey is the questionnaire and use of documentary sources of data making it a mixed method. The research design is a cross-sectional one for the primary data, quantitative type with qualitative and document analysis made up of the mixed method. Both the qualitative and quantitative respondents' samples population being 942 based on the collected responses. The sampling technique is a purposeful one, mainly consist of the Technical and Vocational Education Training (TVET) teachers, administrators, and experts from the industry. The main objective of the study is to recommend strategies to improve vocational education. TVET sector is the answer to eradicating poverty in poor countries according to the findings. The study indicated that teachers and facilities are the critical prerequisites that are needed in implementing TVET in the OIC (organisation of Islamic countries).

Ambode, Adebawale and Awosika (2015) carried out the study of the strategies for economically resist dyeing industries in Abeokuta in Ogun State, Nigeria. The data source used both secondary and primary data with the use of books and journals and questionnaire instrument respectively. The objective is to explore sustainable marketing strategies, challenges of dye-tie customers' expectations, and sustainability model for the tie-dye business. The study used the questionnaire as the research instrument making it a quantitative and a cross-sectional design type. The study revealed that the economically resist die contributed to economic growth dominated by women. It is one source of job creation. The study also revealed that training improved customer relationships as facilitating successful venturing.

Amin, Saeed, Ladhi, Iqba and Tehran (2013) appraised the impact of employee training on the job performance in the education sector of Pakistan believed to be a constant variable in growing workers' competency. The main objective is to determine the relationship between job training and performance and relevant policies to put in place to enhance performance. This is a descriptive statistical approach, qualitative method, a cross-sectional design using both primary and secondary data, from the research survey and source documents as well. Three items questions were used for

training benefits, development, on time training, organisational policies, and on and off the job training making 15 items questionnaire with Cronbach alpha at above 70%. This study used a 5 Likert scale test to measure responses based on decision rules of significant relationship for Cronbach alpha above 3.0 and corresponding Cronbach alpha coefficient. All have a strong correlation. The training policies to put in place would be more meaningful to capture the non-indigenes with aversed cultural backgrounds and language barriers.

Badatu (2015) investigated the impact of entrepreneurship on rural women's performance in micro and small business in Tanzania. The objective is to assess the importance of training to women in micro-business. The specific objective includes the contribution of entrepreneurship skills to business performance. The sample population is 100 respondents made up of two communities of IlemelaandNyamagana. The research was a cross-sectional one. The study affirmed the significant impact of training on performance. The mixed-method was used. The researcher collected data across the time making it a longitudinal design. Finally, the work confirmed the significance of entrepreneurship training on the performance of rural women. This study was gender-biased in the biological sense. Gender inclusiveness is now the parlance and value of any research improved taking into cognizance the contemporary issues like gender, covid-19 to access wide coverage or acceptability and bias neutral.

Nneka, (2012) examined the concept of business education and entrepreneurship education, the skill and skill acquisition. This study relied on a secondary source of data collection. The study is conceptual research based on qualitative data. The study is a cross-sectional design being collected at a point a time across a group of respondents. within the sectors including, agriculture, business, fine arts, and method work, woodwork, and electrical work. The study indicated exposure of the student to practice skills in business acquisition in both business and entrepreneurial education as a dual panacea to student graduates' functionality in society. Entrepreneurship is always treated from the angle of self employability, however, the innovativeness in adapting the acquired education itself would go long in addressing redundancy and disguised employment. A further investigation of this dimension would be just.

Lawal (2015) researched the impact of practical activities skills acquisition and performance in chemistry among college of education students in the North West Zone of Nigeria. The random sample technique was used in selecting two colleges of education, using balloting, on casting

method. This form the experimental group against the control group which was not selected. A random sampling technique was applied to the selected experimental group again to select 22 students from Isahkuita College of education, Dutseuma, 38 students from the federal college of education Zaria. The sample population was 50 together. It is a cross-sectional design. The Three research instrument used was the questionnaire, observation and key performance indicator (KPI) which is chemistry text performance. Descriptive statistics of means rank, mean standard deviation were adopted. Inferential Statistic were blended also. The paper indicated that practical skill acquisition in chemistry is significant in contributing to both positive attitude and performance in chemistry. Explanation on the practicality of chemistry knowledge was more meaningful than the school academics and this was the worth of this study

Berghaml, Schulike and Ostner (2015) studied the impact of loco-motor play which observed that locomotor play diminished male growth unlike their female counterpart that played less, but the ontogenic impact of loco-motor on the male's side. The objective is to discover in line with the extant theories plays to show play has ontogenic benefits. Correlation analysis statistics of age and body growth were measured. Resource-developmental cost relationship also measured. Limitation or time serves analysis was the research design and descriptive statistics method of analysis adopted with a qualitative research method. The purposive research methodology was used with a sample size of 62 ranging from infant to juvenile. Two tales test used, tolerable error of 5% i.e. 0.05. The study showed that investment in locomotor (skills) aid ontogenic development rather than physical growth. This experiment could provoke a second view of the basis for a rather crafty nature of ladies. A control experiment would be to measure deceits and age difference or body growth and their correlations in females.

Ibrahim and Kayode (2006) investigated the effect of soft skill and training methodology adopted on employee work performance. The objective is to redirect employee training and development to training, that is high-performance effect. The methodology was quantitative. Structure questionnaire is the research instrument. The research design was longitudinal. A sample size of 260 sampled out of 810 populations; a sampling error of 0.005 which is a 95% level of confidence. Data were analyzed with regression analysis. The study was to establish skill acquisition and training methodology as enhancing performance most especially the soft skill acquisition combined with the appropriate methodology of training. The study indicated that the two

predictors of soft skill and training methodology had a significant effect on employee performance. The strength of each variable would be more revealing in terms of finding as this would lead to faultless recommendations.

John and Muogbo(2017) Appraised the effect of entrepreneurial skills on SME'S productivity in Nnewi Local Government, Anambra State, Nigeria three research questions raised with three research hypotheses will the objective of examining the role of entrepreneurial skill on performance with the adoption of structured questionnaire. Data analysis used is descriptive statistics of mean and standard deviation. The structured questionnaire was used in analyzing the research question. The population sample study of respondents was 100. The study revealed that soft skills in marketing management, accounting are all good predictors to SME'S productivity. It was a matter of common experience in much researches that hand skills complement soft skills and as such do not operate in tight compartments.

Ade (2017) examined entrepreneurial skill development and employment generation. The main objective was investigating the role of entrepreneurship in self-employability. It was a survey design. The population of the study was 4000 registered SME's with a sample size of 400 SME'S. The research instrument being a self-developed questionnaire. Structured questionnaires were rather advisable most especially to gain the attention of advanced research fellows, notwithstanding experienced-based researches based on one's practice or profession would be in line to make it more realistic and practical laden as practitioner-researcher otherwise caution should be observed.

The research question was validated using relevant content variables. The reliability test of the major variables using Cronbach alpha yielded 0.86 for employment, business partnership 0.68, business inheritance 0.74, government training programme 0.67, and in addition to entrepreneurship development 0.93. 455 questionnaires distributed, descriptive and inferential statistics (multiple regression) were used in data analysis. The study revealed a significant relationship between vocational skill acquisition and employment generations.

Yazeed, Ringin, Muhammed and Kabiru, (2016) Investigated the impact of entrepreneurial skill acquisitions on organisational performance of small and medium scale enterprises in Kaduna State. Survey research which normally is a cross-sectional design used, Primary deals are gathered with

the research instrument being questionnaire. It totals of 174 respondents used will the parent population of 201. Stratified and simple randomized technique blended as a research method or selection technique. The findings revealed organizing and controlling skills have a significant skill on performance. The degree of homogeneity would be crucial in using stratified sampling. One would give a nod to this when the firms are sparse to minimize on logistic like transports. Conversely, the study examined small and medium organisations which deviate the degree of homogeneity of the sampling.

Taiwo (2007) in his paper attended to feel the impact of skill acquisition on employee productivity. The sample population is made up of staff (Male and Female) in the International Institute of Tropical Agriculture (IITA), Oyo State in 2000 -2006 who benefit from IITA training. The total sample size is 70 people, Management staff 10% Senior 30%, and General staff 60% making 100% purposive sampling technique used in selecting the respondents.

A questionnaire was used as a research instrument and chi-square was used to test the construct with 95% of confidence 5% tolerable variable error. The paper discovered that the training programme has a significant impact on worker's performance positively. Based on this training policy should be put in place to enhance organisational performance.

Oyetunde, Oluwafemi and Bibsola (2016) delved into the study of the impact of vocational and entrepreneurship education (VEE) on economic growth. The objective is to examine the extent to which VEE can affect or improve economic growth. The sample size brief 250 respondents of VEE educators. The questionnaire was used as the research instrument. The questionnaire went through proper refinement, validation by VEE experts. The reliability of the research instrument was ensured through Cronbach alpha measured which was 0.82. Mean and standard deviation were used to analyze the data collected and t-test statistics were used to test the hypothesis at a 0.05 level of significance. It was revealed that VEE significantly aided economic growth. The glory of a researcher does not lie in being ad island of knowledge. Research assistants including the experts support always the tasks and are more result-oriented when utilized in a research project as obtained in this particular investigation/

Adofu, (2013) investigated the conduct of Skill Acquisition and training in alleviating poverty and unemployment in Kogi state, Nigeria. This relationship between entrepreneurship skill acquisition

and poverty/unemployment was analyzed using descriptive statistics. The descriptive tools consisted of the use of percentages and frequencies presented in a tabular form. A chi-square test (χ^2) was employed to test the validity or otherwise of the effect of entrepreneurship skill acquisition on poverty alleviation and unemployment reduction in Nigeria using primary data obtained in six local government areas that made up the four districts of the state. The result shows that 65% of the respondents accepted that lack of entrepreneurship skills among youth is responsible for the high rate of poverty/unemployment in Nigeria. The result also revealed that at least 60% of the people that benefitted from the skills acquisition programme can now afford the basic necessity of life. The study, therefore, recommended that since most of the people that benefited from the programme could afford the basic necessity. The government should widen and as well begin to think of the way of developing the programme to the status of poverty/unemployment total eradication programme.

John and Muogbo (2018) in a study on the impact of entrepreneurial skill in reducing youth unemployment in Nigeria, concerning ABC Transport Company in Anambra State. The broad objectives of the study were to examine the possible ways of eradicating unemployment through the introduction of entrepreneurial skills. The study is a descriptive survey design. Questionnaire items were distributed to 160 respondents to gather factual information about the topic. The study found that there are roles entrepreneurial skills and businesses play in youth employment in Nigeria through entrepreneurial development. Furthermore, it also shows that youths in Anambra state can be given basic training on how best to establish and grow business enterprise in local communities within the state. The study, therefore, recommends that government should remove corruption and greed and formulate policies that will promote the success of entrepreneurship and free enterprise; government should assist entrepreneurs through regular marketing workshops and seminars in conjunction with the manufacturers association of Nigeria (MAN) and chambers of commerce and industries. Co-cooperative societies should as well be control and incorporate using this medium.

Alice, Erica, James and Lyle Jr. (2018) a study of Skill training, retention, and transfer: the effects of a concurrent secondary task. In two experiments, they examined training, retention, and transfer of a duration production skill in a prospective paradigm. Participants were trained with feedback and then were either tested immediately for transfer without feedback or retrained with feedback.

One week later, there were three training and retraining conditions, two involving secondary tasks. Retention of the duration production skill was perfect across the 1-week delay when the secondary task condition was unchanged, but there was no skill transfer when that condition was changed. These findings demonstrate the specificity of training, with the assumption that the cognitive operations learned during duration production training incorporate requirements of the secondary task. More generally, this study challenges the current practice in which training conditions often do not match eventual testing conditions. A simple interpretation of this study was based on identifying the gap concerning a specific task and re-breaking of complex tasks to minors for practice in intervals of time when the trainee must have gained confidence and speed before advancing a step over. It is an analogy of one doing simple easily does complex tasks perfectly. And should be adopted especially in industrial or on-the-job training.

2.5 Gaps in Literature

Sustainable development as an issue includes environmental sustainability. Newly developed environmental support machines reduce fumes and other industrial health hazards. The use of internet technology aids environmental awareness and education digital dyeing is no more a fiction due to years of educational train not only because of cognate experience but cognitive development base on mental tasking exercise acquired in the course of acquiring a high level of formal and informal education. Many books, (hard copy and electronic) are available on traditional and contemporary dyeing techniques. However, there is a dearth of information on health risks and hazards associated with cloth dyeing. A study on outdoor pollution among the Ègbá dyers in 2001 established that materials used in cloth dyeing pose a threat to the dyers and their environment. The study confirmed that both the state and local governments are ignorant of the risks associated with cloth dyeing. The study concluded that environmental sanitation education among the Ègbá dyers is very poor (Makind & Ijisaikin, 2010). The novel green industry policy is easily attained without the time-consuming legislative processes.

Application of the locally prepared *Elu* dyes and other variants sourced from flowers and roots of plants are toxic neutral. The hands-on practice-based training combined with high intellect from higher education complement results in better increased marginal returns of input against a diminishing negative spill out the effect of these variable inputs in terms of material and human

resource utilises profit yielding. Specialization in the homemade dye technology improvement by trained chemistry graduates or biochemists averts all forms of body hazards from chemical dye and it is as well more natural to the body. Hand-skill impartation and use of labor-intensive technology characteristic of cultural dyeing enhance the nostalgic feelings of the tradition and naturalness. In addition to being toxic, dye effluents also contain chemicals that are carcinogenic, mutagenic, or teratogenic to various organisms), however many dyes are made from known carcinogens like benzidine and are also known to accumulate, thus posing a serious threat). Many dyes are also known to get reduced to toxic substances inside living organisms(Oloyede, Ogunlaja & Ogunlaja, 2014). Financial gains in profit prospects and elimination of the outings constraints due to the hazardous chemical dyes with their health implications are resolved.

Toxic and carcinogenic, mutagenic or teratogenic dye effluent effect is as well resolved in the course of using newly developed machines technologically developed to avoid body contacts and environmental friendly for the green industry. Fumes and industrial pollution are now histories using new direct chemical dyes prepared with improved technologies, Vocational education also availed a measure of digitalization of both dyes and cloths dyeing processes. Technically, the problem of hardship in production was seriously reduced with the development of various machines for making prints in mass. Producers now have the opportunity to pass through formal education, learn more techniques and use traditional motifs to achieve their aims (Oloyede, Ogunlaja & Ounlaja 2017).

The study noted that, technically, the problem of hardship in production was seriously reduced with the development of various machines for making prints in mass. Producers now have the opportunity to pass through formal education, learn more techniques and use traditional motifs to achieve their aims. Technology development appears to be extensive, and sophisticated. The developed technologies involved in the making of textile fabrics in Nigeria are given priority attention by textile designers, to provide affordable and suitable for consumers (Adiji 2017). It is deducible from this that economics of dye and dyed clothes as systemic to consumer behaviour is ridged on dye education and developed technology. Education as an interventional measure is central to innovations and inventions. When this is achieved business prospects accelerated based

on performance thereby profit and marginal returns yielding and other financial as well as non-finance merits including innovation, decision, and entrepreneurial thoughts.

Many graduates still roam around. They are unaware of the untapped resources and business opportunities around them. Media research in the electronic and print media and use of social media showed of recent that they rather being abused. The level of education of our media practitioners both informal and technical specializations is a means of raising awareness to redirect our youths, already well educated enough to do things differently engaging in profitable business. Inspiring and educative programme lie dye vocation is a step in the right direction as it is a harbinger of marginal revenue-enhancing trade prospective business of tie and dye. Chime (2017) a botanist said dye production is a big business that is uncelebrated and underrated in Nigeria. "Though many people do not pay attention to this business, it is very lucrative to those in that line because aside from the chemicals that are added for production, the natural materials needed for dye production abound in Nigeria and it is constantly in demand. Practical orientation, high cognition are the light of the mind; knowledge is power. With sound education, people become long visioned to act their golden mind or invaluable pieces of advice and inspiration for a better household income for a better living standard.

Dye specific skill entails dedication of time and attention. Poor customer relations result when they feel cheated. Parlance is value for money. Practical exposures to the process involved in tie-dye tasks and perfection of doing it only accomplishable with sound training. From the trainer to the trainee for efficiency and effectiveness of knowledge impartation, the trainers must be well tested and well-grounded using a holistic measure to the formal and vocational blends of pieces of training. Other models being proposed include the establishment of an Export Centre with an effective and efficient two-way communication model; EVIPI an acronym of English words to stimulate innovative entrepreneurial drive in a niche (Ambode, 2009). Effective communication and knowledge of results are mandatory for the trainers as well as trainees. Customer good relations, therefore, more than ever better achieved. Value for money that ensures economic utility maximization also simultaneously attained

. Dye production is a viable business especially with so many unemployed chemistry graduates that we have around. People should also consider the dye as a viable business option (Ogunlade 2017). This is a reflection of the diverse requirements of dyeing which include soft skill and hand-

sills impartation. Some academics advocated for accounting, and yet other book-keeping and computer or digital training to complement different hand-sills. Shredding machine was developed for agriculture. Such obtainable in tie-dye now. The natural dye usually bedeviled with deterioration and fading problems can be altered with graduates of biochemistry for instance. There are various subsectors of the dyeing industry that can employ categories of experts, technicians, or professionals given the willingness matched with competency. Moreover, facilitated centres provide for the logistics, materials, pieces of equipment intellects, innovator, trainers, all forms of assets and human capital and running overheads needed in a viable Tie-dye Technical and Vocational Educational Training (TTVET) centres. The level of unemployment is minimized with well-facilitated dye business workshops and centres since are the material tools of capacity building.

CHAPTER THREE

METHODOLOGY

3.0 Preamble

The methodology involves how the social research is to be conducted in practical, real terms. The important aspects of this section include research design, the instrument of data collection, population sample, and method of data collection, research choice, validity, reliability, and ethical considerations.

3.1 Research Design

The research design was cross-sectional. The data was gathered across the respondents within the first month of the year. Research design could be observational or analytical where you will observe, and draw inferences. The observation could be carried out on the sample chosen at one time in which you refer to that as cross-sectional (descriptive) or analytical (Odunfa & Ariba, 2013). The data was gathered across the sample population at a point in time making it a cross-

sectional design; this is essentially a quantitative method. The quantitative approach to data analysis makes use of descriptive statistics or narrative techniques. The data has to be 'cleaned and sorted'(Odunfa & Ariba, 2013). The blendwithKII(Key Informant Interview), qualitative is such structured especially for the Gatekeepers information or related data on some sensitive issues affecting the dye business.

Qualitative variable involves non-numerical items which are classified or categories. A qualitative variable describes observations as belonging to one of a set of categories. Qualitative data such as gender, eye colour, etc of a group of individuals are not computable by arithmetic relations (Afonja, Olubusoye, Ossai& Arinola 2010). This was a face-to-face interview on a personal basis making observations in numerical and non-numerical including body language. Personal interviews generally involve having the interviewer visit the respondent at his or her home or place of work although brief interviews are often collected in shopping centres (known as intercepts). There are two types of interviews, structured and unstructured(Wimmer & Dominic1987). All the questions in contents relate to the main research questions, objectives, research hypothesis are as stated in chapter 1 (one) in terms of the effect of general education, advance, or higher education in terms of specialization.

In line with this also is the impact of vocational training practical exposure of auto-motor skill and an elaborate impact of technology in all in its different modes including inventions and digital technology especially the information and communication technology as related to dyeing industry. In the socio-behavioural sciences, we are usually interested in whether one variable is related to one or more other variables. The stronger the relationship between variables, the more they have in common (Crammer 2003). Essentially the questionnaire design analyzed the main research questions, disaggregated into smaller units, and derived question from the major ones. The Source of data collection was primary to give a descriptive and relationship statistics output for decision making on the convergence or otherwise of opinions on the questions of the effect of training and formal education blending for a perceived better performance of small business firms in the dyeing industry for productivity and profitability. The deductive qualification of data analysis is attained in the concept of the null and alternative hypotheses.

The essence was accepting or rejecting the null hypothesis. There are statistical techniques for determining the relationship between sampling error and sample size to assist the choice of efficient sample size (Collins 2011). The aim was testing for accepting or rejecting the suggested opinion based on scientific proof of a level of tendency or otherwise of the power of the predictors (i.e. formal educational and vocational training) by validated social and scientific behavioural question constructs.

3.2 Research Method

This researcher approach this study with the intent of providing a complete piece of research work. This in the words of researchers is a mixed method. Methods are selected because they will provide the data you require to produce a complete piece of research. Decisions have to be made about which methods are best for particular purposes and then data collection instruments must be designed to do the job (Bell 2010). Writing clear and simple English and well printed and neat questionnaires are no minor issues in getting good and validated information of the test constructs as applicable in this study. The questionnaire used procedural guides on how to fill the questionnaire, applying a graphic device to control the instruments used, and guide responses as well.

3.3 Population of Study

A sample population size of 146 respondents was considered for this survey. The population identified and sample drawn from the units as listed below in the source that made the sample frame all in Abeokuta South Local Government, Ogun State, Nigeria. Achieng (2012) in the research task of the factors affecting acquisition of skill in Mandala, Siaya County, Kenya sampled 148 respondents with 8 heads and 140 students' male. The random sampling technique was used in selecting trainee centers for an equal chance of being selected with no bias. Stratified sampling was also adopted found in this study good population representativeness of this study, the total population of 146 participants made up of five units sourced from the registered dyer associations list. There was special interest in terms of gender correlations. Each area or zones of the geographical location of this study, Abeokuta South Local Government segregated into five zones of A to E with their corresponding sampling figures and accordingly tabulated below:

UNIT DISTRIBUTION OF DYER IN ABEOKUTA SOUTH LOCAL GOVERNMENT

Zone (Male and Female)	Number of Respondents
A	26
B	30
C	30
D	30
E	30
Total	146

Source: Abeokuta South Local Government Registered Dyer Association Membership Register the year 2021

3.4 Sample Size Determination

The population size sourced from the registered Clothes Dyer Association register was 146 and the representativeness of the population would be tampered with to apply Taroyamane (2016) formula only meant for a large sample as this was relatively moderate population size. The number of dyeing firms covered is almost the same in size and lifespan. Five zones having 25 to 30 respondents and 18-20 years of operations of practice covered, all in Abeokuta, Ogun state making their income from that traditional, *Adire*, *Kampala*, and *Batik* fabrics dyeing.

This was a stratified sampling as expatiated in the sampling technique section. The characteristics attribute in terms of the geographical area, the association, sex, per capita income, and cultural background considered and not underestimating gender criterion amongst the attributes that were considered to be common in this respect, for demographic use.; also included, the business size, a small business with an employee size of between 5-10 workers and a sizeable number of trainees or less, the investible sum of between N100,000 to N 500,000, and having the same product supply as dyed clothes the variants which include, *Adire* (of common indigo as in *Egba*) the *Kampala* and *batiks* of different shades both of the native hand-manual and the modern, synthetic dyeing. Educational attainment was given a prior placement as the criterion of the sample stratification. Within the second section the research instrument the critical variables include knowledge base, high education, facilitated centres and environment, and practice which annexes the trainee, the

trainer, and dyer-retailers and also, the data contains the classification of the fabric type and class of respondents which include the trainee, trainers, and client/retailers.

The populations are categorized into strata. Stratum with (a) *Kampala* female dyers (b) *Adire* female dyers, (c) Aso-Oke female weavers – dyers (d) males *Adire* dyers (e) Male *Kampala* respondents, and (f) Male-dominated dyer groupings. The basis for the wide criteria sampling lies in the efficiency of its sample mean to be closer to the population mean since there are best established various strata to capture the total coverage of the classifiable attributes. For example, we had six strata indicated above within the population and each for the particular geographical zone division of data collection. The source of data was the registered body of the Small Business Dyeing Association, Abeokuta South Local Government, Ogun State, The Association of Practicing Dyers in the state, and other registered members and related associations under different names were documented and data collected. These were the major groups that form the major sources of our data, the respondents.

3.5 Research Sample Frame

The research sample frame was the list of registered Dyer Association Members in Abeokuta South Local Government in Abeokuta, Ogun State. This was made up of the trainers, vocational trainees, and retailer members as well as the clients. The sample frame from these groups of people was divided into districts using the dyer practitioners register. The researcher used the purposeful sample technique for the geographic area decision and then applied stratified sampling for the fieldwork of the real survey. The stratification was into five zones as tabulated above.

3.6 Sampling Technique

The researcher considers the representativeness of the investigation as a signpost to the reliability of the findings adopted stratified sampling. The availability of a complete list of the population of the study was an added advantage as this enhances the high probability of validity, reliability, and precision as the research instrument is well structured, designed, and properly coded. The variable of interest here was education attainment from either the angle of formal or vocational/technical education based on a holistic model, most especially taking into cognisance the pools of graduates who now dominate the scene in the clothes tie-dye business. The incidence which was the frequency by which the higher attainment of education class could be identified was higher and as

such aided the swiftness of stratification. And based on the commonness of the characteristics (education attainment) the degree of homogeneity of the probability of sampling error became low. Although the sample was going to be drawn from the parent population, empirical evidence of the population list being a manageable size of 146 the total population size was drawn to ensure representativeness of the sampling; this done using the entire size collection of the data from the complete list. of the registered dyers' units choosing the tie-dye categories in Abeokuta. Random sampling being cumbersome in this case because the selection of individuals units random method would be time-consuming and logistics demanding.

3.7 Instrument of Data Collection

The questionnaire was the major instrument of the data collection. Surveys of the population of 146 respondents were going to be collected. Interview as an instrument of data gathering was used as well on one to one basis. The questionnaire was such a well-structured one consisting of five (5) point Likert scale coded as Strongly Agree (SA), Agree(A), Neutral/ undecided (N), Disagree(D), and Strongly Disagree in the codes 5, 4, 3, 2, and 1 in that order (Odunfa & Ariba 2013). Agboolaetal (2003) said as well it (Cronbach) is most relevant when measures have close-ended items. It has been earlier discussed that the scale measures are sketched as Strongly agree, 5, Agree, 4, Neutral, 3, Disagree, 2, and Strongly Disagree, 1.

This was to evaluate respondent response or degree of agreement as previously according to the five (5) point Likert scale measure. This structured questionnaire was well sectioned into three parts with Part A containing Demographic data, B part will be Survey section for the social constructs, and Part C for qualitative (descriptive data) section for KII (Key Informant Interview). Cronbach's alpha will be used for the statistical reliability of the research instrument. The participants classified trainers, vocation apprentices/learners, and retailers/clients.

The demographic data of each respondent as to their age, geographical location, religion, sex, and economic classes were analyzed. The feelings in form of the behavioural social constructs are coded in the questionnaire after the demographic data. Pointlikert scale ranging of the level of feelings are used and coded as follows: Strongly agreed (5) Agreed (4) Neutral (3) Disagree (2) Strongly (1) Strongly disagree (1) All the questions were positively worded such as "Dyeing is adding colour" and the response would be one of Strongly agreed (5) Agreed (4) Neutral (3) Disagree (4) Strongly disagree (1) Seven such liker scale questions were used to ensure holistic

response relating to a particular research concept to raise our r^2 making it reliable statistics. This was a function of validation of the questionnaire.

3.8 Validity of Research Instrument

The survey was based on five scale liker question to test the level of convergence or deviating of the respondents on the important variables *training* or *apprenticeship* and *formal education as universe predictor variables*. Question on the assessment of the school curriculum, the number and qualities of the technicians also reflected to test measure constructs relating to formal education; Also, levels of the quality of education and its effect on performance measurement of the dyeing firms. The level of formal education and such related variables with conducive atmosphere and such social and psychological factors including the social intelligence, emotional intelligence were much tested and not keeping *how functional the level of education* was reflected, most especially as related to soft skills like marketing and bookkeeping and hand-sill specific variables.

Educational attainment levels in terms of formal and vocational training (apprenticeship) influenced financial and non-financial performance (output in terms of quality and quantity of products included). Essentially rigorous efforts were made to get as much as 100% of the responses, through the questionnaires returned. The number of non-responders to the questionnaire was very important to the validity of the findings of such a study. If non-responders were many valid observations could still be made, however, findings might be very different from the one obtainable in that population. (Odunfa& Ariba 2013) The process of refining the scale as being done was what was known as validity or validation of the scale according to Agboola, Egunjobi, Olatubara, Yusuf and Alabi (2003). The type of measure in this context is content validity. The universe item such as the formal *education, training, or vocational training* specific, the universe variable as perceived predictors of *performance* in terms of *growth* and *profitability* of were all consistent with their internal measurement as earlier expatiated above to ensure the validity of the survey.

3.9 Reliability of Research Instrument

Reliability is the test of the consistency of the research instrument, that is in the case of questionnaires how close or deviating the variable error is to one (1). Variable error is the errors

that vary each time a question is measured by the same instrument (Agboola et al 2013). When we asked questions on a five (5) points Likert scale (with seven verifying probes) on the same issue asked in different ways e.g. on formal education in this social construct. The response like the quality of the trainer/teacher was tested to know the peoples' feel on the level of degree of homogeneity. My teacher is brilliant, he explains things clearly, and he is at ease when teaching us mathematics and he explains concepts in sequence are varied constructs on the teachers' competency, a universe variable. These tell us the level of teacher's competency opinion test. Agboola et al (2003) asserts the reliability measure varies on a scale of 0-1.

Reliability of 1 indicated there was no error at all in the measurement and the test would be perfectly reliable, however, on the other hand, having the value of 0 means the measurement involved nothing but error. In this research, Cronbach's alpha (1951) of internal consistency of reliability which does not split the test items into halves and scoring each separately for the measure of reliability was adopted. Thus, a process of using a degree of homogeneity of the test items within each half variable. The questions were always worded positively to test the level of acceptability (degree level of agreement or otherwise of the test statements as illustrated on the finding of the teachers above). These were mostly scaled tests. We measured on "agree" ratings.

Three items questions were used for training benefits; development, on-time training, organizational policies, and on and off the job training making 15 items questionnaire with Cronbach's alpha of above 70%. This study used a 5 scale Likert test to measure responses based on decision rules which were then measured based on decision rules of significant relationship for all Cronbach's alpha equal or above 3.0 and corresponding Cronbach's alpha coefficient. All had a strong correlation. This translated into the fact that training in addition to other human resources variables (e.g. social intelligence) had a significant effect on performance. Agboola et al (2003) said it (Cronbach) is most relevant when measures have close-ended items. It has been earlier discussed that the scale measures are sketched as Strongly agree, 5, Agree, 4, Neutral, 3, Disagree, 2, and Strongly Disagree, 1.

This was a dichotomous scoring. It was not a one-answer question but a scale measure response. The formula for reliability is defined as:

$$R_{xx} = \frac{K(S^2_x - \sum S^2_c)}{k-1}$$

Where k = number of items on the test $\sum S^2_x$ – the sum of the variance of the items scores.
 S^2_x = variance of the test scores (of all items)

3.10 Method of data Analysis

The study made use of primary data. Contacts were made with the respondents' feelings gathered in form responses using seven 5 points Likert scale. The data analysis was majorly quantitative, blend with qualitative mode as confirmatory approach. The purpose was to confirm the empiricism of the stated hypothesis and in this case the education attainment (as the predictor) impact on the response variable having a predictive criterion the performance of marginal revenue, participatory decision, dye shades, and soft-skills, the response variables.

Hypothesis testing as a statistical technique had the forecasting, predictive technique using the null and alternative hypothesis. This considered the variables of verification at a state of nature which stands for the control instead of the natural science control experiment. Questions are administered to test the true position of the perception of the matter based on pooling together the objectivities of the opinion polls.

H_0 – Higher education attainment has no significant effect on marginal returns in the dyeing industry

H_1 – Higher education attainment has significant effects marginal returns

H_0 : = 0.5 this is the state of nature and common guess yet to be verified.

$H_1 > 0.5$ Higher education would be valid to be confirmed a significant effect on financial performance (i.e. the level of MR). The interest here was in the predictive power of the universe variable, *Higher Education*, influencing marginal returns in this perspective, *the performance* a reflection of productivity prospect, the main objective of the firm. Therefore, a one-tailed test was used. If we were talking about "no difference", then we have a non-directional hypothesis (i.e. two-tailed). If we had aimed at concluding that one item is "better" or "less" than the other then we have a directional hypothesis (i.e. one-tailed) (Adewoye, 2004).

It must be added that the above statistical theory would be applicable in descriptive statistics but takes different dimensions in inferential statistics as applicable to this study on variables

association or strength of relationships, applying the management technology analyst's tool, the SPSS package.

3.11 Ethical Consideration

Confidentiality on some sensitive issues was considered when such information might not be in a political dimension. The ethical responsibility of this work is worth measuring. An example of such feasible legal consideration was the special recognition of the elderly ones in the communities. This research considered such an unruly behaviour overwhelming to confidentiality ethics and needing report. Other behavioural patterns that call for attention like dereliction of duty discussed with the researcher's supervisor and senior colleague for corrective measures. This called for whistle-blowing. Reports relating to some special findings in the course of the survey were captured in the report also in terms of some discoveries or strange field survey findings. The requirement to report overridden any confidentiality (Robson, 2013).

However, one man's poison was another man's meat. Peoples' culture overrides one's ethics. An example was a community in which you don't prepare yam-flower food i.e. Amala for sale. In a typical Yoruba community like Egba land, it is an aberration to greet the elderly standing; at least you bowed before the elderly as a sign of honour. Strategic parlance here, *behave like Romans when in Rome*. Such cultural believes in line with norms and customs of the people and their heritage contents and context abided by to achieve the objectives of collecting the needed data for analysis and field major opinion polls recommendation as expected to establish the research integrity. Part of the ethics of the researcher was to ensure completion of the questionnaire and so repeated calls were unavoidable totally. Diplomacy in eliciting information on sensitive issues was also considered essential for achieving results.

3.12 Model specification

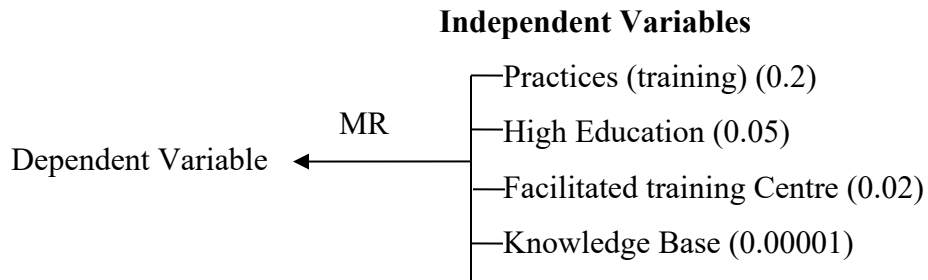
$$X = f(Y)$$

Where Y represents independent construct

And X represents dependent construct

$$Y = \text{DYE SKILL ACQUISITION}$$

$X = \text{PERFORMANCE MSMEs}$
 $Y = f(x + y_1 + y_2 \dots y_n) + a_1 + a_2 \dots q$
 $X = f(x + x_1 + x_2 \dots x_n) + b_1 + b_2 \dots n$
 Y - Independent Variable,
 X =Dependent variable



The model specification uses dye skill impartation, Y , and its constituent variable (y_1, y_2, y_3, \dots) namely vocation practice, higher education. Facilitated centre and knowledge base as established in this study to explain (explanatory variables), the dependent, (the response variable) Y (MR), the performance variable which is the marginal revenue as analyzed in the data analysis section. The model specification being; $X_1 = f(Y)$ where $Y (y_1, y_2, y_3, y_4)$, X_1 is MR the Marginal Revenue. Although X_2 is reflected in this operational model it only mirrors X_1 to interpolate the non-economic or non-financial possible measures (e.g. market) of the model.

CHAPTER FOUR

DATA ANALYSIS AND DISCUSSION OF FINDINGS

4.0 Preamble

This chapter of the study presents an analysis. A total of one hundred and forty-six (146) copies of the questionnaire were administered to the respondents, all copies of the questionnaire were distributed to be filled and returned. A combined quantitative and descriptive methods were used for the data analysis.

4.1 Demographic Characteristics of the Respondents

The demographic characteristics of the respondents in terms of sex shows male was 84 (57.5%) and female 62 (42.5%). The age range of 21 to 50 is the most active and more attention paid to them. Between 21-30, the total figure was 71 (48.6%), 31-40 years of age, 33 representing 22.6% and 41-50 are 28(19.2%) in number. 54.8% meaning 80 are married. With 52 single (35.6%). 62 (42.5%) are graduates and postgraduates put together, that is people with high education and 40 collegians of the total sampled population of 146 and this figure 65.8%, 96 has formal education which informs on the level of feasible interaction and social relations amongst members. Interestingly, of the 146, 142 are Nigerian and mostly of Yoruba origin which was 136 (93.2%). Members with 11-20 years of experience are 45 (30.8%) of the registered dyers association. However, 17 members translating to 11.6% made above N100,000 monthly income. 6.8%, that is 10 of the practitioners make around just N100,000 and put together 18.4% earned an average income of the present living standard now within the family households economy. On skill acquisition through a trainer, the responses go thus.

4.2 Questionnaire Response Rate

One hundred and forty-six (146) questionnaires were distributed to the selected respondents and tested based on a purely social construct, opinion tests on their perceptions using the questionnaire as the test instrument. Members comprised of selected registered Dye and Tie association listed groups in Abeokuta South Local Government, Itoko, Ogun State. All questionnaires administered

were filled and returned, with a hundred percent (100%) of the total valid response rate. However, there are no missing data and no ineligible copies

The main objective of this study is to examine the impact of skill acquisition on the performance of dye firms or production. Skill acquisition involves passing information by the trainer crucial but a general opinion poll response indicated in the degree of response, 545 (85.3%). There is 58(9.1%) response frequency agreed in line with this opinion. Strongly disagree 0.5% and 1.7% disagreement, the mean 4.8 and standard deviation 0.73. The mean indicated majorly agreement, and the level of dispersion from the mean is between 3.07 and fall below the mean, and 5.53 fall above the mean. This further emphasized agreement.

That skill is acquired through a trainer construct indicated 182(28.5) agreed strongly agreed 408(63.8%), a total of 92.3% for opinions frequency. No one strongly disagreed but there occurred a 6.9% put together. of disagreement and neutral put together. The mean for this is 4.5 and the standard deviation is 0.75. The distribution around the mean being 3.95 and 5.25 below and above respectively around the mean. On the importance of attention, the survey also indicated agreement. 22 responses disagreed and only two opposed strongly making 6.4% altogether. General acceptance of this opinion occurred with 135(21.1%) agreeing and 445(69.6%) genuinely agreed. The mean 4.5 with a corresponding upper category up and 43.1 agreed characterized (on the school graduates) making a total of 89.9 percent of those that generally agreed. Higher education, University education, and colleges facilitative s employability of the unemployed graduates most especially those within this cultural background.

On the issue of motivations combining enthusiasm and morale, enthusiasm is 88.5% of positive response against the rest. *Morale and enthusiasm* just as *attention* are powerful psychological weights as they revoke *women attrition* being able to acclimatize against any discouragement and impediments against sound knowledge acquisition and practice. The issue is how to enrich the learners' morale for effectiveness. This includes grants, cash disbursement, and incentives in terms of training and skill acquisition and allowances, cash payment to boost the people's positive disposition in such cases of TVET (Technical Vocational Education Training) centre workshops and management and implementations

Such research instruments on the colour shades, chemical hot bath technologies, and including seemingly trivial, *curriculum coverage* are all well accorded positive considerations and responses of far above the average of 80 percent (65 - 86%) rating. This presupposes the grip of business skill and training kit as a critical variable of the acquired skill and knowledge in the annals of *performing*. Performance management was assessed to have a share percentage of agreed and strongly agreed (128 and 423 frequency) of 21.6% and 66.2% in that order leaving a negligible % of 12.2 to the remaining percentage of response. just as attention timed training is the most ubiquitous of all the typologies of pieces of training and the response of its impact, duration is confirmed in its general agreement of 34.9% plus 54.5% yielding 89.4%(almost 90%) high scoring.

. For *training centre facilitates practice the overwhelming response was Agreed;33.2%, strongly Agreed:53.7 %totaling 86.9%. Categorically*, it reveals the unarguable placement of practical in any scientific and intellectual discourse as well as technical educations. Notwithstanding our focus, a little digression to the usefulness of IT(Management Information System) as an intervention variable is now a must for any technological business either in a profit or not for profit organization. This is a soft skill area like book-keeping, marketing, advertising, and even public relations in business promotion, research, and development. The relevancy in the present work is a soft skill being embedded in the vocational pieces of training. A gathering of 7.8% negates this position with the comparative 85.9 affirming in reconciliation to this opinion poll; and for this sample space, the probability of for example the sample point and an event is 541 in frequency, 84 present agreements, against 6%. This is 14%-10% (neutral position) of this test case. The importance of practices was emphatic with this generous response rate. The parlance practice surpasses precept would be rather appropriate in line with Smith (2012) as earlier cited that wealth is not properly measured in gold and silver but rather in "useful commodities and skill of the producers"

Accordingly, the above is a battery test on such points including tutor's qualifications 460(72%) strongly admitted added in line to those with *an agreed* head knocking, 108(16.9%). This an improved level of human resources inputs in this sector. Course syllabus coverage bears out as well that it is being well observed. This is featured by 415 frequencies in response (64.9%) strongly agreed, 132 (20.7%) neutral 4.1%, and addition of the total disposition in agreement response

frequency 4.2%. this is excellent. Earlier some statistical analysis did indicate light already shed on the intrinsic and extrinsic import of training centre and practice.

There was only a slight variation in these respondents' view of the environment being conducive to learning.; The mean, 4.4 and standard deviation, 0.86 remarked its popularity and acceptability of the purist contrary to the cynic's judgment. For participatory decision making, the frequency is (68.7%) *agreement* 425 (66.5%) and 14 (2.2%) strongly disagreeing, with 48 (7.5%) disagreeing and for 152 (23.8%) neutral meaning a positive *non-financial*, indicators of growth entrepreneur time supported with *conducive surrounding* and its serenity to learning without hindrance indicated by strong agreement of close to 380 379 and 0.593 measure of weighing 59.3%. The response frequency means at 4.4, 4.3 respectively send positive signals. Undoubtedly all the aforementioned could not be anything other than resulting in and born out of practicality as adjudged by the appropriate instrument of the tutors being *practical*.

The financial performance is taken last but not least although. The 58.2% agreement strongly agreed of the marginal return further out weight that of the cash flow. This is 154 frequencies, 24.1%, and 372 (48.2) making a total of "agreed" 72.3%. Grading the working capital contributory role in the business recurrent budgetary share opinions was 4.4 mean and 0.9 standard deviation, which means it fell 5.3 above the mean, and 3.5 below the mean. In other words, it was greater or equal to 3.5 and less or equal to 5.3. This tends up increasingly to an *agreed remark*. Record of solvency fond to be rare also geared towards encouraging financial performance with 26.1 agreed and 59.1 strongly agreed; this is 84.2% of the response frequency. A total of 4.7% disagreed. 4.2 mean approves of the majority agreement in a positive direction to this social construct variable. And *ceteris paribus*, all equal, capital gain is likely ensured for the venture capitalist taking a probable a relatively fair risk.

A strongly agreed remark of 54% is enough to inspire this. The crux of the matter, *money*. Profit prospect is the ultimate vision of the entrepreneurial or a transformational leadership: That accounting profit is a hallmark of any enterprise of which dying, not an exemption received a warmly answer going by the 394 frequency, 61.7% taking a very strong decision and a good relatively position *agreed*, 155 (24.3%), neutral 49 (7.7%). strongly disagreed 33, 5.2%. and just 5% disagreed. The mean was 4.3, and the standard deviation 1.16. No perambulation that

accounting and economic profit representative of revenue maximization and cost controls ensures business survival and sustainability – the zenith of all business performance indicators and outcomes

4.3 Interscorer Reliability Test

The use of inter-scorer reliability tested whether there was an internal consistency of the test instrument. The hanging together of the experiment instrument was going to indicate asking relevant questions relating to the research topic. A Cronbach's Alpha being 0.953. It was also found to be 0.953. This output indicated that our test instrument had internal consistency, reliability, indicating that Croach's alpha was appropriate for the test.

Table 4.1 Reliability Statistics

Cronbach's Alpha	Cronbach's alpha based on standardized items	no of items
.953	.953	35

Table 4.1.1 Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
*ATTENTION IS NEEDED TO ACQUIRE SOUND KNOWLEDGE	151.12	323.226	.639	.	.951
*HIGH EDUCATION GREASE PRODUCTIVITY	151.35	319.204	.578	.	.952
*DYEING CENTRES, WELL EQUIPPED, FACILITATE PRACTICE	151.29	324.130	.576	.	.952
*OUR TRAINING CENTRE IS WELL FACILITATED	151.24	325.192	.530	.	.952
*MARGINAL RETURNS IS ALWAYS AT AN INCREASING RATE	151.37	318.640	.624	.	.951
SKILL IS ACQUIRED THROUGH A TRAINER	151.14	328.865	.479		.952

SOURCE: SPSS (Version 24)

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The mathematical logic for this analysis is that the maximum mark for each of the questions is 5 x 146 = 730. When we calculate the response 20% down or 30% down 0.8 or 0.7 indicate a good aggregate response for each question. 20% down the aggregate response of 730 be $730 - 20\% \times 730 = (730 - 146)$ this means a good response for each of these questions we give an interval of between 584 - 730. Down the other side of the test anybody getting between an average mark of 3 x, $146 = 584$ i.e. 20th percentile before the aggregate response of 584 is said to be an odd rating i.e. 438 - 584. A poor rating (score) will be any measure below 438. The statistical reasoning behind this being $438/730 = 0.6$ down below the Cronbach's alpha of between 0.7 - 0.9 according to the chosen school of thought. In the present experiment, it means that we had an average positive response of 693.5 which we derive from 0.95×730 approximately 694 of 730. Further Cronbach alpha deleted should not be greater than Cronbach Alpha value itself. This would compel us to drop some items under Cronbach's alpha then item deleted; The data above indicates that this is fulfilled and so we are not dropping any of the questions.

Given that Cronbach Alpha is 0.953, it will be more authenticated to confirm if the total item correlation is greater than the figure 3, the skill acquisition involving passing information is (0.489), a skill acquired through a trainer (0.479), Women attrition happens for lack of moral (0.624). Accounting profit is a hallmark of a dye firm (0.614) are all greater than 3 which earns no item be dropped. They are all consistent internally to be tested for the efficient output use as processed data, reliable information for making informed decisions.

Our overall Cronbach Alpha of 0.953 is greater than (not less than) than or equally Cronbach Alpha if item deleted 0.952, .952, .951 of the items 1, 2, and 3 respectively down to the last item namely '*accounting profit is a hallmark of a dye industry*' revealed the reliability of our instrument, not to drop any of the questions from the test battery.

The scholastic position of reliability concept could however be faulted when we consider stochastic or random variables that can influence reliability concept such as the questions pool (e.g. the number of questions), respondents and researcher's subjectivities, individual trustworthiness of correct responses, the number of items in the battery, the inter-correlation of our itemized questions. The misinformation or misinterpretation in cases where interpreters are involved, all can influence the research constructs. These may either make mar the business according to the respondent information environment, the level status e.g Educational attainment. The marginal effects of each participant will influence the aggregative results which in an ideal world is expected to be objective.

An additional gracious point in this exposition is that all our Cobach's Alpha were positive which affirmed Cronbach's Alpha assumptions attributes, making it an appropriate test option of inter-scorer reliability test. Anything contrary to this position halts both the purist and cynics against how reliable the reliability test of Cobach's Alpha is; we should fall on the other options such as Grattmans and others. It should be mentioned too that its application is limited to the test battery internal consistency and no more.

4.5 The Multiple Regression Analysis

Table 4.5.1 Main result of the SPSS stepwise multiple regression

Step		N	R ² Change	F Change	Df(1)	df(2)	Sign of Change
1	practice	636	0.21	164.8	1	634	0.001
2	High education	636	0.05	36.13	1	633	0.001
3	Facilitated training Center	636	0.02	12.9	1	632	0.001

SOURCE: SPSS PACKAGE (Version 24)

$$F = R^2 \text{ change} / \text{Number of predictors} / (1 - R^2) / (N - \text{number of predictors} - 1)$$

In the regression, analysis N represents the number of cases. The number of cases in this experiment is 636 i.e N=636

The proportion of significance of practice is explained by the formulae above. The difference between this F change and SPSS (Statistical Package for Social Science) F change is caused by the number of decimal places used by the SPSS package for rounding up the figure higher than the calculated F change.

$$F_p = 0.206 / (1 - 0.26) / (636 - 1 - 1) = 164.8$$

Note that F_p represents $F(\text{practice}) = 0.206 / (0.794) / 634 = 0.206 / 0.00125 = 164.8$

The F ratio has two degrees of freedom 1 for the half of numerator formula (That is number of predictors which is just 1 for the first entered predictor in this case) the degree of freedom is always 1 for the numerator in multiple regression analysis

The two degrees of freedom for practicing as predictors are 1 and 634 F ratio is significant at less than 0.01

$$F_{HE} = 0.54 / (1 - 0.054) / (636 - 2 - 1) = 0.05 / (1 - 0.054) / 633 = 0.054 / 0.946 / 33 = 0.054 / 0.00149 = 0.00149$$

The F_{HE} means Fratio for higher education to indicate the proportion of significance of the predictor – the second entered predictor given a stepwise two predictor

Note that the subscript in F_{HE} means higher education just as F_c subscript c i.e. F_c mean facilitated centre as worked out below

F_c will be the third entered predictor which means the model has three predictors in with the multiple regression model (equation) stated above

$$0.021 / (1 - 0.02) / (636 - 3 - 1)$$

$$0.02 / 0.98 / 632 = 0.002 / 0.0016 = 0.02 / 0.0015 = 12.9$$

The above report is at the two degrees of freedom of 1 and 632 at F ratio less than 0.001

The strength or proportion of significance called F ratio for the examined predictors in this experiment are given as 164.8,;36.1, and 12.9.

Table 4.5.2: SPSS OUTPUT VALUE AND CALCULATED VALUE

SPSS OUTPUT VALUE/TABLE VALUE	CALCULATED VALUE
164.7	164.8
46.4	36.1
16.3	12.9

SOURCE: SPSS PACKAGE (Version 24) and MULTIPLE REGRESSION FORMULAE

The difference in the SPSS and calculated value with SPSS higher value is then the calculated value is due to the rounding up the decimal place use whereas SPSS use more decimal places. The essence of studying these variables as predictors of the marginal return in the dyeing industry is reflected in the analysis of their strong relationship the predictors namely practice higher education, facilitated center for training are tested to be significant all significant at less than 0.001 but with different F ratio which indicated their level or proportion of significance as analyzed above using the calculated and SPSS output which would correlate the value of the result.

The higher the ratio the more likely is the significance of this ratio. The word likely comes in taking into consideration other random variables that may affect each predictor not taken into consideration other random variables that may affect each predictor not taken into consideration or highly packed within such variable, To sum up for this test using the stepwise model of multiple regression to see how marginal returns the dependent variable respond to the predictors' influence, a case of managerial economist. Paul and Phillip (2009) explained the key to understanding the pattern of change in QAP and MP (the level of average productivity and marginal production) is the phenomenon known as the law of diminishing returns. The law states as an additional unit of a variable input are combined with a fixed input at some point the additional output(i.e marginal product) start diminishing Therefore in the case of dye tie-dye products we assume the workshop building and land on which the land it is built on as fixed which the variable input would be the variable verified namely the knowledge base, high education practical training as intangible human

resource development variables which the tangible items like items are also varied with the increase in productivity up to an optimal level when it is controlled

Correlational statistic (R^2 change) and abstract in dyeing the strength of practice given as 0.2 and that of the high education 0.25 with that of the facility as 0.02 does not mean practice and training in ratio to education is 4:1 it only indicate. It is subjective some may even feel at a chance judgemental level that relationship should be greater, meaning practice can be as high as 0.80 to education say 0.01 however this figure is abstract to indicate a direction of measure or relationship only and it is always numerical without carrying the unit of the variable under consideration

Practice as a predictive variable was entered first which explained 21 percent of the variance in the margin revenue ($f_1, 634=175, p<0.001$)

Higher education was entered second and it indicated a 5 percent of the strength of influence on the productivity-related(marginal revenue) variable ($F_1, 633=33, p<0.001$) and the third independent variable over the criterion variable reveal a 2mpercent explanation of the variance Thus the marginal revenue of 2 percent with ($F_1, 634=13, P<0.001$)holds for the 2 percent explained by the facilitated training vocational center.

Although the knowledge base investigated in the test it was significant but might have served as a suppressing variable against the functional variables(of predictors) relationship to give a better predictive power of the explanatory variables as analyse have above.

In essence, marginal returns are the reflecting economic performance as it is more of production dependent response variable in high prospect terms as explained by associated practice and exposures in trends in dyeing, higher education attainment and its effective utility in terms of knowledge upgrading as against knowledge base only and well facilitated vocational centres and workshop or factories which are well equipped with the modern tool, equipment, and machines.

Model Summary

Table 4.5.3: SPPSS OUTPUT

Model	R	R square	Adjusted R Square	Std Error Of Estimate	R Square Change	f change	change statistics df ₁	df ₂	sig f change
1	0.454 ^a	0.206	0.205	0.852	0.206	164.683	1	0.634	000
2	0.510 ^b	0.260	0.276	0.813	0.019	16.343	1	0.633	000
3	0.528 ^c	0.279	0.276	0.813	0.019	16.343	1	0.632	000

SOURCE: SPSS PACKAGE (Version 24)

- a. Predictors (constant), DYEING CENTRES, WELL EQUIPPED, FACILITATE PRACTICE
Predictors (constant), DYEING CENTRES, WELL EQUIPPED, FACILITATE PRACTICE, HIGH EDUCATION GREASE PRODUCTIVITY.
- b. Predictors (constant), DYEING CENTRES, WELL EQUIPPED, FACILITATE PRACTICE, HIGH EDUCATION GREASE PRODUCTIVITY, OUR TRAINING

Table 4.5.4: COEFFICIENT VALUE

mode	Constant	Unstand ardized B	Coefficien ts std Error	Standardi zed coefficien ts Beta	t	sig	Zero Order	Correl ations partial	part
1	Constant	1.874	0.195		9.621	000			
	Dyeing centres are well equipped, facilitate practice	0.558	0.043	0.454	12.833	000	0.454	0.454	0.454
2	Constant	1.263	0.208		6.058	000	0.454	0.400	0.376
	Dyeing centres are well equipped, facilitate practice	0.479	0.044	0.390	10.989	000	0.454	0.400	0.375
	High education grease productivity	0.222	0.033	0.242	6.814	000	0.345	0.261	0.233
3	Constant	0.854	0.229		3.723	000			
	Dyeing centres Wellequiped, facilite practice	0.401	0.047	0.327	8.519	000	0.454	0.321	0.288
	High education grease productivity	0.202	0.033	0.220	6.196	000	0.345	0.239	0.209
	Our training centre is well facilitated	0.187	0.046	0.154	4.043	000	0.355	0.159	0.137

SOURCE: SPSS PACKAGE (Version 24)

The R square correlation adjusted is the sum of the R square change up to and including that step what this simply means is the conclusion sum of the previous R change to the square change in case there is the feasibility of overestimation of R square change the more chase and the more predictors of these are in correlation than the given population a formula to minimize this difference is given bellow

The formula for the multiple regression model follows:

$$\text{Adjusted } R^2 = R^2 - (1 - R^2) \times \text{number of predictors} / N - \text{number of predictors} - 1$$

The part and partial correlation for practice higher education and facilitate center are for the first step (step1) the adjusted correlation aimed at minimizing this gap will be

$$0.0206 - (1 - 0.206) \times 1 / 636 - 1 - 1, N = 636, \text{ number of predictor} = 1$$

$$0.206 - 0.794 \times 1 / 634 = 0.206 - 0.794 / 634 = 0.206 - 0.00125 = 0.204$$

For the second predictor

The adjusted, the second R square change up to the second and including the second step
 $260(0.206 + 0.054)$

So the adjusted correlation would be

$$0.260 - (1 - 0.260) \times 2 / 636 - 2 - 1 = .740 \times 2 / 633 = 0.260 - 1.48 / 633 = 0.260 - 0.002338 = 0.257$$

And third adjusted correlation = 0.257 calculated given as

$$0.279 - (1 - 0.279) \times 3 / 636 - 3 - 1$$

$$0.279 - (0.721) \times 3 / 632 = 0.279 - 0.0034224$$

$$= 0.275$$

These are controlling figures parts and partial controlling for a less biased estimate against the squared correlation

The adjusted R²

1st R² has no preceding value=0

Adjusted=0+ 0.0206=0.205

This is not different from the original initial R²=0.204 for the variable first enter, practicing in the run analysis

The next variable is higher education

Higher education adjusted part and partial correlation, R² adjusted will be given as follows

The adjusted R²= 0.206+0.054=0.260

; the R² adjusted calculated as follow

R² adjusted $0.260 - (1-0.258) * 20/(636-2-1)$

= $0.260 - (0.74) * 2/633 = 1.48 - 633$

$0.260 - 0.00233807$

$0.260 - 0.00234 \text{ apr} = 0.0023$

$0.260 - 0.0023 = 0.258$

Facilitated center adjusted R² figure worked out below $0.206 + 0.054 + 0.019 = 0.279$

R² adjusted

$0.279 - (1-0.279) * 3/(636-3-1)$

= $0.279 - (0.7210) * 3/(632$

$0.279 - 2.163/632$

$0.279 - 0.003422$

$$0.2755=0.275$$

Comparing these figures, thus 0.3260 adjusted to 0.258 On the analysis whereas 0.279 R^2 square adjusted to 0.275 these are unbiased estimates against the square multipole correlation of the population as a result of the cases and number of predictors

$$R^2=R^2-(1-R^2) \times \text{number of predictors} / N - \text{number of predictors}-1 \text{ as stated earlier.}$$

Going through the stepwise multiple regression results in the table the higher education controlling for practice for the second step partial correlation for the second step is 0.233 giving a better estimate as related to the marginal revenue, the criterion. Training centre controlling between both practice and higher education previous output for the partial and part correlations are 0.159 and 0.137 respectively which control immediate earlier estimate of practice from 0.400 to 0.321 in the partial correlation and 0.261 to 0.239 partial correlations. The same holds for the part correlation and in that order.

From the table above our part and partial correlation is stated the part correlation is just the strength of relationship or variance of that variable with another dependent variable and independent variable after controlling for one variable while the partial correlation only the relationship of the control variable is verified on the independent variable.

4.6 KEY INFORMANT INTERVIEW (KII)

Key informant interview was adopted as a qualitative approach to complement the quantitative survey method. The essence was to have an empirical and additional report on some novel findings as could be inferred from the body language, emphasis, nods, and agreement or the metaphors as well as symbols and coded signs in communications.

First of the principal informants stated,

Modernization enhance with former education. One should be intelligent naturally. Education is a secondary but not a necessary condition for a practicing dyer. Finance (money) is a problem as the dye and fabrics inputs may suddenly go up. Some are very brilliant dyers but may be short of funds Some chemicals are dangerous and harmful to the body so curative drugs and medication to suppress them are required. The natural dyes are no more in vogue. The new chemical products are more resistant to washing off. The new chemical dye has no negative effects. The natural dye though is still being demanded the nostalgic reason. Elu, jelu - Elu is grounded with jelu with

additional use of soda to prepare the natural dye. Workshop, water, space to dry the clothes, and other equipment vital to dye works. Water is very important for activities.

(ii) the Second subject had this to say

Education is a useful tool in this job dyeing. Experience counts much in this occupation. Education is a necessary but secondary requirements creativity imagination more need than anything. Lack of materials like good fabrics, soda, and natural dye leaves like Elu, (Elu leaf) and related items has discouraged the availability of natural (heritage-homemade) dye liquors. There's channelization of the use up dye liquor solution that can affect the environment. The government also provide the centre vocational centre for the practitioners and this is good

The modern chemical is more economical but the local dye is always in one colour. We have multiple colours from the chemical dyes. We have domestic traditional dies and they make money there. Money is very important and the backbone of this occupation. -dying business generally.

(iii) The third subject submitted

Improving education is very contributory to performance. Education is important. These days most people are not educated. Skill acquisition in preparation of dye, in dyeing itself people of different races has been coming to learn people of heritage however known it. Education is contributory but one can still be a good dyer without formal education.

(iv) The fourth key informant, an elderly Egba (A elderly Yoruba woman in her 80s) contributed as follows:

: Creativity and the brain are the most needed. Enthusiasm is very important; willpower and interest are more important than anything. Environmental sanitation is the solution to any environmental hazard. Cleanliness and fumigation is a solution. Chemical dye and natural dye are both effective. Heritage is a factor that affects success in this job. Carpenters are also members of this dying business as they build wood designs for the unique pattern intended in the jobs. In those days they used the needle to do the pattern. the old patterns are not washed it took up to three months to complete it. It used to take a lot of time. It is very costly also. we have natural dyes and also surely make money there. Skill acquisition is the word in of this vocation "Kiko Ni mimo" She reiterated meaning Practice makes perfect. Advice?the most important advice for any intending training is for them to go and acquire sound knowledge for the business skill acquisition.

(v) *Our next respondent in this face-to-face interview was a young man who responded:*

Education has to do with this job as they learn fast they can even pattern one's image on fabric. Intelligence quotient and creativity are required. Education is not compulsory but it adds to one's better concentration as he responded to the interview he illustrated even by printing a new design using bathing net rubber sponge (himself, a graduate) to make a fascinating pattern on the material in the process. He affirms rain is a constraint as sun or sunny day's aid dye clothes to come out right and good. Monitoring of the community by the assigned people to see to the cleanliness and environmental (health) sanitation is a way out in avoiding the hazardous effects of the environmental pollution. In those days we have Alale, bangbe, Suku, pof-pof. The chemical dyes are more useful and are more engaged than the olden days' dyes. It is more prospective and faster to use. Dyers as in those days are rare as only chemical dyes are used now. People shod have courage and creativity (entrepreneurial to make new designs and patterns.

(vi) *Last and not least this subject corroborated,*

Education is very important in the business of dye. Money is the backbone of the business Formal education is necessary but not a big constraint to die business. Promotions and general morale enhanced in terms of government support is and also an effective measure. Provision of space and training centre, environmental sanitation and general cleaning measure is important. Chemical dyes are now more applicable and the prospects are more economical than natural dyes. Iji-lafin family in Agbo market used to do natural dyes in 1967 using a combination of Elu, jelu (the household common blue simple dyeing powder), and soda but now in extinction. The price of dyes and other related items should be affordable so that production costs can be controllable. Government should fashion out accessory policy measures to support this vocation

4.7 Discussion of the Research Findings

The research findings based on the four variables indicated that attention should be given to technical education built on practicals on the marginal returns in the cloth dye industry. The practice has 0.2 which is 20%. This was the highest of all the four variables coefficients. Skill acquisition should be intensively focused mainly from the practice, hands-on concept context view. Practice and practice always to become proficient in every single critical stage breaking the complex dyeing processes into chains of simple tasks. It, therefore, follows that no amount will be

too much to be invested in technical vocational education and equally on the competent trainers as considerable training policy plans and cost in the medium and fiscal year fund allocation to awaken the clothes dye industry.

Higher education followed by implication follows closely the above factor. Intellectual capacity is a *sine qua non* enhances easy comprehension of the subject matters in the training workshops which means it was a harbinger of prospects with a significant effect on *Adire/ Kampala and batik* products yielding an increased return. Modern literacy goes beyond ink paper *fine* writings of the past these days. Soft skill computer literacy demands a minimum standard of education. Erudite scholars have gone back to classes to acquire the skills needed to apply computer knowledge in carrying out their daily routines. The 0.05 level of significance has been the measure of the level of its weight among other variables. A study concluded on the low level of education amongst the Egba dyers based on the attitude towards environmental health as reflected in his investigation. Empowering people through higher education ensures a level of personal development and improved organizational productivity. This is a derived demand engendering human capital development and facilitating access to novel ideas to aid the bearer to full capacity utilization on a personal basis as well as on the societal role in all endeavours but with an emphasis in the dye industry in this context given its requested levels of declarative and procedural knowledge contents.

Facilities at the training centre serve the fixed cost stead. Training without equipment and tool or the centres without adequate facilities would be meaningless. This regressed along with other three other variables of knowledge base and including the two others namely the hands-on specific training for practical and intellectual effect via higher education was found significant to 0.02. The import of this should not be underestimated. The essence of this factor exposition is so important that the trainer same as the teacher without the teaching aids cannot achieve much since he lacks an instrument of operation. Dye liquors, bowls, drawers, pails, hand gloves, dye paddles, dye machines of different sizes. water facilities and sanitary equipment are a few of the items in combination with a proportion of the human resource that must be afforded to make good sense for the production generally. A conducive environment free of all forms of pollution as important to health and safety is part of the necessary facilities that ought to be in place in an ambitious dyeing firm. Environmental sanitation and corporate social responsibility (CSR) practice for

example are assumed intangible, industrial relation policy factor, an image booster for the company going by the implication of these results.

Although the knowledge base experimented it does not appear significant on the marginal returns. In the course of this study, it might however have served as a control variable to make the test more accurate and empirical. On the other hand, the knowledge might be seen as an autonomous variable within the concept of higher education just as an autonomous variable in the economics demand curve of the consumer behaviour the bearest that is latent within the variables of the regressions or in ordinary language a related factor that has a passive effect on the functionality of the marginal return. Conversely, however the base knowledge (declarative information concept of skillfulness) just as the first language like *Yoruba* cannot be easily juxtaposed as having anything doing with English, a second language, it could only reflect the general opinion poll subjectivity or the facts that few people had a touch or feel of the practical use of the home education or heritage pieces of training and compound instructional knowledge which is empirically non-existent now. A more scientific of this quantitative opinion output was confirming this through a qualitative open-ended focus or Key Informant Interview (KII) not categorically discussed in this interview but possibly in the future detailed surveys. It must be acknowledged however that as far as the opinion test of this particular study revealed declarative informational knowledge otherwise known as the knowledge base in this context had a negligible effect on the marginal returns based on empiricism but rather its use and practical application to the mindset and attitudinal change. Information is incomplete if it has not been communicated to effect change in decision, action, and behaviour (Oladejo 2007).

CHAPTER FIVE

SUMMARY, CONCLUSION, AND RECOMMENDATIONS

5.0 Preamble

This chapter is the last in the research efforts which is the whole research essence. It blends the summary, conclusion, and findings, with the deducible recommendations from the paper – the literature, and data analysis deducible experimental facts, and policy implications.

5.1 Summary of findings

Practice concept as the basis of core practical skill was found to be highly significant. The relative effect of practice was found to be high as tested on the marginal returns in the dye industry, the tie-dye subsector cloth dye in particular. Trainers and their import most importantly their role in Technical and Vocational Education Training (TVET) cannot be overemphasised. Both hand-skill specific like sewing, adding of dyes and dye preparation, and soft skills including digital marketing and bookkeeping are embedded in this skill acquisition practical schedules schemes and workshops.

It was found that a high level of educational attainment in *sine-qua-non* for increased marginal returns in the dye industry was found to have a significant effect on the marginal returns in the dyeing industry. Its relative role followed closely the vocational practical effect of practical-oriented technical education. The focus in this regard includes Technical Universities, University of Technology and Development study centres where theories are domesticated along with the technical and practical expositions. Individual TVET well-facilitated centres as well fall in line with these options ascertaining their standard.

Facilitated centres had a relatively significant effect on the marginal returns in the dyeing industry. The facilitated centre had a significant effect on the marginal returns of the clothes dyeing industry. Facilities to a centre will include tangible items like assets, motor cars, plants office furniture, and the intangibles are the immaterial assets such as CSR(Corporate Social Responsibility), goodwill, and Patent rights. CSR has effects on the social image of a company which counts on social security. The vocational specific skill impartation items and aids are central to the implementation of the pieces of training and their effectiveness

Findings made revealed the base knowledge had no significant effect on the marginal returns. However, base knowledge might have effects on some of the dependent variables which may be non-economic. It was obvious however that base knowledge may be seen as an autonomous variable to high education as obtainable in the consumer behaviour economic(model) theory. The

explanation in terms of the regression may be a suppressing and persimous effect to control the precision of the other relatively significant variable output. The base knowledge, however is nexus to higher education; acquisition of knowledge, however, as a variable is not perceived in the operational empirical sense. Hence it was perceived as non-contributory to the marginal return as a response variable, the measure of performance. Attention is needed for gaining sound knowledge base result then indicated that the practical application of knowledge impact and its dynamics was more important in line with *keizen* principle of continuous improvements in the skills or knowledge acquisition having effects in this context on marginal revenue and not just the perceived knowledge on its base. (i.e knowledge base).

5.2 Conclusion

Education has a significant role to play combined with other fixed resource inputs. . The fixed input factor like the building structure and land or the cost of location have utility maximization when the right proportion of the significant factors are utilized. This has a marginal increase in investment in monetary terms given the opportunity cost of such allocation to an alternative use. Profit prospects in the tie-dye industry are enhanced using the marginal cost and marginal returns relationship to conclude on the optimal level of output. Education widens the mental horizon and aids quick understanding having a spiral effect on productivity in the dye industry. Advancement in education also eases identifying challenges and their effects on human capital development in the dye firms. Joint decisions piloted on knowledge and awareness breed workable ideas and management of strategies leading to effective growth.

Vocational training (Technical and Vocation Education Training) TVET, ha a positive impact on profit prospects in the dying industry. The strong contribution of TVET has a practical use that serves to attain the manifestation of the intended objectives through practical auto-motor, hands-on encounters, and testings in the tie-dye vocations and workshops and centres. Vocational training has effects on the marginal returns, productivity as a function of marginal productivity, and profit in the dying industry since with a focus on vocations there is room for innovations and hence growth in the dye and dye cloth firms. Paul and Phillip (2009) theorized a firm that wants to maximize its profit should produce a level of output at which the additional revenue received from the last unit is equal to the additional cost of producing that unit. Ordinarily, knitted fabrics are liable to excessive length stretching but with the expertise acquire through training and practice

the use of detergent liquor ensures superior penetration for superior purification. This process would ease the minimization of unit cost input, resulting in the elimination of diminishing returns and as such profiting.

A conducive atmosphere for industrial operations is associated with efficiency. People are more than ever now concerned with the environmental hazard implications. Noise pollution, air fumes, and water pollution are causes of inter-industry and political upheavals. Provision of material equipment as a resource fulfills the trainees, trainers, and investors' needs. And there are hardly any alternatives to a well-equipped workshop and tie-dye centres. The study reflected a prior placement of training on the working facilities intangible and on intangible preferences. Hall (2004) revealed the disposal of waste liquor can be a problem now that pollution has aroused much public attention. A firm is a bundle of resources tangible and intangible that includes all assets, capabilities, organizational processes, information, knowledge, and like (Azhar & Adela, 2017). The research revealed majorly that skill acquisition impacts positively on the performance of the dyeing firms particularly the dye clothes industry in Nigeria based on these verified variables

5.3 Policy Recommendation

Vocational training in tie-dye firms should be intensively focused rather than the haste for the result of the pieces of training. The wisdom here is to seek the flower instead of running after the butterfly. The efforts inputs, time, cost shall no doubt be fully rewarded in terms of the human resources development. Conney, Terzioviski, and Samson (2002) positioned training delivers greater benefits if management focuses upon the strategic effectiveness of that training rather than task effectiveness. Both the tie-dye hand skill and soft skills including the system technology training should be well committed to and contracted to various established teams who could well deliver productively more than the expected input returns and profits. A financial plan, the budget with the adequate cost for series of training is crucial to this vital sector success to manage the financial resources problems achieving the set objectives.

The school curriculum should be seen to be completed to encourage the wards, and parents alike to support the student to acquire the valued practical experience with psychological and financial backing, tending the wards to an entrepreneurial mindset person right away from the primary and the secondary education levels.

The establishment of workshops in addition to Technical, Vocational Educational Training (TVET) schools is highly recommended. A centre where practicals and self-practice to establish the trainees' confidence, learning, innovative attitude with self-esteem through the seasoned tie-dye trainers to evoke professionalism and expertise which should be taken as a policy measure. This would be the correct repositioning of the knowledge impartation concept

Trainers who are the anchors of the programme should be well paid to motivate. It had been advocated that higher pay motivates workers just as profit motivates the entrepreneur. It is *one* means of encouraging them to deliver such that the road to enhance productivity is well paved. Conferences, seminars, and expos where indigenous knowledge is displayed and showcased be well articulated as a policy measure by the three tiers of Government as promotion and publicity plan of actions, empowering the youths and embracing gender-inclusive agenda. not only in the tie-dye and *Aso-oke vocations* but the fashion world in general.

William Perkin, a Briton, and Madam Miniya Jojoola of Abeokuta made their mark in the dye world as history never forgets. It was all through practicals and the self-confidence of idealistic imaginations. Each unique contribution and the innovator of the business should be acknowledged, recognized, and documented for records. This would encourage the young ambitious people of experimental vision and imaginations in the entrepreneurial innovative world and business world inventors at the global levels, serving as an impetus of business experimentalism.

Kaizen concept as a term for improvement by the management on the productivity the pick of which is quality control should be complemented by the National Standard Organization of Nigeria. This body should have a strict policy regulation control to create high-quality marketing to the benefit of dyeing firms and the country's products at large. Dutta (2012) described in Japanese the acronym as *kaizen*. This connotes continuous improvement. *Kia* means change and *zen* means for better. *Kaizen* is a way of life philosophy as every aspect of our life deserves to be improved continuously through incremental path according to Dutta (2012) propounded the strategy of *kaizen* is to excel in people or to excel people to a holistic, efficiency level through a gradual process of making human resources, material resources, and technology machine or production method to move up in performance. This policy has contributed immensely to Japan's and China's large market across the globe.

High education is a very critical variable in the content of skill and knowledge acquisition. Investment in employee's higher education bolsters participatory decisions which have a rebounding effect on the dye firms' growth. Education should be subsidized.

High selective education well structured to meet the digital world is the safety valve now with the restless world of sophisticated information technology hackers and their novel strategies combined with the market conflicts. Departmentalisation into specific areas of specializations such as sewing, dyeing, tie, washing, technology, fibre, and cotton and marketing sections would not only build professionalism but ensure division of labour as well as specializations; Accelerated mental ability ascertained not only for efficiency but innovations and discoveries.

Universities as the high tower of learning encourage research. Universities are specializing in Agriculture, technology, and Education. College and department for dyeing are established in American tertiary institutions. Such a leaf should be borrowed in Nigeria to encourage researches, fostering productivity, innovations, and above all sustainable development in tune with local sourcing of raw materials for dye practices and feasibility of developing local technology of the dye bath, machine, and fast local content chemical and natural dyes. Oyo State is moving in this direction in respect of the Technical University and such would be best to be affordable for the poor masses most especially the vocational courses like weaving, soap making, cultural designs, and the unique dyeing and clothes dye rooted in the indigenous socio-cultural heritage.

Power and energy are crucial as facility requirements in the dye centre. Water and volume needed for tie-dye cannot be second-rated. These should be adequately provided to ensure the non-loss of productive man-hours. Individual Power Supply companies to get established on a competitive basis to justify consumer utility maximization of constant power supply. Water facilities including bore-holes, hand pumps, and motorized solar-powered deep wells are central to dyeing and should well taking care of both at individual corporate and governmental policy levels.

Necessary types of equipment, tools, machines preferably of local content amenable to a labor-intensive technology economy be provided in the dye firms. There are machines for complex dyes. Important are the simple equipment and their applications namely water drums, water bowls, gloves, nose covers, relevant system technology, high-tech equipment; the use of colour resist dyes causative to improvement in the quality of products in the dyeing industry, for example, should be intensified and encouraged in the course of dishing knowledge and as an organizational policy measure. These tools most of which are imported should be tax-free to ease affordability.

Sustainable development is a concept that says to improve today's living and development, the future generation should not be made to suffer for it. Welfare economics says to make some people better no one should be made worse. Therefore the concept of green industry envisages that as much as possible environmental sanitation and personal health hazards measures is recommended to forestall any future negative spillover effects in the dyeing industry. The covid pandemic effect will for long continue to linger! All policy measures militating against environmental hazards including CSR (Corporate Social Responsibility) are part of dye centre facility policy instruments that should be jointly enforced at public and corporate arenas.

5.4 Policy Implication of findings

Skill acquisition is acknowledged for its effectiveness in performance changes. When the skill is focused rather than the result of the skills, the performance is the enhanced marginal return objective; and as intended in this study fall in the line of efficiency and effectiveness sincerity of purpose that ensured the task performance manifesting in increasing marginal product.

Education facilitates decision-making ability. Management is all about making a good decisions in an organization. Organizational changes attract an extra effort in not making costly mistakes that could affect the organization adversely. The participatory decision which is now the trend in the contemporary world can only work when the participants are mentally sound and trained otherwise things nosedive and the downturn in terms of the input use or utility max when this variable, that is formal education, is weak since decision making, intelligence and innovativeness thrive in the cognitive sphere especially in the continuous trend of management challenges. It was a common occurrence that despite findings and recommendations, worker's selective industrial education and training are taking for granted.

It is a common experience that despite findings and recommendations workers' formal and vocational education and training are taking with levity. Soft skills like electronic business, market research, and advertisement are effective intervention skills. In a situation where these variables are ignored, it would build into unfavourable financial (profit) prospects. in this case but much more the non-financial variable of the firm's horizontal and vertical growth and economic linkages and integration.

Skill acquisition is part of the core of human capital development intervention as the study revealed that, issues of bookkeeping, marketing, computer literacy competency compliant, are all added advantages to business performance with high implications for their underestimation in the scheme of managing and administering human resources for performance in the dyeing firms. The study reflects that the twin factor of vocational education and formal education are effective complementary factors to the other and be reinforced upon in the context and contents of skill impartation lest an invalid results in corporate business in dye-clothes firms.

These complementary factors are good predictors of performance. The performance effect includes the financial and development growth effects of the Dye and Tie industry either as a medium or small-scale business.

A meaningful percentage of the budgetary provision should be earmarked for investment in skill acquisition for human capital development to improve the organizational performance in terms of financial performance and firms' growth in the dyeing industry.

The study essentially emphasizes an unobjectionable role of formal education which importance in this era of technology rules is undisputable. Technical and Vocational education training should be intensified to regain the old glory of dyed clothes in Ogun and Osun state are known for the Clothes dye, *Adireas* well as Oyo state shuttle loom weaving practices, *Aso-oke* for these states and country as a whole lest our foreign exchange tilt backward attracting serious cultural and economic policy implication. The majority of our graduates are unemployed and or disguisedly employed because this and Nigeria at the large just industry is not appreciated by the Abeokuta South local and even the state government as in Osun state (where the same vocation is well established). We already have a pool of unemployed army, potential candidates that just need to realize their potential. A graduate of Chemistry can do much in improving dye production engaging in product development. He becomes self-employed and an employer. Novelty in the application of dye and dyeing machines and digital dyeing are other variants for graduates of Engineering and Technology.

Women in terms of economic inclusion and policy recommendation in the same direction for entrepreneurial tendencies fall short of expectations. The role of practicable and practical education is not emphasized in our school curriculum. Paper certifications are now a thing of the

past. The indigenous practices of group association are no more established just like the extinction of extended family living of those days. Group associations (Egbe in Yoruba) and unions can serve as a formidable force for women in particular to gain financial support for motivations from different sources and in particular, the Government. Human resource diversity for business acceleration and cultural innovations are found lacking as it is monoculture as well as ethnically biased against the none-indigenes who are even equally Nigerians. Carpentry and wood/work technicians and students of Arts and Designscould make difference.

Environmental health education in combination with the organizational culture of the green industry should be a new industrial order. The Standard Organisation of Nigeria (SON) assigned for this role be more proactive with the necessary logistics and legislations provisions. This goes a long way in eschewing intersectoral conflicts that can be manipulated by some interest groups in a community or the country at large. The socio-political terrain of the political class of the country modus operandi is daily recurring making a shape and becoming clear. This is one of the political prescriptions cause of political imbroglio and discontent. Production is aided by encouraging domesticated tools and equipment products as inputs. The natural resource use of plants and mineral resources of dye production and home-grown cotton for fabrics, wool or rayon, etc. would rather be more beneficial to Nigeria. This would not only be an import control measure it is a factual industry sectoral multiplier navigating both the agriculture and technical and engineering sectoral divides and intersects.

5.5 Contribution to knowledge

The outstanding contribution of this research in the impact of skill acquisition in the dyeing business examined the economic concept of marginal return as a root or basis for measuring the optimal level of output. This guides managers on what point additional labour intake and dye equipment would need to be checked against diminishing returns.

High education is given more priority in most organizations or production companies or firms rather than the technical and vocational alternative. High education should be seen as secondary although an important complementary variable in the dyeing vocation in combination with the practical exposures, hands-on specific training as the most primary, with prior attention given other logistics and training facilities.

Awareness on the issue of whether mitigation and adaptation is a novelty as well that can change the present trend of the rainy season time constraints in the business. Diversity in the business is also friendly to innovation since entrepreneurial leadership functions in an atmosphere of a multiplicity of people given their different exposures and cultural orientations.

Awareness in terms of the abundant opportunities in the dye industry concerning the natural resources as the source of raw materials, health, and economic merits to the intending investors and innovators are well captured in this experimental essay for the society and country at large. Specialization is possible in this sector with diverse human resources all over the country.

5.6 Suggestion for further study

The study has its limitations some of which should be mentioned and which make meaning to an intending researcher to go on some other investigative searching and researching parlance and voyages as discussed below:

The variables considered are only limited to formal education, vocational education, Centre facilities, and knowledge base/. There are other fundamental factors, including experience, natural talent, and Heritage. These are considered as well as factors explanatory to performance in dying vocation and should be considered in the future constructs. In the same vein the dependent variable verified, marginal returns, an economic measure of change in output as result in variable inputs of human capital development, high education, practica; training, and training facilities including equipment is economics biased from the managerial economics viewpoint, psychological variables such as motivation and take-off grants are as well important and should be surveyed as personal psychology biased of the organizational behavioural criterion variable.

The study is also limited to Abeokuta South Local Government Ogun State. Oshogbo in Osun State is another place for future studies. The dye industry is seen from the angle of cultural dyeing, the Adires Batik and rest. *Aso-Oke* in Iseyin is also touched. This is another brand of dye clothes most especially the cultural *Sayans*, *Alaro*, *Etu*, and likes in *Aso-oke dye work*. These may be

considered for future experimenting. and it also involves dyeing not to mention the bodily decorations like fingernails painting, beards colouration, and rests. Large scale industrial production also uses dyes but are exempted from this study

The current health risk, a serious job hazard, covid-19 pandemic problem effect should be considered in further studies better to capture the new trends as far as people's health cares are worth compensating and protected. The challenges attract change management strategy, the technology strategy as applicable in research and this combined with a manual approach to solving the problem removes the limitation of actual perception and information in terms of word intonation and body language which can add to research findings richness.

The technique of data analysis adopted is multiple regressions. Other methods aside from multiple regression such as Structural Equation Modeling (SEM) and factor analysis are also to be considered not only as an alternative but as a control approach to verifying whatever other techniques are used. This will enrich the work better and make it more scientific. Although descriptive frequency analysis and. Key Informant Interview, a qualitative approach, employed as well, such additional relevant advanced technique will be appropriate for research stability test of the behavioural construct.

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