



Postgraduate Business Education Students possession of proactive intrapreneurial traits for gumptious disposition towards self-reliance

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Article Info

ISSN (online): 2582-7138

Volume: 06

Issue: 01

January-February 2025

Received: 12-12-2024

Accepted: 15-01-2025

Page No: 1621-1626

Abstract

The researchers examined Postgraduate Business Education Students possession of proactive intrapreneurial traits for gumptious disposition towards self-reliance in Rivers State Universities. The dynamic nature of the world calls for proactive intrapreneurial traits among students to function effectively in the ever-changing society. The study was conducted in Rivers State and two specific objectives, research questions null hypotheses were formulated to guide the study. The researchers adopted descriptive survey research design. The population of this study consists of 195 Postgraduate Business Education students from the two universities namely Rivers State Universities and Ignatius Ajuru Universities of Education all in Port Harcourt. There was no sampling due to the limited number of the population. Structured questionnaire titled 'Proactive intrapreneurial traits possession and gumptious disposition for self-reliance' (PITPGDSR) was used to elicit data for the study. The instrument was validated by three experts, that is two Business Educators and a Psychometrician. Reliability of the instrument was ensured using the test-retest method, with scores correlated via Pearson's Product Moment Correlation Coefficient (PPMCC), resulting in a reliability index of 0.96. Mean and standard deviation was used to answer the research questions while 't' test statistical tool was used to test the hypotheses at 0.05 level of significance. The findings of the study indicated that predictive and preventive proactive intrapreneurial traits guarantees magical life, reduces number of problems, increases organizations image and reputation and identify opportunities to a high extent. The result also showed that the calculated 't' value in the two null hypotheses is lesser than the 't'-critical value therefore all the hypotheses were retained indicating no significance difference in the mean response of the respondents. Consequently, the study recommended among others that Teachers should adopt multiples of teaching methods, and Student should endeavor to acquire more than one skill in order to explore different markets, adjust to changes and be flexible to career aspirations.

Keywords: Intrapreneurial traits, proactive, predictive, preventive, gumptious disposition, self-reliance

Introduction

Invention has made the world complex and dynamic, ever changing within periods of time mostly in every business activity. These complexities have kept the society in the position of lack, unemployment and poverty. To meet up the trend of things humans need to be proactive, that is ever thinking the possible way to navigate and avert or convert the complex natures to their own advantage which can only be achieved through a well-designed training programme. The proactive intrapreneurial mindset is characterized by taking initiative, being forward-thinking, and embracing a can-do attitude. By proactively seeking solutions, entrepreneurs can drive their own success and create a positive impact on their businesses and industries. There are many types of intrapreneur namely employee, creator and doer intrapreneur. Employee Intrapreneur is more of a general type of intrapreneur. The creator intrapreneur is someone who comes up with new ideas and products, while doer intrapreneurs are task-focused,

results-oriented and objective driven intrapreneur. When an entrepreneur is proactive, they cannot only anticipate change but also take pre-emptive measures that help them conquer those changes. For example, a self-employed human resources (HR) consultant creates their own online course and eBook to predict a rise in competition across the industry. Postgraduate students can possess this intrapreneurial trait through a well-articulated and organized programme that can help individuals acquire necessary skills, knowledge which will also add values to the society. As a result of this, well-meaning scholars are awake with the thought to engage in the acquisition of skills and knowledge to abreast the needs of the society hence the quest to possess proactive intrapreneurial traits among postgraduate students speaks volume among them for self-reliance in order to reduce poverty in the trending society (Amadi, & Okiridu, 2023) ^[1].

An intrapreneur develops a new idea within the framework of an existing company, with focus on innovation. Intrapreneurs are similar to entrepreneurs, but unlike entrepreneurs, they have access to their employer's resources. With organization's sponsorship, an intrapreneur typically takes on less risk than an entrepreneur. Intrapreneurship is a system that allows Intrapreneurs to act as Entrepreneurs in an organization. Intrapreneurs are individuals who are tasked with creating new and innovative products within an already-established business which is backed by a company's available resources. Intrapreneurs develop open-ended ideas and turn them into real-world products and services indicating that he is innovative. An intrapreneur innovates from within an organization and is able to use company resources in pursuit of their project unlike the entrepreneur, who works for themselves and seeks external resources and support in pursuit of their project. The importance of an intrapreneur can never be undermined in an organization but suffice it to say that without entrepreneurs there will be no intrapreneur (Okiridu & Amadi, 2017) ^[1]. Entrepreneurship is seen as a personal voyage whose chance of success is greater only if an individual understands himself or herself, goals, and also the obstacles he or she faces (Amesi 2015) ^[2]. Because intrapreneurs create on behalf of their employer, their innovative ideas are largely credited to the company that is why people are more familiar with the products an intrapreneur create rather than the people behind the products. Intrapreneurs are self-motivated, proactive, and action-oriented people who take the initiative to pursue innovative products or services, who have leadership skills and think outside the box, one step toward entrepreneurship and can use what they have learned as part of a team to develop their own businesses. (Otti, 2016) ^[10]. An intrapreneur knows that failure does not have a personal cost as it does for an entrepreneur since the organization absorbs losses that arise from failure. Intrapreneurship is a system which allows an employee to act like an entrepreneur within an organization. The understanding of the term intrapreneurship better is in a situation where one creates an entrepreneurial environment by allowing employees to use their entrepreneurial skills for the benefit of both the company and the employee. These group of people or employees who falls within this category may also take certain risks by multi-tasking even though it is comfortable (Okiridu, 2013) ^[8].

Many traits attributed to successful intrapreneurs are characteristics commonly valued within the workplace as those traits used for large-scale innovation. For example, one may see himself as a self-starter but very good in anticipating the team's needs and finding a solution before a problem arises. Irrespective of being self-starters, they apply their

skills to create solutions that impact the entire company or industry. As they acquire the needed traits skills and experiences, they become self-reliant, these traits are expected to be possessed by the learners, recipient and students especially the postgraduate students within the period of their studies. The proactive intrapreneurial traits expected of the postgraduate Business Education Students for gumptious disposition are predictive, preventive, purposeful, people and profit. For the purpose of this study the researchers dwell on predictive and preventive. In order to be proactive, one must first develop foresight to predict the future, since proactive people are rarely caught by surprise. They learn to anticipate problem and events. To predict all endeavour involves the application of strategies to actualize the desired goal which has to do with identifying untapped, un-ventured opportunities and take advantage, it also involves developing superior and unique performance by applying the best method of doing things. Getting this done effectively and efficiently requires many efforts of individuals that is fusing of ideas together, working in synergy to attain the needed result. One can complete a lot of groundwork without using company resources, in making one's idea. By so doing intrapreneur can take to any challenges and adjust to any changes in the environment. Predictive proactive intrapreneurs involves thinking ahead to take decision and to solve problem while preventive proactive intrapreneurs applies the principle of 'prevention is better than cure'.

Predictive proactive intrapreneurial trait and gumptious disposition for self-reliance

Preventive proactive in business means taking a strategic, forward-thinking approach to problem-solving and decision making. Proactive predictive businesses are more likely to succeed in the long run by anticipating challenges and opportunities, and taking steps to address them before they occur. If you are predictive proactive, you make things happen, instead of waiting for them to happen. Active means "doing something." The prefix pro- means "before." So, if you are proactive, you are ready before something happens. Having predictive proactive thinking refers to a person's ability to anticipate events so that he can take control of a situation and prepare for the situation ahead of time. Hiatt and Sine (2014) ^[6] are of the view that being proactive at work means always thinking about the future, planning and preparing for what lies ahead. Being reactive is when you just "go with the flow". When you don't really have a plan, you just react to what comes your way and deal with it when it does. Being proactive is when you take the time to consider what you want, lay out a plan, and prepare as much as possible for each step that is coming your way (Shu, Liu, Gao & Shanley, 2014) ^[11]. Predictive proactive people plan for the future. There is a reason that the rear-view mirror is smaller than the windshield: it's more important to know what lies ahead. While the rear-view mirror may present what's in the back (past/ historical data) that is useful to make predictions, but it can also constrain our thinking to what we already know. Therefore, in order to make the best decision, you have to know where you came from, where you are, and where you want to end up. It's easy to lose focus on the big picture when your day-to-day life consumes all your time and energy (Wang & Hsu, 2014) ^[12]. All the more it's

Preventive proactive intrapreneurial trait and gumptious disposition for self-reliance

Preventive proactive intrapreneurial traits means, not allowing circumstances to control the person rather than the

other way around. Preventive proactive people take actions not when it's absolutely required but before it occurs. It is like putting on the seat belt before accident occurs or preparing and planning for retirement before the day one retires to start saving for retirement. People who are preventive proactive at work make better use of resources, including time, energy, and money. They prevent problems from occurring as they have anticipated and implemented preventive measures. Proactive thinking people respond promptly and appropriately to problems that can't be avoided, thus reducing their negative impact. As a result, they experience less stress as they feel a greater sense of control. Gedajlovic, Honig, Moore, Payne, & Wright (2013) ^[3] assert that being proactive doesn't guarantee a magical life where nothing goes wrong. However, it does reduce the number of problems. And it makes those stubborn, unavoidable problems easier to solve because you deal with them early before they become disasters. Learning how to develop proactive thinking at work is a difficult skill to master, but it is well worth the investment of time and energy. It is both an aptitude and an attitude a way of doing and a way of thinking, which, when combined, become a way of being. It is truly the thing that differentiates ordinary professionals from exceptional ones (George, Howard-Grenville, Joshi, Tihanyi (2016) ^[4]. Being preventive is very important because it helps to focus on what he can control, he can feel good, confident, empowered, and have a sense of achievement. Knowing that there are obstacles one cannot foresee and challenges one will have to face, but one is in control of how to react to those challenges. In every difficulty that comes up in life, one does have control over how to tackle these difficulties; one chooses which mindset he brings to problems, and what his perception is when dealing with things beyond his control (Westerlund & Rajala 2015) ^[13]. Preventive proactive people foresee potential obstacles and exert their power to find ways to overcome them before those obstacle turns into concrete roadblocks. These group of people do not need to wait but to strike and applies the principle of taking precaution before the event will occur. Anyone can approach their work with an intrapreneurial mindset and feel excited about the idea of leading a project at industrial workplace, practice incorporating some of the self-starter traits in your daily job responsibilities must definitely transform to self-reliance (Okiridu, 2013) ^[8].

Self-Reliance advocates that people must believe in their own intuition and not relying on the opinions of others in order to transcend, navigate and overcome the problems of the environment. Self-reliance is the ability to do things and make personal decisions, without looking for help from others. If a person did not dwell in his own individual beliefs, then he will not live a satisfying or gratifying life. Each person has a true purpose and that it is the individual's job to resolutely fulfill that purpose without fear (Koffron, 2019) ^[7]. When people are self-reliant, they are independent and autonomous in other words, they take care of themselves. Some develop self-reliance from tender age by preparing food for themselves, take the bus alone, or in other ways exert independence. More extreme examples of self-reliance include people who live "off the grid", using solar panels, growing their own food, and taking other steps to minimize their dependence on the infrastructure most of us take for granted. It is good to be self-reliant because by building your self-reliance, you can trust yourself to rely on your own internal resources in order to know when to exercise it and when to ask for help in order to build a meaningful, fulfilled life. When you are around others, self-reliance can drive a wedge between you and those around you. Koffron (2019) ^[7]

asserts that self-reliance is always a good thing, there can be problems when you are with other people who would like to help out and one needs to let them help out even though you can do it yourself. When you are all yourself, self-reliance is a must but when you are around people self-reliance can drive a wedge between you and those around you. Griffin (2024) ^[5] opined that being committed, bonded relationship can enrich one's life, feeling unable to function without another person, could lead to a problem like relational dependency.

Statement of the Problem

In this dynamic world there is no organization that can function effectively without encountering some hitches as a result of this some prospective company owners worry a lot about whether or not their ventures will be successful. Intrapreneurial traits possession among Postgraduate Business Education Students is sacrosanct because after graduation, they need more than just manipulative skills to get a job or start a company because with the needed traits they will be able to innovate, create, work independently, locate resources, reward their efforts and add value to the society. With the stifling economic policies, as well as the volatile business environment that shapes and chokes businesses, intrapreneurial traits such as predictive and preventive proactive has been recognized as a strategy for developing potential Intrapreneurs or Entrepreneurs. It is also considered critical and paramount in supplementing formal training hence an intrapreneur knows that failure does not have a personal cost as it does for an entrepreneur since the organization absorbs losses that arise from failure. Unfortunately, the extent proactive intrapreneurial traits such as predictive and preventive are harnessed among Postgraduate Business Education students may not keep them in the position of being self-reliant. It is also considered critical and paramount in supplementing formal training to acquire and harness these traits for operation and survival. Intrapreneurs believe in their own intuition and reject the opinions of others in order to transcend the bounds of the physical world. Self-reliance is the ability to do things and make decisions by yourself, without depending on other people for help. Accordingly, there exists a research-based knowledge gap regarding how well, useful and effective acquiring these traits and becoming an Intrapreneur can enhance gumptious disposition of Postgraduate Business Education Students for self-reliance. This is the problem envisaged by this study which will be empirically looked into using the review of related literature.

Purpose of the Study

The main objective of this study is to determine the extent Postgraduate Business Education Students possess proactive intrapreneurial traits for gumptious disposition towards self-reliance in Rivers State Universities. In specific terms the study sought to determine:

1. The extent postgraduate Business Education students possess predictive proactive trait for gumptious disposition towards self-reliance in Rivers State Universities.
2. The extent postgraduate Business Education students possess preventive proactive trait for gumptious disposition towards self-reliance in Rivers State Universities.

Research Questions

The following research questions were raised to guide this study: -

1. To what extent do postgraduate Business Education

students possess predictive proactive trait for gumptious disposition towards self-reliance in Rivers State Universities.

2. To what extent do postgraduate Business Education students possess preventive proactive trait for gumptious disposition towards self-reliance in Rivers State Universities.

Hypotheses

The following null hypotheses were formulated to guide this study and was tested at 0.05 level of significance.

1. There is no significant difference in the extent to which postgraduate Business Education students in Rivers State University and Ignatius Ajuru University of Education possess predictive proactive trait for gumptious disposition towards self-reliance.
2. There is no significant difference in the extent to which postgraduate Business Education students in Rivers State University and Ignatius Ajuru University of Education possess preventive proactive trait for gumptious disposition towards self-reliance.

Methodology

The researchers adopted a descriptive survey design to ascertain how Postgraduate Business Education students differ in their opinion on the extent they possess proactive intrapreneurial traits for gumptious disposition towards self-reliance. The study which was carried out in the two state owed universities namely Rivers State University and Ignatius Ajuru University of Education was guided by two research questions and hypotheses. The population of this study consists of 195 Postgraduate Business Education students for 2022/2023 and 2023/2024 academic session. There was no sample nor sampling technique hence the entire population of was used for the study, this is because the researchers consider the population small and convenient.

The instrument used to elicit data for the study was a researchers' structured questionnaire titled "Intrapreneurial traits possession and gumptious disposition for self-reliance. (PITPGDSR). The PITPGDSR was structured in a 4-point rating scale response option of: High Extent (HE) =4 Points, Moderate Extent (ME) =3 Points, Low Extent (LE) =2Points and Very Low Extent (VLE) = 1Point. The instrument was duly validated by three experts that is two Business Educators and one Psychometrician. These experts were selected based on the fact that they possess adequate knowledge of the subject matter. The reliability of the instrument was ascertained by administering the instrument twice to ten (10) students in the Department of Vocational Education, University of Uyo, Akwa Ibom State who were not part of the study. Pearson Product Moment Correlation Coefficient statistical tool was used to have a reliability coefficient index of 0.92 showing that the instrument was reliable and appropriate for this study. Out of the one hundred and ninety-five (195) copies of the instrument administered only one hundred and eighty-six (186) were retrieved and used for analyses of the study. Data collected from the respondents were analysed with the use of mean and standard deviation to answer the research questions, while t-test statistical tool was used to test the hypotheses. The decision rule states that any mean score above 2.50 was considered high extent and below was considered low extent for the research questions, while if the calculated value of 't' is greater than the critical value of 't', the hypothesis was not retained, otherwise, it was retained.

Results

Research Question 1: To what extent do postgraduate Business Education students possess predictive proactive trait for gumptious disposition towards self-reliance in Rivers State Universities

Table 1: Mean Response on the extent postgraduate Business Education students possess predictive proactive trait for gumptious disposition towards self-reliance in Rivers State Universities

S/N	ITEMS	Postgraduate Students		
		\bar{x}	SD	Remark
1.	Predictive proactive traits guarantee magical life life where nothing goes wrong	3.19	0.89	High extent
2.	Predictiveness reduces the number of problems	2.96	1.06	High extent
3	Predictiveness makes those stubborn, unavoidable easier to solve before they become disaster	2.99	1.01	High extent
4	Predictive thinking enables the entrepreneurs and professionals to stay ahead of the game and be successful	3.16	1.02	High extent
5	Predictive entrepreneurs think big and focus more on the future	3.00	1.01	High extent
6	Predictive intrapreneurs identify and capitalize on opportunities	3.28	1.03	High extent
	Grand Mean & S. D	3.09	1.00	

Source: Field Survey, 2025.

Table 1 showed the analysis of respondents' responses. The table had a grand mean of 3.09 which revealed that predictive proactive intrapreneurial trait guarantees magical life, reduces number of problems, makes unavoidable problems easier, make professionals to stay ahead of the game, focuses

more on the future and identify opportunities to a high extent.

Research Question 2: To what extent do postgraduate Business Education students possess preventive proactive trait for gumptious disposition towards self-reliance in Rivers State Universities

Table 2: Mean Response on the extent postgraduate Business Education students possess preventive proactive trait for gumptious disposition towards self-reliance in Rivers State Universities

S/N	Items	Postgraduate Students		Remark
		\bar{x}	SD	
1.	Extent preventive intrapreneurs strategically Identifies and take advantage of untapped possibilities in the external environment.	2.85	0.84	High extent
2.	The extent preventive intrapreneurs develop long term competitive advantages	2.90	1.07	High extent
3.	The extent Preventive intrapreneur combines entrepreneurial activities with strategic perspectives	3.01	0.91	High extent
4.	The extent preventive intrapreneur considers the best method to manage the firm's innovation initiatives	2.96	1.10	High extent
5.	The extent preventive intrapreneur focuses on achieving stability between exploration and exploitation	2.70	0.81	High extent
6.	The extent preventive intrapreneurs has the capacity to persevere in the face of obstacles and failures.	3.18	1.00	High extent
	Grand Mean & S. D	2.93	0.95	

Source: Field Survey, 2025.

Table 2 showed the analysis of respondents' responses. The table had a grand mean of 2.93 with a standard deviation of 0.95. The result revealed that Postgraduate Business Education students possess preventive intrapreneurial trait to a high extent meaning that the students strategically identify untapped opportunities, develop competitive advantage, combines entrepreneurial activities, applies best methods for innovative initiative, achieve stability between exploration

and exploitation and has the ability to preserve in the face of obstacle.

Hypotheses 1: There is no significant difference in the extent to which postgraduate Business Education students in Rivers State University and Ignatius Ajuru University of Education possess predictive proactive trait for gumptious disposition towards self-reliance.

Table 3: t-test difference in the extent to which postgraduate Business Education students in Rivers State University and Ignatius Ajuru University of Education possess predictive proactive trait for gumptious disposition towards self-reliance.

Respondents	\bar{x}	SD	N	Lev.of sig.	t-cal	t-crit	Decision
RSU	3.10	0.98	75				
				0.05	0.73	1.96	Retained
IAUE	3.08	1.02	111				

Source: Field Survey, 2025

Table 3 shows that the calculated 't' value of 0.73 is lesser than the 't'-critical two-tail value of 1.96 at 0.05% level of significance. Therefore, the null hypotheses which states there is no significant difference in the extent to which postgraduate Business Education students in Rivers State University and Ignatius Ajuru University of Education possess preventive proactive trait for gumptious disposition towards self-reliance is retained.

Hypothesis 2

There is no significant difference in the extent to which postgraduate Business Education students in Rivers State University and Ignatius Ajuru University of Education possess preventive proactive trait for gumptious disposition towards self-reliance.

Table 4: T-test difference in the extent to which postgraduate Business Education students in Rivers State University and Ignatius Ajuru University of Education possess preventive proactive trait for gumptious disposition towards self-reliance.

Respondents	\bar{x}	SD	N	Lev.of sig.	t-cal	t-crit	Decision
RSU	3.01	0.97	75				
				0.05	0.12	1.96	Retained
IAUE	2.85	0.93	111				

Source: Field Survey, 2025

Table 4 revealed that the calculated 't' value of 0.12 is lesser than the 't'-critical 1.96. Therefore, the null hypotheses which state that there is no significant difference in the extent to which postgraduate Business Education students in Rivers State University and Ignatius Ajuru University of Education possess preventive proactive trait for gumptious disposition towards self-reliance is retained.

Discussion of Findings

From research question 1 majority of the respondents had the view that to a high extent predictive proactive intrapreneurial trait guarantees magical life, reduces number of problems, makes unavoidable problems easier, make professionals to stay ahead of the game, focuses more on the future and identify opportunities. The responses in table 4.1 had a grand mean of 3.09 which indicates high extent. The study shows that the calculated 't' value of 0.73 is lesser than the 't'-

critical two-tail value of 1.96 at 0.05% level of significance. Therefore, the null hypotheses which states there is no significant difference in the extent to which postgraduate Business Education students in Rivers State University and Ignatius Ajuru University of Education possess predictive proactive trait for gumptious disposition towards self-reliance is retained.

Table 2 showed the analysis of respondents' responses. The table had a grand mean of 2.93 with a standard deviation of 0.95. The result revealed that Postgraduate Business Education students possess preventive proactive intrapreneurial trait to a high extent meaning that the students strategically identify untapped opportunities, develop competitive advantage, combines entrepreneurial activities, applies best methods for innovative initiative, achieve stability between exploration and exploitation and has the ability to preserve in the face of obstacle. The study also revealed that the calculated 't' value

of 0.12 is lesser than the 't'-critical 1.96. Therefore, the null hypotheses which state that there is no significant difference in the extent to which postgraduate Business Education students in Rivers State University and Ignatius Ajuru University of Education possess preventive proactive trait for gumpitious disposition towards self-reliance is retained.

Conclusion

Based on the findings of this research work, it was concluded that; Postgraduate Business Education students' needs predictive and preventive proactive intrapreneurial traits for gumpitious disposition towards self-reliance. Preventive proactive intrapreneurial traits guarantees magical life, reduces number of problems, makes unavoidable problems easier, make professionals to stay ahead of the game, focuses more on the future and identify opportunities. Students need proactive traits to strategically identifies untapped opportunities, develop competitive advantage, combines entrepreneurial activities, applies best methods for innovative initiative, achieve stability between exploration and exploitation and has the ability to preserve in the face of obstacle.

Recommendations

Based on the findings and conclusion made in the study, it was recommended that:

1. Teachers should adopt multiples of teaching methods, that can invoke magical life, reduce stubborn problems, enhance predictive thinking and creativity to position postgraduate Business Education students to be towards self-reliance.
2. Teachers should adopt multiples of teaching methods, that can strategically identify advantage to prevent problems and make use of untapped possibilities, focus on achieving stability between exploration and exploitation and give them the capacity to preserve in the face of obstacles and failures.

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