

## ENTREPRENEURIAL ACTIVITIES AND TECHNICAL COMPETENCE OF STAFF IN POULTRY PRODUCTION IN SELECTED FARMS IN KWARA STATE, NIGERIA

<sup>1</sup>Adebayo\*, S.A., <sup>1</sup>Omotesho, K. F., <sup>2</sup>Fayeye, T. R. and <sup>3</sup>Olowookere, S.M

<sup>1</sup>Department of Agricultural Extension and Rural Development, University of Ilorin, Nigeria

<sup>2</sup>Department of Animal production, University of Ilorin, Nigeria

<sup>3</sup>Yammfy Farms Nigeria Limited Ilemona, Offa, Kwara State, Nigeria

\*Corresponding Author's E-mail: [sijuadeadebayo@yahoo.com](mailto:sijuadeadebayo@yahoo.com)

Phone number: +23465174309

### ABSTRACT

The study examines the entrepreneurial activities and technical competence of staff in poultry production in selected farms in Kwara State, Nigeria. Proportionate random sampling technique was used to select 147 respondents used for the study based on their sampling frame. Questionnaire was used to elicit information from the respondents and data were analyzed using descriptive statistics, likert scale and Pearson Product Moment Correlation. The result shows that majority of the poultry staff were male (97.5%), married (79.20%), educated (90.8%) with a mean of 3 as average years of experience. 37.5% of the poultry staff were between the age range of 31-35 years. The study also reveals that ability to mobilize and maximize resources and skills for the farm, keep viable farm records, identification of training needs, with mean of 2.0 ( $\bar{X} \geq 2.0$ ) were among the entrepreneurial activities that were highly performed by the poultry staff. The result further reveal that poultry staff were very competent in handling of improved breeding stocks, brooding operation, vaccination, use of drugs, record keeping, and feed ingredients in the study area however untimely availability of good day old chicks, high cost of vaccination and drugs and high cost of feed ( $\bar{X} \geq 2.0$ ) were the major setback affecting poultry production in the study area. The study concludes that in spite of high entrepreneurial activities and high competency observed in poultry staff, there are major setbacks affecting poultry production in the study area. The study therefore recommends that vaccines and drugs for poultry and other veterinary use should be subsidized by government. Moreover, capacity training and seminars for poultry staff should be done to enable them cope with the challenges of modern poultry farming.

**Key words:** Entrepreneurial Activities, Technical Competence, Poultry, Staff, Kwara State

### INTRODUCTION

Entrepreneurship is the process of identifying an opportunity related to needs and satisfaction and converting it to value yielding (Soyibo, 2006). It is referred to as the creation of an innovative business with the aim to create and maximise wealth under conditions of risk (Daft & Marcic, 2007). Achievement in a farming enterprise however, depends on skills at the disposal of the farm entrepreneur. For someone to be a successful entrepreneur, some important skill and characteristic will be exhibited. Skills or competencies according to Vreyens and Shaker (2005) are observable abilities that manifest from an individual indicating how to do something. Skills are an important means to increasing incomes and sustainable livelihoods for the poor (World Bank, 2004). According to Eskola and Gasperini (2010) skills development "is central to improving rural productivity, employability and income-earning opportunities, enhancing food security and promoting environmentally sustainable rural development and livelihoods". Moreover, Poultry farmers equally need technical competence in poultry enterprise in areas of animal health, poultry house management, sanitation, vaccines, drugs, feeds and feed formulations among others. Onuka and Olaitan (2007) found that poultry producers need skills for

daily inspection and sanitary of the farm, proper feeding management of resources like feeds and keeping records of farm activities. Poultry offers the greatest scope of increasing the quantity and quality of animal protein in Nigeria as poultry meat and eggs account for about 30% of total livestock output of which eggs account for over 80% (Evbuumowan, 2005). Moreover, Ezeigbe (2010) stressed further that poultry production enjoys high interest among livestock production and the meat has high demand in Nigerian markets because of its nutritional content. However, Poor skills development has been reported as a hindrance to profitable and sustainable poultry enterprises. Findings by Mlozi *et al.*, (2003) confirmed that the skills and training required for improving poultry management was lacking and hence could not enhance poultry production. Training is therefore needed to bridge the gap between 'what is' and 'what should be' in terms of incumbent knowledge, skills, attitude and behaviour for a particular situation at a particular time (Solomon, 2008). McElwee (2005) asserted that the development of the entrepreneurial skills and technical competence of poultry farmers is a significant issue which needs to be addressed by all stakeholders in the agricultural socio-economic network. In view of this, there is a need to carry out studies so as to identify the entrepreneurial skills and

technical competence possessed by the operators and the extent of utilizing them for managing poultry enterprises, with a view to enhance production activities and output maximization. Thus, the study sought to address the following objectives;

- (i) Describe the socioeconomic characteristics of the poultry farmers,
- (ii) Investigate the entrepreneurial activities performed by poultry staff
- (iii) ascertain the competence level of poultry staff and
- (iv) identify the constraints to poultry production in the study area.

### **HYPOTHESIS FOR THE STUDY**

$H_0$ : There is no significant relationship between some selected socioeconomic characteristics and the competence level of poultry farmers.

### **METHODOLOGY**

**The study area:** The study was carried out in Kwara State, Nigeria. The state is located in the North Central Nigeria and it has a population of about 3,192,893 (NPC, 2017). Kwara State is located between parallels 110° 71' and 110° 45' and 6° 0' 40" East longitude, covering 36,825km<sup>2</sup>(14,218 sq miles) and coordinates 80° 300N 5000E (Ogunlade *et al* 2009). It lies exclusively within a tropical hinterland. It also has an estimated figure of 203,833 farm families with the majority living in rural areas. The state experiences both the wet and dry seasons each lasting for about six months. The raining season starts from March and end in October while the dry season begins in November and ends in early March. The total annual rainfall in the state ranges from 800 mm to 1,200 mm in the northwest and 1,000 mm to 1,500 mm in the southeast. The state has a mean annual temperature ranging between 30 – 35 °C and a relative humidity of 60% on the average. The area is located within the Guinea Savanna. The average height is about 20-40cm. Finger like extension of the tropical rainforest occurs in the state and this is called Gallery forest (Emielu, 1999). Climatic conditions of tropical wet and dry climate permits the growth of export tree crops (like cocoa, oil palm, etc), root crops (like yam, cassava, and cocoyam) and grain crops (like maize, rice, sorghum, etc). Kwara State is divided into four Agricultural zones by the Kwara State. The state cultivates food crops such as maize, cassava, banana, cocoyam, onion, fruits, sweet potatoes, vegetables and livestock such as goat, cattle, sheep, fish, pig and poultry (such as local chicken, Ostrich, quail, layer, broiler etc). The target population for this study was staff of poultry farms in Kwara State.

**Sampling procedure:** A two stage sampling procedure was used in this study. The first stage involves purposive sampling of three farms in Kwara state based on their size, staff capacity and

various units available in the farms. Therefore, Yammfy farm Offa, Fabis farm Ilorin and Daynte farm Ajase- Ipo, were chosen. The second stage involves the proportionate random sampling of the poultry staff from each of the farm based on their staff strength. Therefore, based on the sampling frame obtained from each farm percentages ranging from 10% to 20% were taken from each farm with staff strength ranging between 175 to 650 members to give a sample size of 147 respondents. However, out of 147 questionnaires administered, only 120 were completely filled and useful for data analysis.

**Table 1: Sampling procedure and sample size of poultry staff used for the study**

Selected farms	Staff strength	Sample size
Yammfy farms	650	10 % = 65
Daynte farms	315	15 % = 47
Fabis farms	175	20 % = 35
Total	1140	147

**Source: Data Analysis, 2016**

### **Data Analysis**

Descriptive statistics was used to examine the socio economic characteristics of poultry farmers while Pearson Products Moment Correlation was used to test the hypothesis.

A 3 point Likert scale was adopted for measuring the entrepreneurial activities performed by poultry staff in the study area. From literature, twenty entrepreneurial activities were identified. Respondents were asked to indicate their level on the scale as Low, Moderate and High with the score ranging from 1-3. The cut-off point was 2. Therefore any activities having mean that is 2 and above 2 is considered as major entrepreneurial activities that the respondents are involved in, whereas any activities having mean lower than 2 is considered as minor entrepreneurial activities that the respondents are involved in.

A 4 point Likert type scale was adopted for measuring level of competence of poultry staff in the study area. Area of technical competency consists of twenty poultry tasks that cover broilers, layers, feed mill, and vaccination among others. Respondents were asked to indicate their level of competence on the scale of not skilled, moderate skilled, skilled and highly skilled with scores ranging from 1- 4. The cut-off point was 2.5. Therefore, any technique having mean lower than 2.5 is considered as inadequate skill. However, any technique having mean 2.5 and above 2.5 is considered as adequate skill and signifies as competence.

A 3 point Likert type scale was adopted for measuring the constraints faced by poultry staff in the study area. From literature, twenty constraints facing the poultry enterprise have been identified. Respondents were asked to indicate the constraints they faced on a scale of not severe, severe and very severe with scores ranging from 1-3. The cut-off

point was 2. Therefore, any constraint having a mean of 2 and above 2 was considered as a major constraints, while any constraints having below 2 was considered as minor constraints.

## RESULTS AND DISCUSSION

**Socio-Economic Characteristics of the Respondents:** Table 2 shows the socio-economic characteristics of the respondents selected for the study. It shows that majority of the respondents were within the age range of 26-30 years, 31-35 years and 36-40 years (85.83%). This implies that majority of the respondents were still in their productive age and are capable to undergo the risk of entrepreneur. This result is in line with Bekele (2005) who found out among the subsistent farmers in eastern Ethiopia that this age categories are economically active groups. Majority of the respondents were married (79.17%), male (90.83%), literate (90.83%) and have 1-5 years of experience (81.67%). This implies that the poultry staffs were fairly educated and literacy level among the respondents may positively affects the entrepreneurial activities and competency level of the respondents in the study area. However, this contradicts the findings of Omotesho *et al.*, 2012 who reported poor education among agricultural extension officers in Kwara state. Majority (69.17%) of the respondent did not belong to any poultry association and 43.33% of the respondents receive a salary of ₦30,000-₦39,000 monthly.

**Entrepreneurial activities of the poultry staff:** Table 3 presents the results on entrepreneurial activities of the poultry staff. The finding shows overwhelming positive results towards entrepreneurial skills of poultry staff in the study areas.

The table shows that ability to account for all the units of the poultry farm (layers, broilers, feed mill etc) ( $\bar{X}=3.37$ ) was ranked first as major entrepreneurial activities carried out by the respondents. This may be because of periodic evaluation or auditing of farm activities which will show whether all the units in the farm are making progress or not and make necessary adjustment where necessary. Ability to mobilize and maximize resources and skills for the farm ( $\bar{X}=2.95$ ) which ranked second was another major entrepreneurial activities carried out by the respondents. This may be because of the fact that entrepreneur resource management is very crucial to poultry production. This goes with the view of Sonaiya and Swan (2004) who suggested that income generation and maximization of resources is the primary goal of poultry keeping. Ability to keep viable farm records ( $\bar{X}=2.92$ ) ranked third was another major entrepreneurial activity performed by the respondents. This may be because of the fact that

record keeping will guide an entrepreneur and can show whether an enterprise is making progress consistently or not. Good communication and inter personal relationships with customers ( $\bar{X}=2.90$ ) ranked 4<sup>th</sup> was a major entrepreneurial activity carried out by the respondents. This may be because of the fact that adequate communication between the staff and the customers will enhance the sustenance of customers to the poultry farms and can even boost the performance of the staff.

Ability to prepare farm budgets and ability to prepare farm financial statements ( $\bar{X}=2.88$ ), Ability to prepare farm financial statements ( $\bar{X}=2.88$ ) and ability to correctly identify and correct production problems ( $\bar{X}=2.88$ ) ranked 5<sup>th</sup> were also major entrepreneurial activities the respondents were involved. This may be as a result of the importance of farm budgets and financial statements in the farm activities which are part of the basic requirements in obtaining credit facilities from any financial institutions and a guide in the day to day financial spending of the farm. Moreover, timely identifying and correcting production problem can reduce the risk associated with poultry production. This finding is in support of Hellin *et al.*, (2005) who reported that understanding of poultry functioning and marketing structure is a prerequisite for developing market opportunities for rural households and could be used to inform policy makers and development of workers in considering the commercial and institutional environment in which poultry farmers have to operate. However, the ability to organize seminars and training for staff at different units of poultry farm ( $\bar{X}=1.63$ ) was observed as one of the entrepreneurial activities hardly involved in by the respondents. This may be because of financial commitment involved in organizing such trainings for the staff. This is against the findings of Sherif (2005) who opined that entrepreneurship training/education that exposes farmers to life applicable issues is capable of helping the farmers in adoption of new management practices and strengthen their confidence and ability to risk and accept a new technology. Besides, Badi and Badi (2006) ascertained that entrepreneurship education/training provides cultural, social and technological awareness.

**Competency level of the poultry staff in farm operations:** Table 4 presents the results on level of competence of the poultry staff in farm operations. The finding shows overwhelming positive results towards level of competence of poultry staff in the study areas. The table shows that activity of disease diagnosis and identifying the percentage of feed ingredients were ranked first ( $\bar{X}=3.83$ ). This implies that poultry staffs possess adequate skills in diseases

diagnosis and feed ingredients. This might be because of the importance of a good and balance feed ration in the poultry production enterprise in which any compromise in the formulation of the feed ingredients in the right proportion can create problem in the flock. Likewise a quick and easy disease diagnosis will prevent disease outbreak and reduce mortality. Feed formulation ranked third was another area of poultry enterprise that poultry staffs possess adequate skills ( $\bar{X}=3.79$ ). This might be as a result of importance of good feed to poultry management. Writing of monthly report ranked 4<sup>th</sup> was another poultry activity that poultry staffs were highly skilled ( $\bar{X}=3.48$ ). This might be as a result of importance of report writing as part of record keeping in poultry enterprise which can serve as a reference material for past farm activities. Use of improved breeding stocks ranked 5<sup>th</sup> was another area of poultry enterprise that poultry staffs were highly competent to handle. ( $\bar{X}=2.99$ ). Other areas of poultry enterprise that poultry staffs were highly competent to handle include vaccination ( $\bar{X}=2.98$ ) use of drugs ( $\bar{X}=2.88$ ), Debeaking, culling of birds ( $\bar{X}=2.88$ ), egg collection and packing ( $\bar{X}=2.80$ ) among others. This finding agrees with Emma and Hassan (2010) whose study revealed that factors of production such as price of day- old chicks, price of hens, mortality cost, vaccines and drugs and labour cost represented the most total cost of production. However, table 4 further shows that Poultry staffs do not possess adequate skills in gutter management ( $\bar{X}=2.46$ ), weighing of feed ( $\bar{X}=2.27$ ) and sanitation of farm environments ( $\bar{X}=1.82$ ).

**Constraints faced by poultry staff:** Table 5 shows that all the constraints identified were encountered by the respondents in the study area, however, the level and extent of severity of the constraint varie. The table shows eight major constraints (mean above 2.0) identified in the study areas in which high cost of vaccines and drugs was ranked first ( $\bar{X}=2.78$ ), inadequate capital was ranked second ( $\bar{X}=2.63$ ), Untimely availability of good day old chicks was ranked third, ( $\bar{X}=2.56$ ), high cost of feed was ranked fourth ( $\bar{X}=2.46$ ), financial problem was ranked fifth( $\bar{X}=2.33$ ), , pest and diseases attack was ranked sixth( $\bar{X}=2.23$ ), lack of access to credit

facilities was ranked seventh ( $\bar{X}=2.10$ ) and theft and pilfering was ranked eight ( $\bar{X}=2.05$ ). This result agrees with the findings of Afolami *et al*, (2013) in his research on the analysis of profitability and constraint in poultry egg farming showed that feed cost, non-remunerative price for egg and birds and supply of poor quality feed and feed ingredients, high cost of medicines and vaccines, lack of disease control facilities and high rate of electricity tariff are some of the factors influencing profit in egg production. Also, Bongani and Micah (2013) stated in the research on the determinant of profitability of indigenous chicken that feed cost, market price, stock size, number of birds sold and number of birds consumed are some of the factors that determine the profitability of indigenous chicken. Others constraints such as inadequate water supply ( $\bar{X}=1.10$ ), shortage in labour supply ( $\bar{X}=1.06$ ), marketing problem ( $\bar{X}=1.24$ ), high mortality rate ( $\bar{X}=1.27$ ), lack of access to information ( $\bar{X}=1.48$ ), inadequate veterinary services ( $\bar{X}=1.83$ ), poor weather conditions ( $\bar{X}=1.47$ ), scarcity of feed ingredients ( $\bar{X}=1.62$ ), improper bio-security measures ( $\bar{X}=1.15$ ) among others with mean less than 2.0 were not severe constraints faced in poultry production in the study area.

**Test of hypothesis:** Table 6 shows Correlation between some related socio economic characteristics and competence level of staff in poultry production. The table shows that all the variables tested in the hypothesis except age were significant. Level of education of staff is significantly correlated with the competence level of poultry staff at 1%, which implies that education positively have effect on competency. This implies that the higher the level of education the higher the competency of the poultry staff. This may be because educated staff can have access to much information and better informed. This is in line with the findings of Nadia (2013) who regarded education as a potential for cultivating the orientation of employees, the promotion of capabilities for future work, and a series of arrangement and learning. Experience of staff and membership of poultry association also has a corresponding positive influence on the competence level of poultry staff at 5% levels. This may be because staffs that belong to association can gain from other poultry farmers through sharing.

**Table 2: Distribution of respondents by socio-economic characteristics (n = 120)**

Variables	Frequency	Percentage
Age		
26-30yrs	25	20.83
31-35yrs	45	37.5
36-40yrs	33	27.5
41-50yrs	17	14.17
Total	120	100
Gender		
Male	109	90.83
Female	11	9.17
Total	120	100
Marital Status		
Single	22	18.33
Married	95	79.17
Widow(er)	3	2.5
Total	120	100
Education Status		
Secondary education	5	4.17
First Degree	109	90.83
Post graduate	6	5
Total	120	100
Years of Experience		
1-5yrs	98	81.67
6-10yrs	20	16.67
>10yrs	2	1.66
Total	120	100
Poultry Association Membership		
Yes	37	30.83
No	83	69.17
Total	120	100
Monthly Salary (₦)		
30000-39000	52	43.33
40000-49000	33	27.5
50000-59000	19	15.83
60000-69000	8	6.67
70000-79000	2	1.67
80000-89000	2	1.67
90000-99000	3	2.5
>100000	1	0.83
Total	120	100

**Source: Data Analysis, 2016****Table 3: Distribution of respondents by entrepreneurial activities engaged in**

Entrepreneurial activities	Low	Moderate	High	Mean	Rank
Ability to account for all the units of the poultry farm	2 (1.67)	16(13.33)	102(85.00)	3.37	1 <sup>st</sup>
Ability to mobilize and maximize resources and skills for the farm	2(1.67)	8(6.67)	112(93.33)	2.95	2 <sup>nd</sup>
Ability to keep viable farm records	0 (0)	10(8.33)	110(91.67)	2.92	3 <sup>rd</sup>

Good communication and inter personal relationship with the customers	0(0)	12(10.00)	98(90.00)	2.9	4 <sup>th</sup>
Ability to prepare farm budgets	0(0)	14(11.67)	106(88.33)	2.88	5 <sup>th</sup>
Ability to prepare farm financial statements	0(0)	15(12.50)	105(87.50)	2.88	5 <sup>th</sup>
Ability to correctly identify and correct production problems	4(3.33)	10(8.33)	106(88.33)	2.88	5 <sup>th</sup>
Ability to use inputs with minimum cost to get maximum efficiency	2(1.67)	14(11.67)	104(86.66)	2.85	8 <sup>th</sup>
Ability to predict and estimate the income from production over a period of time	4(3.33)	13(10.83)	103(85.33)	2.83	9 <sup>th</sup>
Ability to design production programs and identify production targets	3(2.50)	17(14.17)	100(83.33)	2.81	10 <sup>th</sup>
Ability to identify training needs	12(10.00)	15(12.50)	90(75.00)	2.6	11 <sup>th</sup>
Ability to get and use credit and financial resources from various sources	2(1.67)	56(46.67)	62(51.66)	2.5	12 <sup>th</sup>
Ability to advertise and create markets for farm produce	10(8.33)	48(40.00)	62(51.67)	2.43	13 <sup>th</sup>
Ability to use best management operations in poultry production units	9(7.50)	51(42.5)	60(50.00)	2.43	13 <sup>th</sup>
Ability in marketing agricultural produce	10(8.33)	50(41.67)	60(50.00)	2.42	15 <sup>th</sup>
Ability to maintain a stable price control	15(12.50)	60(50.00)	45(37.50)	2.25	16 <sup>th</sup>
Ability to make good decision about the technologies to accept and use	6(5.00)	84(70.00)	30(25.00)	2.2	17 <sup>th</sup>
Ability to set goals and targets for the farm	5(4.17)	99(82.50)	16(13.33)	2.09	18 <sup>th</sup>
Ability to organize seminars and training for staff at different unit of poultry farm	57(47.50)	50(41.67)	13(10.83)	1.63	19 <sup>th</sup>
Ability to source for and get innovation ideas for maximum production	5(4.17)	98(81.67)	17(14.17)	0.73	20 <sup>th</sup>

Source: Data Analysis, 2016

**Table 4: Distribution of respondents on technical competence in poultry production**

Variables	Highly skilled	Skilled	Moderately skilled	Not skilled	Mean	Rank
Disease diagnosis	105(87.50)	10(8.33)	5(4.17)	0(0.00)	3.83	1 <sup>st</sup>
Identifying percentage of feed ingredients	105(87.50)	9(7.50)	6(5.00)	0(0.00)	3.83	1 <sup>st</sup>
Feed formulation	101(84.17)	13(10.83)	6(5.00)	0(0.00)	3.79	3 <sup>rd</sup>
Writing of monthly reports	74(61.67)	31(25.83)	13(10.83)	2(1.67)	3.48	4 <sup>th</sup>
Use of improved breeding stocks	22(18.33)	78(65.00)	17(14.17)	3(2.50)	2.99	5 <sup>th</sup>
Vaccination	15(12.50)	87(72.50)	18(15.00)	0(0.00)	2.98	6 <sup>th</sup>
Record keeping	15(12.50)	87(72.50)	16(13.33)	2(1.67)	2.96	7 <sup>th</sup>
Bio-security measures against diseases outbreak	11(9.17)	95(79.17)	12(10.00)	2(1.67)	2.96	7 <sup>th</sup>
Mortality management	7(5.83)	100(83.33)	10(8.33)	3(2.50)	2.93	9 <sup>th</sup>
Use of drugs	4(3.33)	98(81.67)	18(15.00)	0(0.00)	2.88	10 <sup>th</sup>
Debeaking	12(10.00)	85(70.83)	19(15.83)	4(3.33)	2.88	10 <sup>th</sup>
Culling	11(9.17)	90(75.00)	12(10.00)	7(5.83)	2.88	10 <sup>th</sup>
Fumigation	6(5.00)	94(78.33)	20(16.67)	0(0.00)	2.88	10 <sup>th</sup>
Use of disinfectants	6(5.00)	92(76.67)	22(18.33)	0(0.00)	2.87	14 <sup>th</sup>
Brooding Operation	10(8.33)	86(71.66)	20(16.66)	4(3.33)	2.85	15 <sup>th</sup>
Litter management	18(15.00)	65(54.17)	35(29.17)	2(1.67)	2.83	16 <sup>th</sup>
Egg collection and packing	5(4.17)	88(73.33)	25(20.83)	2(1.67)	2.8	17 <sup>th</sup>
Gutter management	10(8.33)	40(33.33)	65(54.17)	5(4.17)	2.46	18 <sup>th</sup>
Weighing of feed	9(7.50)	17(14.17)	91(75.83)	3(2.50)	2.27	19 <sup>th</sup>
Sanitation of farm environments	6(5.00)	4(3.33)	90(75.00)	20(16.66)	1.82	20 <sup>th</sup>

Source: Data Analysis, 2016

**Table 5: Distribution of respondents by constraint faced in poultry production**

Variables	Not severe	Severe	Very severe	Mean	Rank
High cost of vaccines and drugs	1(0.83)	25(20.83)	94(78.33)	2.78	1 <sup>st</sup>
Inadequate capital	7(5.83)	31(25.83)	82(68.33)	2.63	2 <sup>nd</sup>
Untimely availability of good day-old chicks	8(6.67)	37(30.83)	75(62.50)	2.56	3 <sup>rd</sup>
High cost of feed	20(16.67)	28(23.33)	73(60.83)	2.46	4 <sup>th</sup>
Financial problem	2(1.17)	77(64.17)	41(34.17)	2.33	5 <sup>th</sup>
Pest and diseases attack	8(6.67)	77(64.17)	35(29.17)	2.23	6 <sup>th</sup>
Lack of access to credit facilities	0(0.00)	108(90.00)	12(10.00)	2.10	7 <sup>th</sup>
Theft and pilfering	3(2.50)	108(90.00)	9(7.50)	2.05	8 <sup>th</sup>
Inadequate veterinary services	50(41.67)	42(35.00)	28(23.33)	1.82	9 <sup>th</sup>
Scarcity of feed ingredients	50(41.67)	66(55.00)	4(3.33)	1.62	10 <sup>th</sup>
Lack of access to information	65(54.17)	52(43.33)	3(2.50)	1.48	11 <sup>th</sup>
Poor weather conditions	68(56.67)	48(40.00)	4(3.33)	1.47	12 <sup>th</sup>
High mortality rate	90(75.00)	28(23.33)	2(1.17)	1.27	13 <sup>th</sup>
Hatchery problem	94(78.33)	20(16.67)	6(5.00)	1.27	13 <sup>th</sup>
Marketing problem	98(81.67)	15(12.50)	7(5.83)	1.24	15 <sup>th</sup>
Inappropriate Bio-security measures	107(89.17)	8(6.67)	5(4.17)	1.15	16 <sup>th</sup>
Packaging problem	108(90.00)	9(7.50)	3(2.50)	1.13	17 <sup>th</sup>
Inadequate water supply	110(91.67)	8(6.67)	2(1.17)	1.10	18 <sup>th</sup>
Transportation problem for staff and produce, to and from the farm	112(93.33)	6(5.00)	2(1.17)	1.08	19 <sup>th</sup>
Shortage in labour supply	113(94.17)	7(5.83)	0(0.00)	1.06	20 <sup>th</sup>

Source: Data Analysis, 2016

**Table 6: Correlation between some selected socio economic characteristics and competence level of the respondents**

Variables	r -Value	P-Value	Decision
Age	0.038	0.681	Not significant
Education	0.366	0.000	Significant
Experience	0.199	0.068	Significant
Poultry association	0.023		Significant

Source: Data Analysis, 2016 \*\*correlation is significant at 0.01 level, \*correlation is significant at 0.05 level

**CONCLUSION AND RECOMMENDATIONS**

The study concludes that in spite of high entrepreneurial activities and high competency observed in poultry staff, the major setback affecting poultry production in the study areas were untimely supply of good day old chick, inadequate capital, high cost of vaccines and drugs and high cost of feed. The study therefore recommends that more commercial hatcheries should be encouraged to spring up so as to increase the availability of more day old chicks. Poultry farmers should be encouraged to form cooperatives where information can easily be disseminated. Vaccines and drugs for poultry and other veterinary use should be subsidized by government while local production of such drugs and vaccines should be encouraged at affordable price. Finally, capacity training and seminars for poultry farmers and staff should be done so as to enable them cope with the challenges of modern poultry farming

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