

## Relevant Soft Skills Required By Business Education Students For Enhancing Employability

**Dr. Robinson Osarumwense Owenvbiugie**

Department of Vocational and Technical Education, University of Benin, Benin City, Nigeria

Email: [osarumwense.owenvbiugie@uniben.edu](mailto:osarumwense.owenvbiugie@uniben.edu),

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### ABSTRACT

Relevant soft skills possessed by business education graduates for employability was examined. Three research questions and one hypothesis gave credence to the study. A population of 1117 entrepreneurs was used. The sample size was 264 entrepreneurs representing 23.63% of the population. Descriptive survey was used. The questionnaire was validated by three business educators. A reliability of 0.80 was obtained with the aid of Cronbach alpha. Arithmetic mean was used to answer the research questions. The analysis disclosed that entrepreneurs need business education graduates who possess communication, managing conflict and collaborative skills. The study also disclosed that there is no significant difference between male and female graduates in the possession of skills for employability. Consequently, it was recommended that management of various universities should ensure that business education programmes are constantly reviewed in their curriculum to reflect the various skills needed for employability so as to meet competitive work environment. Business education lecturers should be trained and retrained on a continuous basis to meet with current business skills needed for employability in world of work, and frantic efforts must be made by government to equip business education laboratories and workshops to enhance effective teaching and learning of the various skills with modern and up to date equipment

Keywords: Soft Skills; Employability; Communication Skills; Managing Conflict Skills; and Collaborative Skills.

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### INTRODUCTION

Nigeria appears to be experiencing untold hardship due to rising unemployment among school graduates. This seems to have reached a level of concern for both the citizenry and government. The major challenge facing Government across the world is how to reduce the rising wave of youth unemployment. In September, 2000, the United Nations resolved to tackle the problems of youth unemployment in the General Assembly Resolution 55/2 paragraph 20 to develop a framework to give young people sense of belonging and chance to find productive work. In a study done by the International Labour Office (I.L.O.) (2004), youths have become vulnerable than adults in seeking for

job in Nigeria. It indicated that the unemployed young people are between the ages of 16 and 30 and that over 300 million earn below US\$ 1.00 per day.

One of the ways to achieving youth employment, sustainable growth and development is through skill acquisition. Skills may refer to all the factors which go to make up a competent, expert, rapid and accurate performance. The application of these skills for effective performance of a task is most important where the skills are transferable. In this regard, skills applicability may be horizontal or vertically skewed. In other words, it can be organizationally-based or hierarchically-based activities respectively (Arainru, 2022; Evelin & Ciamas, 2022; Herman, 2022; Iskamto, 2022; Iskamto et al., 2022).

The attainment of growth and development and skill obtainment seem to be the deciding factor in socio-economic and industrial emancipation of any country. Skill acquisition and training programmes in Technical Vocational Education and Training (TVET) driven economy may be a deciding factor to socio-economic of a nation which business education forms a part. Ugwuja (2010) maintained that TVET is a part of education that helps in acquiring competencies and experiences. Aina (2001) stated that TVET is the conciliator that unlocks the gate to industrialization and self-reliance of any nation. Business education is a sub-set of vocational education. Business Education Council as cited by Ekpenyong (2011) stated that business education is for all who need education at high school or post-high school (including university) level, to equip them with skill and knowledge both private and public domain (Rahayu, 2022).

It is observed that many students graduating from our educational institutions including business education students are roaming the street in search for job after graduation. Most worrisome is business education graduates. It seems that these business education graduates do not possess relevant soft skills. Doyle (2019) defined “soft skills as attributes that make one person different from another such as etiquette, networking, resilience, self-compassion, communication and listening, getting along with others, interpersonal skills, collaboration, problem-solving, and leadership”. Patterson (2019) pointed out soft skills include inner soft skills and external soft skills. Patterson pointed out that internal soft skills “give one self-confidence, self-awareness, self-compassion, accepting criticism, critical thinking/problem-solving, resilience, perseverance, and emotional management, perceptiveness, and growth mindset, and time management”. The extrinsic soft skills include “collaborative team work, effective communication, interpersonal skills, self-promotion, managing conflict, adaptability, networking, influence, negotiation, and expectation management”.

Kagan (2019) opined for any individual requiring being sellable ought to possess networking skill. This skill is needed to seek for familiarity with those who know about job opportunities, as well as increasing one’s consciousness of news and trends in the world of work. This could be made possible through communication.

Communication skills are competences needed to give and receive information. Business owners and new entrants need information to expand business, and new entrants need information to secure jobs. Communication skills needed include listening, speaking, observing and empathizing. This is why it is important for people to listen very well before they speak on issues. This is why Bortz (2019) stated that, communication skills are necessary tools in the workplace because they set the stage for how people see one another and interact with one another. Communication skill may also improve one’s opportunity of building relationships with people as well as members of the same organisation. The researcher further stated that communication skill is an antidote for boosting one’s performance because it helps one to get vital information from one’s boss to enhance excellent work performance. Communication skills include “listening, speaking, observing and empathizing”. It is also expedient to identify the various types of communication using one-on-one conversation, phone conversation, as

well as and electronic communications, such as electronic mail and social networking. It is imperative to note that a good interaction skill may be able to enhance resolving conflict in work place (Adeyemi, 2022; Hidayah & Prohimi, 2022).

Kohlrieser (2007) stated that conflict comes as a result of disagreement between people manifested as a result of stress, difference, feeling, where agreement is lacking. However, when conflict is managed well it leads to good results. Doyle (2019) stressed that a good conflict management skills are needed to make various persons within and outside organization to work harmoniously for the overall development and well-being of management as conflict is practically unattainable to shun. It is the nature of man not to agree on all issues, and disagreements are very good when the actors in disagreement approach maturely. It is virtually difficult to eliminate conflict in any work situation more especially where two or more people work. If there is no conflict there would be no diverse opinions on issues. Where there are no diversity of opinions, there will be no way to correct issues marred with controversial strategy and policies. Resolving conflict may be as a result of collaborative teamwork.

Collaborative teamwork skill is a skill needed to work with other people to make progress for meaningful result. It helps employees and outside parties to work in a harmonious relationship to efficiently enhance productivity. It is an act of thriving together that needs a spirit of willingness and collective respect. Team work is a systematic balance between individual goals with group achievements. For collaboration team work to work effectively, every member of must make communication open among themselves without forbearing any vital information needed to attain various functions, affect unanimity about intentions for enhancing work performance. To achieve collaborative team work all members of a team must agree to move forward, and reach consensus on issues for the overall benefit of all members of the team and the organization. Teamwork is important that team members place group goals above personal contentment more so if one is the leader of the team. Collaboration is not about the individual in a group, it is about team members.

The soft skills when possessed by an applicant may enhance the applicant's employability to secure employment among his peers who do not possess such skills. Employability is a set competences, disposition and individual feelings that enable some applicants to be employable and become thrive in their careers for the overall benefit of all (Weligamage, 2009). Soft skills are skills that are transferable required by people to make them employable in one field or the other (Science, Technology, Engineering, and Mathematics Network, 2014).

In recent times unemployment rate has been soaring in Nigeria and by extension in Edo State. Ochigbo (2018) quoting Industrial Training Fund and National Bureau of Statistics, that "unemployment rate rose from 17.6 million to 20.9 million in 2018". This trend is scaring and alarming. In spite of this ugly development schools operating business education programmes seem to have been producing graduates year in year out without corresponding assurances of job placement. Many business education graduates appear to be roaming the street in search of jobs, but to no avail. An eyeball observation revealed that entrepreneurs select would employees with skills capable of assisting them to achieve mission and vision of their organizations.

What may be responsible for this rising of unemployment is not known. Is it that these sets of graduating students do not possess relative soft skills for employability? If the continuous looking for job by these sets of people is not addressed, they may turn themselves into political thugs, kidnapping gangs, militancy, crime and criminality, and that may have adverse effect on other sectors of the economy.

The main goal of the study: the study assessed the relevant of soft skills needed by business education graduate for employability in Edo State. The specific objectives determined (i) the extent communication skills influence the employability of business education graduates (ii) The extent

managing conflict skills influence the employability of business education graduates. (iii) The extent collaborative team work skills influence the employability of business education graduates

The following research questions gave credence to the study: (i) To what extent do communication skills influence business education students for employability? (ii) To what extent do managing conflict skills influence business education students for employability? (iii) To what extent do collaborative team work skills influence business education students for employability?

Hypothesis: The following null hypothesis was tested: Males do not significantly differ from female entrepreneurs in their perception of soft skills possessed by business education students for employability in Edo State.

## REVIEWED LITERATURE

### Concept of Employability

The Confederation of British Industry (CBI) (1999) sees “employability as the acquisition of skills needed by employees to meet the ever growing requirements of organisations and its customers in the realization of meeting the potential in work place”. Employability is the acquisition of skills needed by employers to help employees to be adapted to work places to enhance skills development, knowledge, and technology (HM Treasury, 1997).

The Canadian Government’s Labour Force Development Board (1994) opined that employability is the relative competence of a person to arrive at needed work engagement as a result of interaction employees and the labour market. Employability is the capability to engage in functional markets with full realization of individual potential through justifiable and affordable employment (DHFETE, 2002). In similar vein Hillage and Pollard (1998) see employability as a person’s capacity to secure work, justify work, work among tasks within the same business organization. This includes both who are yet to be employed for job and those already engaged looking for different jobs. Employability therefore is the ability to possess independence in the same labour market to achieve implicit tenable employment.

### 2.2 Communication Skills and Employability

For individuals to gain employment, they should be able to communicate at whatever level. To be able to communicate effectively, it is a skill that must be developed to enhance the learner to oppose the stages of contest in all aspects of life. In Nigeria for instance English language is the official language of communication. This helps to enhance other needed skills such as soft skills, presentation skills, and communication skill. In this 21<sup>st</sup> Century, information and communication technology (ICT) has taken prominent. Therefore communication has become a yardstick for guaranteeing acceptability in any human endeavour. English language knowledge is vital for inducing and sustaining good relations at whatever phase.

Paulrajan (2011) opined that of all the skills needed by people for employability, communication skill stands out. Rao (2010) maintained that communicative skill seems to be the most vital ingredients in choosing individual profession. Tank (2013) emphasized that “critical thinking, collaboration, creativity, and communication skills are vital in job placement

Raman and Sharma (2012) opined that communication skill is the competence to express opinion in a well-deserved and efficient manner to create and enhance association. According to Knell, Oakley, and O’Leary (2007), they opined that business owners are always looking for people in their organization who can express themselves very well in a well-deserved manner. Doyle (2019)

identified ten communication skills needed to enhance employability in their organisations. They include “listening, nonverbal communication, clarity and concision, friendliness, confidence, empathy, open-mindedness, respect, feedback, and picking the right medium”. Doyle (2019) further listed communication skills needed in work place which includes “written communication, oral communication, interpersonal skills, active listening and attentive”. Wikijob (2018) stated that to be to [communicate well](#) is one of the employability skills needed in work place.

### **Managing Conflict Skill and Employability**

Doyle (2019) reported that [conflict resolution skills](#) are required for a wide range of levels of jobs. This demand is necessary to reduce productivity and avoid a difficult work situation, leading to low turnover in staff and [reduced staff morale](#). Individuals who are able to resolve conflicts are often excellent mediators, rational, and able to manage difficult personalities from a place of empathy. The researcher further stated that conflict resolution is the process by which two or more parties come to consensus to a peaceful resolution to a dispute. Conflict may happen between two friends, workers or between managers and junior workers. Conflict can also come between management and the labor force, or between departments. Doyle (2019) further identified seven types of Conflict Resolution Skills, which include: assertiveness; interviewing and active listening; empathy; facilitation; mediation skills; creative problem solving; and accountability

Amaresan (2019) maintained that resolving conflict entails the process when two or more people work towards a peaceful solution to a dispute. In resolving conflict participants are required to work together harmoniously to come a common agreement that may resolve the issue at hand. The researcher identified 14 conflict resolution skills needed with teams and customers. They include: jumping to the defense; pointing fingers; let the person explain themselves, and actively listen; use "I" statements; maintain a calm tone; show willingness to compromise or collaborate; don't talk behind people's backs; don't take anything personally; pay close attention to nonverbal communication; prioritize resolving the conflict over being right; know when to apologize and forgive; focus on the conflict at hand and not past ones; use humor, when appropriate; and remember the importance of the relationship.

### **Collaborative Teamwork Skills and Employability**

In organization today employers are looking for employees who are able to contribute their quota in the day today running of their businesses. Teamwork skills are vital, because there is world-wide competition that has taken over both service and manufacturing businesses. The ability to be part of a team is essential ingredient in today's competing markets. Organisations are looking for employees who are to give their own quota, as well as looking for people who can also work with others to bring about meaningful results.

Teamwork is seen as a concerted effort by a number of people in which each individual in the group allows their individual ideas to the oneness and efficiency of the group ideals. This means that group ideals supersedes individual opinion. The most productive teamwork is realised when all the various individuals in a group involved coordinate their ideas and work towards organisation's goal. This why, Doyle (2019) stated that collaboration is working with others in order to produce meaningful results. The researcher added that collaboration skills include “[active listening, written communication, verbal communication, nonverbal communication](#), focus, and confidence”.

Keinath (2018) stated that teamwork is an important element employers look for during work interview. It is the ability to work in a group. This involves acquainting and interacting with others, being aware of [goals](#) and priorities, and able to share your ideas [to the general benefit of the organisation](#). Teamwork skills can be proven through respect for others, as well as being reliable and

competent. Dobos (2017) maintained that teamwork is needed when young ones are capable of learning independently in order to produce wonderful results.

Dobos (2017) further identified the following as benefit of collaboration for creative project

1. A team has a greater knowledge across different spectral of ideas. A well-organized teamwork is capable of ensuring excellent productivity as well as good quality, more imaginative product, long-lasting drive, better performance and faster service delivery.
2. A well-thought-of team is able to achieve better results at minimal time and resources.
3. Teamwork helps each member to have distinct characteristics that will help the organization to achieve great success.
4. The group expertise brings to bear each member traits of others.

### **Male and Female Skill Possession and Employability**

In a study carried out by Contreras, et al. (2014) found that Mexican women are abhorrently denied equal opportunities in the world of work. Similarly, Goulding (2013) posited that women are also segregated in the labour market in Comoros. In order to reduce the disparity between male and female in labour market, International Labor Organization (2012) called for the removal of gender dissimilarity in employment in all areas of benefits. Similarly, Chartered Institute of Personnel and Development (2010) laid its voice to treat employees equally irrespective of their sex, race, religion, social background and others. The issue of employability is gaining momentum in the world today (Goulding, 2013).

## **RESEARCH METHODOLOGY**

The study employed “descriptive survey research design”. The design described the attributes of a population in a desirable and exact manner. This design was applicable for the study it sought facts from the sample of people as true representative of the population. The population consisted of one thousand one hundred and ninety nine known entrepreneurs in Edo State. The researcher got the list from the Nigerian Association of Small-Scale Industrialists (NASSI) office, Benin City branch. The total number of entrepreneurs in Edo State stood at 1117 entrepreneurs as at November 2019. The Edo South has 1000, Edo Central 67, while Edo North has 50. Proportionate sampling technique was used for the study. 264 entrepreneurs were used for the study, which is 23.63% of the population. The south had 236; Edo central had 15, while Edo north had 12. Creswell (2015) suggested that a sample size between 20% and 30% of the respondents would be adequate.

A structured questionnaire titled Skills Required Questionnaire (RSQ). The instrument was divided into sections A and B. Section A consisted of bio data information such as sex of entrepreneurs. Section B consisted of 121 items on skills required for students' employability on a 4-Point Rating Scale made up of four response options of Very High Extent, High Extent, Low Extent and Very Low Extent.

Three professionals from Department of Vocational and Technical Education, University of Benin, and one other professional in Measurement and Evaluation, Faculty of Education, University of Benin validated the questionnaire. The experts made their useful suggestions in the questionnaire. The



validators stated that items in the instrument should be increased, and apparently increased to the current figure of 51 items from 32. The judgment of these experts was solicited to ensure that the items in the questionnaire were adequate, standard and understandable. The Cronbach alpha method determined the reliability of the instrument. This method was seen as most appropriate because Cronbach alpha takes care of internal consistency of an instrument. The questionnaire was administered on 30 entrepreneurs who were not part of the sample. The overall reliability obtained was .80.

Copies of the questionnaire were given to 264 entrepreneurs in Edo State. The researcher distributed some of the questionnaire items to the respondents, while the help of eight research assistants were sought. They were briefed for two weeks who helped to administer to others. One week was given to the respondents before going back to collect the questionnaire who could not complete theirs on the spot.

The descriptive statistics of mean and standard deviation were used to answer all the research questions. The t-test statistics was used for the hypothesis at 0.05 level of significance. To determine the extent business education students need soft skills for employability in Edo State. A decision rule was taken as “any mean value of 2.50 and above was regarded as high extent, while any mean value less than 2.50 was regarded as low extent”. The null hypothesis was upheld if p-value value is less than the t-critical value of 0.05.

## RESULTS AND ANALYSIS

**Research Question 1:** To what extent do communication skills influence business education students for employability?

**Table 1: Respondents' Mean Responses on Communication Skills**

S/N	Communication skills	Mean	S.D	Remark
1.	listening skill	3.00	1.16	High Extent
2.	nonverbal communication	3.11	0.97	High Extent
3.	clarity and concision	3.18	0.97	High Extent
4.	friendliness	3.12	0.99	High Extent
5.	confidence	3.20	0.98	High Extent
6.	empathy	2.98	1.09	High Extent
7.	open-mindedness	3.05	1.04	High Extent
8.	respect	3.00	1.16	High Extent
9.	feedback	3.11	0.97	High Extent
10.	picking the right medium	3.18	0.98	High Extent
11.	concreteness	3.12	0.99	High Extent
12.	courtesy	3.20	0.98	High Extent
13.	clarity	3.27	0.96	High Extent
14.	correctness	2.97	0.98	High Extent
15.	consideration	2.83	0.91	High Extent
16.	conciseness	2.99	1.08	High Extent
<b>Grand Mean</b>		<b>3.08</b>	<b>1.01</b>	<b>High Extent</b>

Source: Field work (2022)

Table 1 indicated that the mean respondents ranged from 2.83 to 3.27. It further indicated that the standard deviation ranged from .91 to 1.16, with a mean of mean of 3.08. The entire items on the table showed that all business education students need communication skills for employability. The grand mean of 3.08 conclusively revealed that business education graduates need communication skills for employability to a high extent.

**Research Question 2:** To what extent do managing conflict skills influence business education students for employability?

**Table 2: Respondents' Mean Responses on Managing Conflict Skills**

S/N	Aspects of Managing Conflict Skills	Mean	S.D	Remark
17.	articulate	2.97	0.97	High Extent
18.	fact-based	2.83	0.91	High Extent
19.	sociable	2.99	1.08	High Extent
20.	voice opinions	2.93	0.98	High Extent
21.	firm	2.75	1.03	High Extent
22.	manage emotions	2.79	1.06	High Extent
23.	not intuitive	2.78	1.04	High Extent
24.	are not predicting	2.84	1 .02	High Extent
25.	considerate	3.16	1 .11	High Extent
26.	not persuasive	2.78	1 .02	High Extent
27.	have sense of humor	2.93	0.98	High Extent
28.	recognize individual differences	2.75	1.04	High Extent
29.	organized	2.79	1.07	High Extent
30.	not influential	2.34	0.15	Low Extent
31.	diplomatic	2.78	1.05	High Extent
32.	impartial	2.84	1.02	High Extent
33.	able to analyze conflicts	3.16	0.12	High Extent
34.	point fingers	2.26	0.65	Low Extent
35.	maintain calm tone	2.78	1.03	High Extent
36.	show willingness to compromise	3.65	1.02	High Extent
37.	do not know when to apologize/forgive	2.13	0.72	Low Extent
<b>Grand Mean</b>		<b>2.53</b>	<b>0.82</b>	<b>High Extent</b>

Source: Field work (2022)

Table 2 indicated that the mean rating of the respondents ranked from 2.13 to 3.65. It further indicated that the standard deviation ranked from .1 5 to 1.1116 with a grand mean of 2.53. It revealed that all the 23 items, except items 28,32 and 35 regarding their need for business education graduates possessing conflict management skills for employability to high extent. Items 28,32 and 35 are needed to low extent. The values of the standard deviation revealed that the responses did not relatively deviate far from the mean responses. The grand mean of 2.53 concluded that business education students need managing conflict skills to high extent.

**Research Question 3:** To what extent do collaborative team work skills influence business education students for employability?

**Table 3: Respondents' Mean Responses on Collaborative teamwork Skills**

S/N	Aspects of Collaborative Teamwork Skills	Mean	S.D	Remark
38.	communication	3.65	1.01	High Extent
39.	emotional intelligence	3.71	0.96	High Extent
40.	respect for diversity	3.69	0.81	High Extent
41.	brainstorming	3.59	0.88	High Extent
42.	compromising	3.50	0.89	High Extent
43.	delegation	3.57	0.92	High Extent
44.	time management	3.53	0.99	High Extent
45.	critical thinking	2.93	0.98	High Extent
46.	problem sensitivity	2.75	1.04	High Extent
47.	creativity	2.79	1.07	High Extent



48.	innovation		2.78	1.05	High Extent
49.	to think differently		2.84	1.02	High Extent
50.	mind-set but different skills		3.16	0.17	High Extent
51.	achieving results with unreasonable time	2.78	0.03	High Extent	
<b>Grand Mean</b>			<b>3.23</b>	<b>0.84</b>	<b>High Extent</b>

Source: Field work (2022)

Table 3 indicated that the mean responses and standard deviation of business education students collaborative teamwork skills. The value of the mean responses ranged from 2.75 to 3.71. The values of the standard deviation ranged from 0.03 to 1.07. It further indicated that the responses were in agreement with the mean values. The mean of mean of 3.23 showed that the respondents concluded that collaborative teamwork skills are needed by business education graduates to a high extent.

**Null Hypothesis:** Males do not significantly differ from female entrepreneurs in their perception of soft and hard skills possessed by business education students for employability in Edo State

**Table 5: Summary of t-test of male and female entrepreneurs**

Variables	Gender	N	Mean	SD	df	t-val	p-val.	Dec
Communication	Male	202	19.20	4.319	262	1.008	.315	NS
	Female	62	18.52	4.606				
Managing Conflict	Male	202	28.74	6.692	262	-.156	.876	NS
	Female	62	28.90	6.818				
Collaborative Teamwork	Male	202	25.67	4.442	262	1.147	.253	NS
	Female	62	24.86	5.007				

NS: Not Significant

Source: Fieldwork (2022)

The results of Table 5 showed the summary of t-test of male and female entrepreneurs' perception of soft and hard skills possessed by business education students in their employability in Edo State. The table showed p-values of 1.008, -.156, 1.147, communication, managing conflict, collaborative teamwork variables. The corresponding p-values of the variables are 0.315, 0.876, 0.253, . respectively. Since the values are greater than the alpha value of 0.05, the t-values are significant for the three variables. Hence there is no significant difference in the mean responses of male and female entrepreneurs in their perception as communication, managing conflict, collaborative teamwork.

## DISCUSSION OF THE FINDINGS

From research question one, it was concluded that communication skills are needed for employability to high extent. This finding is in consonance with Bharathi (2016) who confirmed that "a person with a solid knowledge of communication skills will be able to substantiate his or her academic performance in a relatively better manner". "These competencies give self-assurance, as well as expand the people's job opportunities. Nagarajan (2013) revealed that inappropriate English and computer competencies are the reasons graduates are not employable. The researcher further opined that out of "60,000 Indian graduates; only 16% and 14% of the graduates were employed in sales and customer care services". The finding is also in consonance with Ashley (2016) who opined that one of the reasons to having good communication competence is that it helps people of securing chances in the labour market.

From the finding of research two that managing conflict skills are needed for employability. The result is in consonance with Berman (2019) who opined that employee should brainstorm and be reminded that everything is capable of being negotiated. People should be allowed to expand their

search engines for job search. Being ingenious is capable of yielding good result. The researcher further stated that there is so much joy for being respectful and undisturbed in any situation.

From the finding of research question three that collaborative teamwork skills are needed by employees to be hired. This finding is in agreement with Doyle (2019) who stated that “candidates with strong teamwork skills are sought out by employers for many reasons—they demonstrate leadership, collaboration, and good communication, among other things”. The author further stated that teamwork is highly needed in all establishments. The researcher further stated that people will be willing to relate with others that are open-minded if you are very respectful to them and their opinions. In collaboration with the finding of Youth Employment UK (2019), it opined that excellent team work enables one to make progress in your job. “People can see you as someone with a positive attitude who thinks the company’s goals are important”. “An attitude like this can help you get more opportunities, responsibility, training and promotions over time”.

From the finding of the hypothesis, there is no significant difference between male and female entrepreneurs on skills required by business education students for employability in Edo State. This position was controverted by Contreras, Davalos, Gonzalez-Morales, and Alvaz-Gonzalez. (2014) who found out that Mexican women are grossly segregated in the labor market. In the same vein Harvey et al., (2002), Neumark and McLennan (1995) maintained that women are being discriminated against and marginalized in the employment process most especially in higher learning institutions in some parts of the world

## CONCLUSION

From the findings of the study, it was concluded that networking skills, communication skills, managing conflict skills, collaborative teamwork skills, were needed by business education students for employability in Edo State to high extent. It was also concluded that there is no significant difference between male and female entrepreneurs on the skills required by business education students for employability in Edo State.

## RECOMMENDATIONS

From the findings of the study and conclusion drawn, the following recommendations are made.

- Management of various universities should ensure that business education programmes are constantly reviewed in their curriculum to reflect the various skills required for employability so as to meet competitive work environment.
- Business education lecturers should be trained and retrained on a continuous basis to meet with current business skills required for employability in world of work.
- Frantic efforts should be made by government to equip business education laboratories and workshops to enhance effective teaching and learning of the various skills with modern and up –to- date equipment.

## CONTRIBUTIONS TO KNOWLEDGE

The study has empirically established that business education students require Communication; managing conflict; collaborative teamwork; to high extent for job performance in the world of work. 2. The study also established that there is no significant difference in the views of entrepreneurs between male and female business education students in the skills required for employability in Edo State.

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