EFFECTS OF SELF-EFFICACY ON SELF-EMPLOYMENT INTENTION OF RECENT GRADUATES IN NIGERIA

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Abstract
This study investigated the effect of self-efficacy on self-employment intentions of recent graduates. Using the descriptive survey research design, the study population includes National Youth Service Corps (NYSC) members of Ojo Local Government area of Lagos state. A sample of 130 was selected using the purposive sampling technique. The formulated hypotheses were tested using the simple linear regression and the independent sample t-test. The results showed that there was a statistically significant influence of self-efficacy on self-employment intention of Corps members of Ojo local government, Lagos state. A significant regression coefficient was found $F (1,128)=29.72, p<.05$, with $R^2$ of .19. This presupposes that 19.0% of the variance in self-employment intentions is as a result of the self-efficacy of recent graduates. Also, a statistically significant difference in the self-employment intentions were found between male and female corps members ($t_{cal}(128) = 2.11$ is greater than $t_{tab}=1.98$, $p < .05$). The study therefore recommended, amongst others, that institutions and the government should educate and devise a means by which they can increase the level of graduates and students' self-efficacy which in turn will help shape their intention towards shaping career options after graduation. Similarly, effective entrepreneurship education and training for students and graduates to enhance their efficacy in performing specific tasks and roles of an entrepreneur will go a long way in boosting their self-employment intention and also aids them towards post graduate job creation ability rather than job seekers.

Keywords: Self-efficacy, Gender, Self-employment Intention, Recent graduates.

Introduction
The challenging situation of today’s economy means that, it is no longer sufficient for students and new graduates, to have only knowledge of theoretical academic subjects. What is required of them is to increase soft skills which could enhance their prospects of self-employment (Abdullah-Al-Mamun, 2012). Pereira (2016) argued that soft skills such as communication, team-working and self-efficacy developed by graduates and students, are very decisive in the labour market and may ultimately empower them for a critical life-long employment. Soft skills according to Conrad and Leigh (2012) are non-technical skills, abilities and traits required to be successful employers of labour. Hurrell and Scharious (2014) stated that, soft skills are interpersonal and intrapersonal ability, creativity and self-efficacy which are critical from a self-employment viewpoint to facilitate mastered performance in particular contexts.

Ramezan and Setareh (2013) posited that the most important source of self-efficacy is the skills or experiences acquired from previous performance where, a successful performance will increase the efficacy experiences and will decrease the chance of failure. Human behaviours are
energized and controlled by the self-influence mechanism. Among the self-influence mechanisms, the belief of personal self-efficacy is more important and comprehensive (Qalayee, Kadivar, Sarami & Esfandiari, 2012). Ljerka (2016) argued that self-efficacy is the bases of human activities and that people who have high self-efficacy, have high expectations to get a successful result. The study of Ljerka however argued that, the chances of people who have doubts about their abilities would continue to decrease. Kimmo (2015) observed that people who have high self-efficacy believe that they can encounter problems and conditions effectively due to their success expectations. Saraih, Zuraini and Suhana (2017) asserted that people with high self-efficacy have more belief and confidence in their ability than the people who have low self-efficacy. They look at the problem as an opportunity not as a threat and they look for new conditions actively. Bandura (2012) affirmed that, when someone’s belief is developed, and also has success ability, he has gotten self-efficacy.

Self-efficacy refers to people’s judgments regarding their ability to perform a given activity (Shinnar, Hsu, & Powell, 2014). Panagiotis and Dimo (2014) described self-efficacy to be a task specific consideration of perceived fitness towards creation of a new business. This is based on Iqbal, Melhem and Kokash (2012) believe that self-efficacy affects individuals’ intention and competence to become an entrepreneur. The impact of self-efficacy on self-employment intention has generated substantial research and policy interest aimed at optimizing its benefits as it is said to affect the amount of effort they devote to creating a new business. Wan, Rahim, Soaib, Shamsiah and Noor (2015) posited that the persistence in facing the changes, challenges of a new venture creation process, and the success in performing entrepreneurial roles and tasks may be based on self-efficacy. Based on the foregoing, a systematic analysis of the influence of self-efficacy on self-employment intention of recent graduates, followed by a robust empirical evaluation is therefore fundamental.

**Statements of the Problem**

The incident of graduate unemployment in Nigeria has been deep and widespread cutting across all facets of age-groups, educational strata and geographical entities. Tertiary institutions made up of universities, polytechnics, mono-technics and colleges of education, for example, continue to churn out graduates that have constantly clogged up the labour market thereby increasing the rate of graduate unemployment in the nation (Sodipo, 2014). The unemployment percentage for the first degree graduates in Nigeria was reported at 14.2 percent in 2016, 18.8% in 2017, and rose to 23.10% in 2018 according to NBS (2018). The situation in Nigeria has worsened in recent years where more people are out of jobs than ever before as a result of downsizing, outsourcing, winding-up, mergers and acquisitions (Nwankwo & Ifejiocfor, 2014).

One of the learning/education outcomes in the university is the award of a qualification certificate. Qualification certificate is an important predictor of self-efficacy. Likewise academic achievement is the most powerful source of self-efficacy (Aslan, 2012). According to Ramezan (2013) having acquired knowledge, skills and not having a self believe and confidence in one’s ability, is not a good predictor for a future intention of job creation. A graduate with a high rate of self-confidence and self-efficacy is expected generally from universities (Tuba, 2013). Graduates should be prepared for serious challenges in the Labour market. The notion that a degree is a passport to employment has been relegated to the past (Marzena, 2016). In the current economic climate, a major role of the academia is to support students and graduates in
developing the necessary skills, qualities, behaviours and competencies for the modern workplace. According to Ali (2013), higher institutions should imbibe in graduates some level of knowledge which will make them have an independent mind, increase their level of confidence and make them have a strong believe in themselves that they can achieve great things. Emrah, Kemal and İbrahim (2013) posited that people’s believe about their abilities and qualifications acquired, influence their self-employment intentions and the quality of their performances.

Pajares (2002) believed that people who have weak self-efficacy see duties and jobs difficulty, so they are more stressful while powerful self-efficacy believes cause calmness and success. Thus, self-efficacy can be a powerful predictor of people’s performances and achievements. Self-efficacy influences the development of entrepreneurial intentions; hence, the probability of venture creation (Kurppa, 2015). Individuals with higher degrees of self-efficacy in the early stages of career development will have higher self-employment intentions, and those with both higher self-efficacy and higher self-employment intentions will have a higher probability of being involved in entrepreneurial activities later in life (Ljerka, 2016). Onuma (2016) in his study, believed that self-efficacy should be relevant to students as it equips them with the intention of post-graduation job creation ability rather than being job seekers. Therefore, this study aims to investigate the influence of self-efficacy on self-employment intentions of recent graduates (national youth service (NYSC) members of Ojo local government area of Lagos state) and to investigate gender differences on their various self-employment intentions.

**Objective of the study**
The objective of this study is to examine the influence of self-efficacy on self-employment intentions of the recent graduates, and to compare their self-employment intentions based on gender.

**Hypotheses of the study**
The following are the hypothesis of the study:

- $H_0$: There is no significant influence of self-efficacy on self-employment intentions of recent graduates.
- $H_0$: There is no significant difference between gender and self-employment intention of recent graduates.

**Literature Review**
This section comprises of conceptual clarifications on self-efficacy and self-employment intentions. The planned behavioural theory as a guide to this study was reviewed, and lastly, empirical literatures were reviewed on the relationships between the variables of study.

**Conceptual Clarifications**
This sub-section encompasses conceptual explanations of self-efficacy and self-employment intention.

**Self-Efficacy**
Self-efficacy is perceived as the belief that one can successfully perform the required behaviours for producing an outcome (Sedat, 2017). Pfeifer, Sarlja, Zekic and Susac (2016) posited that, self-efficacy presents a link between knowledge, understanding, skills, experience, personal attributes and employability. Higher levels of self-efficacy prompt individuals to be realistic
about their achievements and committed to life-long learning. Ljerk (2016) observed that, self-efficacy is an antecedent of self-employment intentions and behaviour. Mutalib, Zuraini and Suhana (2018) defined self-efficacy as the belief in one’s capabilities to organize and execute the courses of action required to manage prospective situations.

**Self-Employment Intention**

Self-employment intention is a subjective attitude of potential entrepreneurs, engaged either in or not business activities and a general description of the people with entrepreneurial traits, attributes and ability (Zaidatol&Afsaneh, 2013). It is a sort of individual mental state that leads individuals to be willing to devote a lot of their time, energy, and action to take an opportunity or to achieve a goal. Furthermore, self-employment intention is a kind of mental model to guide an individual to take an intentional action and to make a decision. It reflects the motivation and the goal of the individual behaviour. Self-employment intention can be used to effectively predict entrepreneurial behaviour (Shinnar et al, 2014). Sondari (2014) conceptualised entrepreneurial intention as a state of mind of people who wish to create their own business and as an intention to start a new business. According to Bandura (2012) entrepreneurial intention is a person’s self-acknowledged conviction to establish a new business venture and the conscious planning to do so in the future.

**Theoretical Review**

The theory of planned behaviour by Ajzen (2002) will support this research, especially its extension which describes the relationship between self-efficacy, perceived behavioural control and their relation to intention.

**Planned Behavioural Theory**

The theory of planned behaviour is derived from the theory of reasoned action which assumes that most human social behaviour is under volitional control and therefore, can be predicted from intentions alone (Josipa, Marina & Jasna, 2016). The construct of behavioural control was added in an attempt to deal with situation in which individuals may lack complete volitional control over the behaviour of interest (Ajzen, 2002). A central factor in the theory of planned behaviour is the individual’s intention to perform certain behaviour (Bandura, 2012). According to Ajzen (2006), human behaviour is guided by three kinds of considerations: beliefs of the likely consequences of the behaviour (behavioural beliefs), beliefs about the normative expectations of others (normative beliefs) and beliefs about the factors that may facilitate or hinder performance of the behaviour (control beliefs).

According to Ajzen (2002), behavioural beliefs produce a favourable or unfavourable attitude toward the behaviour, normative beliefs define the perceived social pressure, the subjective norm, and control beliefs give rise to perceived behavioural control. Solesvik, Westhead, Kolvereid and Matlay (2012) posit that, the combination of attitude toward behaviour, subjective norm, and perception of behavioural control lead to the formation of a behavioural intention. When a sufficient degree of actual control is given, individuals are expected to carry out their intentions to actual behaviour when the opportunity for such behaviour arises. Intention is then assumed to be the immediate antecedent of behaviour.
According to Ajzen (1991), personality traits do not explain behaviour. Intentions have proven to be the best predictor of planned behaviour, particularly when that behaviour is rare, hard to observe, or involves unpredictable time lags. Self-employment is exactly the type of planned behaviour for which intention models are ideally suited (Ying, Geert & Myriam, 2013; Krueger, Reilly & Carsrud, 2000). Ajzen (2002) posits that behavioural intention together with perceived behavioural control can be used directly to predict behavioural achievement. Krueger et al (2000) pointed out the concept of perceived behavioural control which is closely related to the concept of self-efficacy (Albert, 2016). Both concepts refer to perceptual factors that are specific to the attainment of a given behaviour or behavioural goal. Similarly, Krueger (1993) suggested that perceived feasibility, or the degree to which a person feels he or she is capable of successfully starting a business, is an important antecedent to the formation of self-employment intentions. Self-efficacy, however, appeared to be a broader construct that also provides insight into the sources of efficacy judgments that subsequently influence behaviour and goal attainment (Yan-ling, Rong & Calum, 2015). Thus, self-efficacy is proposed as an important explanatory variable in determining both the strength of self-employment intentions and the likelihood that those intentions will result in entrepreneurial actions.

The integration of self-efficacy into Bird's model provides added insight into the cognitive process by which entrepreneurial intentions are both developed and carried out through specific behaviours which is consistent with the theory of planned behaviour, attitudes toward entrepreneurship and perceived self-efficacy beliefs regarding the likelihood of success or failure will subsequently influence the development of entrepreneurial intentions (Pfeifer, Sarlija, Zekic & Susac, 2016). Finally, perceived self-efficacy will moderate the relationship between the development of self-employment intentions and the likelihood that these intentions will result in entrepreneurial actions or behaviour. That is, entrepreneurial intentions will not always result in new venture creation. A person will only initiate entrepreneurial actions when self-efficacy is high in relation to the perceived requirements of a specific opportunity. Entrepreneurial self-efficacy is one’s perceived capacities to successfully perform the tasks and roles of an entrepreneur and his/her expectations toward the consequences of creating a new venture (Barnir, Watson & Hutchins, 2011).

Entrepreneurial self-efficacy highly affects individuals’ intention and competence to become an entrepreneur, the amount of effort they devote to create a new business, their persistence in facing the changes, challenges of a new venture creation process, and their success in performing entrepreneurial roles and tasks (Zaidatol & Afsaneh, 2013; Trevelyan, 2011). Entrepreneurial self-efficacy is also the key personal capability that motivates entrepreneurial behaviours (Tyszka, Cieslik, Domurat & Macko, 2011). Bandura (2012) argued that entrepreneurial self-efficacy affects student’s motivation and competence to enter the challenging process of starting their own businesses and indicates the extent of their academic preparation for their future career path as an entrepreneur.

According to Ying et al (2013), a theoretical model by Boyd and Vozikis (1994) was developed in which self-efficacy was proposed as an antecedent of entrepreneurship intentions and behaviour. The authors built on the model proposed earlier by Bird (1988), which suggests that intentions are functions of beliefs and provide a link between beliefs and subsequent behaviours. Ljeika (2016) posits that, belief in oneself does not lead to behaviour, but requires the arising of
intention to translate the belief into action. An individual who perceives that he/she has competences necessary for entrepreneurial success will be more likely to engage in the behaviour in that field, and persist in those activities. It is important to have a belief in one’s ability to succeed and be able to project this belief to the outside world. Individuals are motivated by perceived self-efficacy, rather than by objective ability (Markham, Balkin & Baron, 2002). Self-efficacy influenced individual’s choice of activities, goal levels, persistence and performance (Zhao, 2005).

**Empirical Literature on Self-efficacy and self-Employment Intention**

Panagiotis and Dimo (2014) studied the relationship between student’s self-efficacy beliefs and entrepreneurial intentions using the logic of regulatory focus theory. The study argued that the nature of the entrepreneurship course whether theoretically or practically oriented, creates a distinct motivational frame for entrepreneurship in promotion or prevention terms. When coupled with students’ self-efficacy beliefs, this frame can strengthen or weaken their intentions for future entrepreneurial efforts. Hypothesis was tested through a survey of 114 students enrolled in different entrepreneurship courses at a major British university. They found out that, higher self-efficacy is associated with lower entrepreneurial intentions in the theoretically oriented courses and higher entrepreneurial intentions in the practically oriented courses.

Kimmo (2015) investigated the entrepreneurial intentions of Mechanical Engineering students of Satakunta University of Applied Sciences. The research was carried out between students of Pori and Rauma Campuses. The study investigated the incidence of entrepreneurial intentions among the mechanical engineering students by finding the connection between entrepreneurial intentions and individual’s self-efficacy towards their professional skills. The study identified three groups of professional skills such as business/management skills, entrepreneurial skills and practical/technical skills. The study found out that, self-efficacy towards all these skill-sets were statistically significant but rather weak correlation with the entrepreneurial intentions.

Entrepreneurial intention itself was very high among the ME students. Furthermore, the study investigated the ME students’ interest towards starting a business on their own, and starting a business as a member of an entrepreneurship team. The impact of starting money, impact of access to financing, and impact of the general economic trend to the entrepreneurial intentions were also investigated. The study showed that practical/technical skills are important explanatory factors for becoming entrepreneurs, as self-efficacy towards practical/technical skills had the second-highest statistically significant correlation with appearance of entrepreneurial intention, right after self-efficacy towards entrepreneurial skills.

Hackett and Betz (1981) revealed that Bandura’s theory of self-efficacy may be applied to determine the vocational inclinations of individuals. In fact, career self-efficacy was found to be the most important predictor of males’ intentions to pursue careers in traditionally female occupations. In relation to entrepreneurship, individuals with high levels of entrepreneurial self-efficacy may also have strong occupational intentions for an entrepreneurial career. Lent, Brown and Hackett (2000) applied self-efficacy in a social cognitive framework to explain three aspects of generalized career development: (1) the formation of career interests, (2) selection of a career choice option (intentions), and (3) performance and persistence in the selected occupation.
Lent et al. (2000) found that self-efficacy was significantly related to career interests, career choice goals (intentions), and occupational performance. However, they posit that self-efficacy is the sole mediator between a person’s abilities and his or her career interests. According to them, self-efficacy may be used to predict the intended career-related intentions and behaviour of individuals. It has been established that self-efficacy is the major influence on career-related behaviour in Bandura’s social cognitive theory. Since social cognitive theory proposed that individuals choose to undertake tasks in which they are confident, comfortable, and perceive competence, the study proposed that individuals who maintain relatively high self-employment intentions will place significant weight on their perception of fitness for entrepreneurial competencies (highly entrepreneurial self-efficacious).

Zaidatol and Afsaneh (2013) examined the relationship between entrepreneurial self-efficacy, self-regulation and entrepreneurial intention using Bandura’s structural path model for the construct. The sample composed of 722 public and private Malaysian university students. The results revealed that students’ entrepreneurial self-efficacy has the most significant and positive impact on their intentions to become entrepreneurs. More specifically, entrepreneurial self-efficacy highly affects students’ entrepreneurial intentions both directly and indirectly. Also, self-regulation partially mediates the relationship between entrepreneurial self-efficacy and students’ entrepreneurial intentions. Ljerka (2016) addressed the role of teaching at universities in maximizing entrepreneurial self-efficacy, and examined the possibility of maximizing the likelihood of entrepreneurial behaviour by enhancing entrepreneurial self-efficacy with university students. The study investigated the impact that entrepreneurial self-efficacy has on the development of entrepreneurial motivation and behaviours using a sample of 324 students of Josip Juraj University of Osijek in Croatia. The study found out that, students demonstrate a higher propensity for entrepreneurial behaviours and a higher probability of starting their own businesses if they feel more self-efficient.

**Gender and Self-Employment Intention**

Leonidas, Maria, Konstantinos and Vassilis (2016) explored the effects of gender role and cultural identity (masculinity and feminity) in men’s and women’s business growth intentions in established firms. The study sample size includes 572 business owners (286 females). They found out that, masculinity and feminity fully mediated the effects of entrepreneurs’ sex on business growth intentions. Females who had higher feminity orientation and independent self-construal reported lower growth intention compared to those with independent self-construal.

José Luis (2011) analysed the influence of self-efficacy on entrepreneurial intentions by finding the role of gender in the relationship between self-efficacy and the development of individual intentions to become entrepreneurs in a group of people in Barranquilla Colombia. Entrepreneurial self-efficacy (ESE) is viewed as having the capabilities that can modify a person’s belief in his or her likelihood of completing the tasks required to successfully initiate and establish a new business and posits that, the relationship between entrepreneurial intentions and self-efficacy was not moderated by gender.

Paul and Marina (2016) investigated the linkages between entrepreneurship education (EE) participation, alertness, risk-taking skills and the intensity of entrepreneurial intention towards becoming an entrepreneur. The study conceptualized and tested novel hypotheses that consider the potential moderating effect of gender and participation in EE. Business students participating
in EE modules were compared with engineering students excluded from such programmes. Using hierarchical regression analysis the study revealed that, EE students reported high intensity of intention; however, Women were significantly less likely to report high intensity of intention, those citing the alertness skill were more likely to report high intensity of intention than non-EE women students. Both male EE and non-EE students citing the risk perception skill reported higher intention whereas; women EE students citing the risk perception skill reported lower intention.

**Methodology**

**Research Design**
This study adopted the descriptive survey research design.

**Population and Sampling**
The study population includes National Youth Service Corps members of Ojo local government, Lagos State. For this study, the population of National Youth Service Corps members in Ojo local government was estimated at 223 as at the time of writing this study. Using the Krejcie and Morgan (1970) sample size determination table, a sample of 144 was selected to form the sample size using the purposive sampling technique.

**Research instrument and Procedure**
The study adapted two scales for data collection. The construct self-efficacy was measured by adapting the 10-item self-efficacy Scale (SES) developed by Centre for research &learning University of Kansas (2015). The 10 items measured self-efficacy of recent graduates on a 5-point Likert’s type rating scale; ranging from strongly disagree (1), disagree (2), undecided (3), agree (4) and strongly agree (5). Research Collaboration (2015) stated a good internal consistency of Cronbach alpha coefficient of 0.90 for the scale. In this current study, the Cronbach alpha coefficient was 0.82. For the Self-Employment Intention construct, 10-item scale developed by Asmara, Djatmika and Indrawati (2016) to measure entrepreneurial intention was adapted for measuring recent graduate self-employment intention in this current study.

The scale was measured using the 5-point Likert’s type rating scale; ranging from strongly disagree (1), disagree (2), undecided (3), agree (4) and strongly agree (5). Asmara et al. (2016) stated a good internal consistency of Cronbach alpha coefficient of .83 for the scale. In this study, the Cronbach alpha coefficient was 0.75. Data were collected from respondents on an occasion where they are all at the NYSC office in Ojo local government for their monthly clearance. The research instruments were distributed with the assistance of the NYSC officials in the office. A total of one hundred and forty-four copies of questionnaire were distributed, one hundred and forty are retrieved while one hundred and thirty (92.9%) questionnaires were found fit and used for final analyses.

**Data Analysis**
The descriptive statistics was used to examine the demographic variables while inferential statistics was used to test the stated hypotheses. Simple linear regression and the independent sample t-test were used to test the stated hypotheses which were done with the aid of the Statistical Package for Social Sciences (SPSS) version 20.
Results and Discussions
This section presents statistical results of the tested hypotheses and the discussion of results.

Hypothesis 1
Tables 1, 2, 3. Shows results of simple regression analysis on the influence of self-efficacy on self-employment intention of recent graduates.

Table 1: Model summary of regression analysis

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.43</td>
<td>.19</td>
<td>.18</td>
<td>.37</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Self-Efficacy
b. Dependent Variable: Self_Employment_Intention

Table 2: ANOVA of regression analysis

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>Df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>4.14</td>
<td>1</td>
<td>4.14</td>
<td>29.72</td>
<td>.00</td>
</tr>
<tr>
<td>1</td>
<td>Residual</td>
<td>128</td>
<td>.14</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>21.96</td>
<td>129</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Predictors: Predictors: (Constant), Self_Efficacy
b. Dependent Variable: Self_Employment_Intention

Table 3: Coefficients of regression analysis

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>T</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>2.09</td>
<td>.43</td>
<td></td>
<td>4.89</td>
</tr>
<tr>
<td>1 Self_efficacy</td>
<td>.51</td>
<td>.09</td>
<td>.43</td>
<td>5.45</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Self_employment_intention

Table 3 stated the result of a multiple regression that was estimated to predict graduates’ self-employment intention based on self-efficacy. A significant regression coefficient was found (F(1, 128)= 29.72, p<.05), with $R^2$ of .19. Which presupposed that 19.0% of the variance in self-employment intention is as a result of the self-efficacy of recent graduates. Also, from table 3, the beta value under the standardized coefficients showed that self-efficacy has a significant variance in the dependent variable ($\beta= .43$, $p<.05$). The null hypothesis was rejected because results showed that self-efficacy influenced self-employment intention of the National Youth Service corps members of Ojo local government in Lagos state.
Table 4: Descriptive Statistics and results of t-test of NYSC members by Gender

<table>
<thead>
<tr>
<th>Sex</th>
<th>Male</th>
<th>Female</th>
<th>95% CI for Mean Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>M</td>
<td>SD</td>
<td>N</td>
</tr>
<tr>
<td>Self Employment Intention</td>
<td>4.32</td>
<td>0.44</td>
<td>55</td>
</tr>
</tbody>
</table>

*p < .05. Critical t(128)= 1.98

Using the criteria of determining the significance level for independent sample t-test as suggested by Pallant (2011) and Oyeniyi, Abiodun, Obamiro, Moses and Osibanjo (2016), if sig. value for Levene’s test is larger than .05 (e.g. .07, .10), the researcher should use the first line in the table, which refers to equal variances assumed. In this study, the significant value for Levene’s test is larger than .05. Table 4 above illustrated the independent-samples t-test result conducted to compare self employment intention scores of male and female NYSC members in Ojo local government. Result suggested a statistical significant difference in scores for males ($M = 4.32, SD = 0.44$) and females ($M = 4.50, SD = 0.38$; $t_{cal}(128) = 2.11$ is greater than $t_{tab}=1.98, p < .05$). Consequently, the stated null hypothesis is rejected and the alternative is accepted.

Discussion of Results

Based on hypothesis one, there is a positive significant influence of self-efficacy on self-employment intention of national youth Corp members of Ojo local government, Lagos state. Therefore, the alternative hypothesis is accepted which implied that the higher the level of self-efficacy of graduates, the higher their level of self-employment intention. This result is similar to that of Kurppa (2015) that found a significant influence of Self-efficacy on self-employment intention of University students in Nigeria. Self-employment intention is relevant to graduates as it aids them towards post graduate job creation ability rather than job seekers according to Onuma (2016) likewise Rachmawan et al (2015) they both found a significant positive influence of self-efficacy on self-employment intention.

Furthermore, based on the result of hypothesis two, there is a significant difference in self-employment intention scores of male and female national youth Corp members (NYSC) of Ojo local government, Lagos State. This presupposed that, national youth Corp members (male) has a higher self-employment intention than females. This result supported Paul and Marina (2016) findings that women were significantly less likely to report high intensity of entrepreneur intention. But negates the findings of Jose (2011) who found out that, entrepreneurial intentions and self-efficacy was not moderated by gender.

Conclusion and Recommendation

This study assessed the influence of self-efficacy on recent graduates’ self-employment intention. The researcher concludes that, there exists, an influence of self-efficacy on self-employment intention of Corp members of Ojo local government, Lagos State. A sense of self-efficacy that is both accurate and strong is essential to the initiation and persistence of
performance in all aspects of human development (Bandura, 2012). Therefore, graduates’ self-employment intentions can be enhanced through improving their motivation to choose establishing their own businesses as their career path goal and enabling them to face the inherited challenges of a new venture creation process (Culbertson et al, 2011). The strong impact of self-efficacy on entrepreneurial intention necessitates providing more purposive and effective entrepreneurship education and training for students and graduates to enhance their efficacy in performing specific tasks and roles of an entrepreneur. This can further be buttressed by submission to the theory of planned behaviour by Ajzen (2002) which connotes that, attitudes toward entrepreneurship and perceived self-efficacy beliefs regarding the likelihood of success or failure will subsequently influence the development of entrepreneurial intentions (Pfeifer et al, 2016). Moreover, perceived self-efficacy will moderate the relationship between the development of entrepreneurial intentions and the likelihood that these intentions will result in entrepreneurial actions or behaviour. Finally, the significance of these results lies in the fact that Self-efficacy can improve the ability, capability, potentials of individuals and likewise a believe that they can achieve great things which makes them to be job creators rather than job seekers.

Hence, the institutions and the government should educate and devise a means by which they can increase the level of graduates and students’ self-efficacy which in turn will help shape their intention towards determining their own employment career after graduation. Education serves as a preparatory function in relation to new venture creation, transferring of knowledge and the relevant skills that increase the self-efficacy (Shinnaret al, 2014). Therefore, self-efficacy will predict the effectiveness of the future entrepreneurs as stated by (Rachmawanet al, 2015) when individuals have a high self-efficacy, this will increase their self-employment intention and lead to greater motivation to start a business. As recommendation for further studies; the findings described in this paper is restricted to the influence of self-efficacy on self-employment intention of Corp members of Ojo local government, area Lagos state, utilizing data gathered from a local government in Lagos state. Data could be collected from other local governments, states to replicate the study.

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