

AN EMPIRICAL STUDY OF INVESTORS APATHY AND THE EASE OF DOING BUSINESS IN NIGERIA

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Abstract

The study investigated Investors Apathy and the implications of government's policies on commercial activities and the ease of doing business in Nigeria. To achieve the study objective, data set was collected via questionnaire administered online through the excel sheets generated by the Google form. This data set was analysed descriptively using mean, standard deviation and percentage, and inferentially using Fishers exact and Cramer's V test. The results indicate that limitation to investment is significantly associated with perception of policies. The study concluded that conducive environment and compassionate policies on the ease of doing business would motivate investors to invest and engage in commercial activities without undue inhibition in Nigeria and beyond. Accordingly, it is recommended that government policies on the ease of doing business should be all inclusive and should accommodate the interests of the key and major stakeholders in the economy, not only to discourage apathy, but to encourage investors to invest more within the Nigeria's business environment and beyond.

Keyword: Investors; Investor apathy; ease of doing business; business environment, government policy and entrepreneurial activities in Nigeria.

Introduction

Investing in business by businessmen and women with the expectation of making profit is as old as the history of Nigerian nation. Nigeria, a country of diverse backgrounds had engaged in different aspects of business activities many centuries before modern civilisation. The people had, had commercial interactions with one

another at least at the micro and local levels with significant degree of success long before the advent of Colonial Administration (Adeyeye, *et al.*, 2015). Significantly, the modern approach and paradigm shift in the mode of investing in business began with the annexation of Nigeria by the British, which took effect officially through the amalgamation of the Southern and Northern Protectorates of the country in the year

1914. With the annexation of the Nigeria's territories and the new political arrangement, Nigeria became an extension of Britain with its concomitant effects on the political, economy and social life of the people. Naturally, the economic framework of the British System, which was anchored on market economy and dictated by the forces of Demand and Supply, surreptitiously coloured the economic climate and the entrepreneurial activities of the nation. The colonial economy and her method of doing business were replicated hook, line and sinker in the Nigerian business environment (Otokiti & Awodun, 2002)

The Nigeria's business environment was buoyant and became the darling of many Investors. The economy was dominated by Foreign Investors and Merchants, particularly the British, the Koreans and the Portuguese. Only a few nationals could operate and compete in the new economic dispensation, as the resources involved were quite enormous and clearly not within the reach of average Nigerians.

Businesses were thriving as the British's political and economic domination of Nigeria and Nigerians went on unabated even when the country had secured political independence and became a Republic, within the British Common Wealth of Nations, in 1960 and 1963 respectively.

In less than six (6) years of independence the country was engulfed in political turmoil that led to military take-over. Apparently, this was a regime of coups and counter coups. The gross political instability resulted in a devastated civil war which lasted for about two and half (2 1/2) years- 1967 – 1970 (Akintunde, 2018). And after the end of the war it was one military coup after another. As expected from undemocratic political dispensation, the country was governed and administered by Leaders with little or no knowledge on how to manage material and human resources. All indices of growth were allowed to degenerate and the business environment became very unattractive to business concern. Motivation and incentives for investing in commercial activities decreased and these promoted unprecedented apathy in business investments over the years (Adeyeye,

et al., 2015). From the above discussion, it is obvious that business investments, by foreign and indigenous investors, are declining in Nigeria on a daily basis. This raises a lot of questions. Are government's policies on the ease of doing business in Nigeria actually favourable to would-be-investors? Why is it that investors are not taking the numerous advantages provided by a population of more than two hundred million people and invest in the economy? Can infrastructure and insecurity of human and material resources, be the major challenges preventing investors from investing in the economy? These and many more questions were answered by the study.

Moreover, the rationale for conducting a research on investor apathy in investing in Nigeria, stems from the fact that Investments and entrepreneurial activities in the country are abysmally low. Despite the observed friendly policies of the Government of the day, on the ease of doing business, investors' responses did not justify the former's efforts. Some of the investors and organisations that made the economy thick and vibrant have either left or currently leaving for our neighbouring countries. Ghana, Mali and South Africa are now playing hosts to our hitherto vibrant big investors. Another motivating factor for our investigation, is that of dearth of known studies on the reasons for investors' apathy in investing in Nigeria. Unlike several studies conducted generally in doing business in the country, no known studies are found on the unprecedented apathy in doing business in Nigeria. For instance, Ajayi (2008) and Uwem (2012) have carried out many studies relating to the ease of doing business in Nigeria. Accordingly, the main objective of the study was to specifically unravel the reason for apathy on business investments in Nigeria, drawing evidence from representatives of various businesses within and outside Nigeria. Overall, the research focused on knowing if the policies on the ease of doing business were sincerely designed to address the challenges faced in investing in the Nigerian business environment; know how appealing the policies are to the prospective investors; determine how attractive the environment and ultimately, to know how faithful government functionaries were in the implementation of the

policies, within the Nigerian business environment.

This paper finds that limitation to investment is significantly associated with investors' perception of policies. In particular, the paper revealed that the policies in Nigeria were designed not significantly to help investors to secure and sustain investment portfolios, and that the security situation and safety of lives and property also indicated significant improvement on the ease of doing business.

The paper contributes theoretically and empirically to the fact that apathy in investment is associated to investors' perception of policies, and that entrepreneurial theory in particular, could serve as a robust framework in explaining investors apathy and the ease of doing business nexus. Obviously, by exploring investors' apathy and the ease of doing business, drawing on evidence from within and outside Nigeria, empirical literature on investors' apathy is deepened and extended.

The rest of this paper is ordered as follows. While Section 2 details the literature review on the subject matter; section 3 presents issues about methodology. Results and discussion are presented in Section 4 and followed by the conclusions of the study in Section 5.

Review of Related literature

The review of literature on investor apathy and the ease of doing business can be sub-divided into three parts from thematic point of view, namely: the theoretical, which consists of the classical theories of management entrepreneurship and investment theories of business management; cursory review of the environment and a brief information on the government's efforts on the ease of doing business in Nigeria.

The theoretical framework

The cardinal goal of classical theorists is to maximize profit by way of investing in new ideas, production of new products and services, development of new methods of production, creating new workforce and providing customer satisfaction-(Oyedijo 1998). The classical theorists recognise profit as the ultimate goal in

investing in business opportunities. On the other hand, entrepreneurial theorists observe that conducive fiscal policies are the favourable conditions for individual industrial engagements. The theory further noted that if entrepreneurial response is absent in the prospective investors, despite economic motivations, then, the blame should be at the doorstep of market imperfection and proposition of policy determination of the economic regulators-(Mueller 2003). According to Baddeley (2003), entrepreneurial disposition is considered to be a factor of dynamic motivation, long-term commitment, psychosocial and political stand of the economic drivers and regulators. These factors promote entrepreneurial activities and engender industrial development.

Business Environment

Nigerian business environment, like many, functions through a complex context from where corporate and individual organisations compete for survival. This environment is the umbrella within which the economic, socio-cultural, technical, legal and political contexts interact for business growth and development. Several cross cultural studies were carried out to establish the fact that business environments generally often vary from economy to economy. For instance, the environmental context in Nigeria may not be found in South Africa, the USA and China. Similarly, the environment typical of America, India and Singapore may be inadmissible here in Nigeria. In more practical terms, the business environment refers to the internal, external and indirect external environments of the organisation (Otokiti *et al.*, 2002).

Obviously, Nigeria's economic environment is becoming vibrant and the outlook has every potential for growth (National Bureau of Statistics, 2013-2016).

Government's policies and the ease of doing business in Nigeria

For several years, the Nigerian economic atmosphere was everything but good for business investments. Today, though we cannot affirm that the business environment is absolutely competitive, the situation is gradually

changing from that of non-awareness to that of decisive attention to economic growth as indicated by government's position, and as enunciated by the recent review of the fiscal and monetary policies of the Federal Government of Nigeria.

Many parameters of competitiveness are in the forefront of the economic blue prints of the government. New approaches to tourism, eradication of visible barriers in doing business and many more, are some of the renewed efforts of the government to sanitize the economic landscape of the nation-(Osibajo, 2018).

Major drivers of business growth which include critical Infrastructures, such as energy, education and technology, and skills acquisition are on the priority list of the government. The present administration seems to be very passionate about re-writing the face of Infrastructure. Rail liners are erecting new lines between Lagos, Ibadan, Abuja, Port Harcourt and Kano, to mention a few cities within Nigeria that are benefitting from the new regime of rail infrastructure. Energy supply has shown some improvements, though it is still far below the expected daily consumption of Nigerians.

Government has mustered political will to intervene in the economic landscape of the nation without compromising her core regulatory functions, all in the interest of business competitiveness. Economic policies are becoming consistently consistent. With the re-enactment of Company and Allied Matters Acts (CAMA), an individual is permitted to incorporate and establish a business as legal entity and enjoy equal benefits accruable to a limited liability organisation, even as an enterprise. With the new reform, a small entrepreneur, does not require the involvement of a lawyer to register a business enterprise.

The friendly monetary and fiscal policies of the government have started yielding positive results as a few organisations that left Nigeria out of economic frustration some years ago, are now warming up to return to the country for serious business activities. For instance, Leventis, a major commercial company with chain of food outlets, that operated in many cities between 1950s- late 80s, would arrive the country for commercial activities before the end

of the year. Peugeot Automobile and Bata Shoes, that departed the country, due to the unfriendly economic climate, have indicated their willingness to come back to Nigeria, as soon as possible (Osinbajo, 2018).

Methodology

The study is a descriptive one which employed survey instruments to elicit responses from a population of investors and potential investors in the Nigerian economy. The data was collected with the aid of an online questionnaire which was in circulation via emails and whatsapp platforms across Nigeria for a period of four (4) months. Over 65 companies and investors across various sectors of the economy were reached and a total of 35 respondents eventually completed and submitted the questionnaire as designed.

The designed questionnaire was validated by experts in the field of social and management sciences. The validated questionnaire was then developed into a google form which naturally generated the link shared for respondents to indicate their responses.

The data collected were obtained from the online excel sheets generated by the Google form. Thereafter, the data were cleaned and moved into SPSS (Statistical Product and Service Solution/Statistical Package for Social Sciences) version 22 and analysed using mean, standard deviation, frequency and percentage, Fishers exact and Cramer's V test at 5% level of significance.

Results and discussion

Table 1: Sectorial distribution of responses

| S/No | Sectors | Frequency | Percentage |
|------|--|-----------|------------|
| 1 | Food and Agriculture | 4 | 11.4 |
| 2 | Educational and Human resource development | 14 | 40.0 |
| 3 | Retail sales and marketing | 12 | 34.3 |
| 4 | Services and consultancy | 12 | 34.3 |

The responses show that 40.0% of these respondents were from the Educational and human resource development, while 34.3% of the respondents each were from the sector of retail sales and marketing as well as services and consultancy respectively. Only 11.4% of the 35 respondents in the study came from Food and Agriculture. See Table 1. This study on investor

apathy and environmental implications on the ease of doing business in Nigeria got responses from a wide range of the sectors of the economy. Though the Oil and gas and manufacturing sectors did not give responses in this study after several reach-out to actors within these sectors, the results shows a good response from both educational and retail sales and services.

Table 2: Mean responses on government's policies on the ease of doing business in Nigeria are actually favourable to would-be-investors

| S/No | Statements | Frequency (%) | | | | | Mean | S.D. |
|------|--|---------------|----------|----------|----------|-----------------|------|------|
| | | Very True | True | Not Sure | Not true | Not true at all | | |
| 1. | " Bandwagon " effects of the economic challenges of today | 0(0.0) | 17(48.6) | 16(45.7) | 0(0.0) | 2(5.7) | 3.37 | 0.77 |
| 2. | The policies in Nigeria are more political and not problem solving | 0(0.0) | 33(94.3) | 2(5.7) | 0(0.0) | 0(0.0) | 3.94 | 0.24 |
| 3. | The Policies are addressing challenges faced by investors in Nigeria business environment | 0(0.0) | 17(48.6) | 2(5.7) | 16(45.7) | 0(0.0) | 3.03 | 0.99 |
| 4. | The development of these policies did not involve the critical stakeholders in designing and conceptualizing | 20(57.1) | 0(0.0) | 2(5.7) | 13(37.1) | 0(0.0) | 3.77 | 1.46 |

The table 2 on the responses on whether the current government's policies on the ease of doing business in Nigeria are favourable to would be investors or not, from the list of statements responded to, the statement that states that policies in Nigeria is more political and not problem solving had a mean of 3.94 with the majority (94.3%) of the respondents indicating that the statement is true, while the statement which states that development of these policies did not involve the critical stakeholders in designing and conceptualizing also had a mean score of 3.77 which indicated that the respondents were in agreement. This was further buttressed by the proportion of those who stated that it is very true, that is more than half, (57.1%) of the respondents indicating that it is very true. The respondents seem not to fully agree with the statement that "bandwagon" effect of the economic challenges of today with a mean value of 3.37 only shows

that the respondents were not sure of the statement. This result implies that the respondents are of the opinion that the current government's policies on the ease of doing business in Nigeria are not favourable to would be investors. Their responses were based on the fact that current policies are birthed from political interest and not really about problem solving demands. This implies that the policies in Nigeria are seen to be biased towards political and personal interests. The perception of these respondents with respect to reasons investors are not taking the numerous advantages provided by a population of more than two hundred million people to invest in the economy as presented in Table 3 indicated that sourcing of funds and credit facility is easier with the policy on the ease of doing business in Nigeria with a mean of 4.00 and standard deviation 0.00, it only implies that all the respondents (100.0%)

accepted the statement as true that sourcing funds and credit is easier with the policy.

Table 3: Distribution of reasons investors are not taking the numerous advantages provided by a population of more than two hundred million people and invest in the economy

| S/No | Statements | Frequency (%) | | | | | Mean | S.D. |
|------|--|---------------|-----------|----------|----------|-----------------|------|------|
| | | Very True | True | Not Sure | Not true | Not true at all | | |
| 5. | The policies in Nigeria were designed to help you as investor to secure and sustain investment | 0(0.0) | 33(94.3) | 2(5.7) | 0(0.0) | 0(0.0) | 3.94 | 0.24 |
| 6. | This policies in Nigeria have made it possible to register your properties and business easily | 0(0.0) | 33(94.3) | 0(0.0) | 0(0.0) | 2(5.7) | 3.83 | 0.71 |
| 7. | Tax payment system and taxation became easier with these policies | 18(51.4) | 17(48.6) | 0(0.0) | 0(0.0) | 0(0.0) | 4.51 | 0.51 |
| 8. | Sourcing of funds and credit facility were made easier with the policies | 0(0.0) | 35(100.0) | 0(0.0) | 0(0.0) | 0(0.0) | 4.00 | 0.00 |

Table 4: Reponses on infrastructure and security of human and material resources, as major challenges preventing investors from investing in the economy

| S/No | Statements | Frequency (%) | | | | | Mean | S.D. |
|------|---|---------------|----------|----------|----------|-----------------|------|------|
| | | Very True | True | Not Sure | Not true | Not true at all | | |
| 9. | These policies enhanced sourcing and distribution of power at better rates | 0(0.0) | 33(94.3) | 2(5.7) | 0(0.0) | 0(0.0) | 3.94 | 0.24 |
| 10. | Roads and transportation network became better with the policies on the ease of doing business | 16(45.7) | 0(0.0) | 0(0.0) | 17(48.6) | 2(5.7) | 3.31 | 1.59 |
| 11. | The security situation and safety of lives and property became better with these policies on the ease of doing business | 16(45.7) | 17(48.6) | 0(0.0) | 0(0.0) | 2(5.7) | 4.29 | 0.96 |
| 12. | The ease of doing business policies helped the Nigerian currency and the Nigerian citizens to obtain better purchasing power. | 0(0.0) | 33(94.3) | 0(0.0) | 0(0.0) | 2(5.7) | 3.83 | 0.71 |

Also, another reason why investors may wish to invest in the economy was indicated by 51.4% of these respondents very much agreeing with the fact that tax payment system and taxation has become easier with the policy on ease of doing business, the remaining 48.6% also indicated that it is true that the tax system now is favoured by the policy. The mean of 4.51 only supports that assertion that the statement of taxations and tax payment is well supported by the policy. The

statement that policies in Nigeria were designed to help investor to secure and sustain investments has a mean score of 3.94 which implies that the respondents indicated that it is true with 94.3% of them stating that the statement is true. Similarly, a mean of 3.83 for the fact that policies in Nigeria have made it possible to register properties and business easily, as the majority, (94.3%) of the respondents indicated that it is true.

Table 5: Possible ways the policy of Ease of doing business could be improved

| S/No | Statements | Frequency (%) | | | | | Mean | S.D. |
|------|---|---------------|-----------|----------|----------|-----------------|------|------|
| | | Very True | True | Not Sure | Not true | Not true at all | | |
| 13. | These Policies should put investors first as a matter of priority | 0(0.0) | 35(100.0) | 0(0.0) | 0(0.0) | 0(0.0) | 4.00 | 0.00 |
| 14. | These policies should encourage sustainability void of bias | 0(0.0) | 33(94.3) | 0(0.0) | 0(0.0) | 2(5.7) | 3.83 | 0.71 |

The results only imply that the policies have been designed to ensure proper taxation and tax collection and easy registration which is directly linked to the proper taxation system. These responses also imply that the policies also, help investors secure and sustain their investments, with a number of sources to securing funds for business and credit facilities. The security situation and safety of lives and property became better with these policies on the ease of doing business as a statement on possible infrastructure and security of human and material resources challenge had a mean score of 4.29, which means that the respondents believed that it is very true as 45.7% of them indicated that the statement is very true and 48.6% of them indicated that it true.

Table 6: Test of association between the responses on government's policies on the ease of doing business in Nigeria being favourable to will be investors and the Challenges of infrastructure and security of human and material resources as a major challenge preventing investors

| Reponses on infrastructure and security of human and material resources, as major challenges preventing investors from investing in the economy | Government's policies on the ease of doing business in Nigeria are actually unfavourable to would-be-investors | | Total | Chi-square/ Fisher's exact | Cramer's V | P-value |
|---|--|-------------|-------------|-------------------------------|------------|---------|
| | Not Sure | True | | | | |
| Not True | 1 100.0% | 0 0.0% | 1 2.9% | 8.549 | 1.000 | 0.029* |
| True | 0 0.0% | 21 61.8% | 21 60.0% | | | |
| Very true | 0 0.0% | 13 38.2% | 13 37.1% | | | |
| Total | 1 | 34 | 35 | | | |

100.0% 100.0% 100.0%

*significant $P < 0.05$

Table 7: Test of goodness of fit Chi-square of the responses on the hypotheses on the design of the policies; the effect of the security situation as a major challenge hindering investment and changes observed due to the policies of ease of doing business

| Response items | Observed N | Expected | Chi-square | P-values |
|---|------------|----------|------------|----------|
| The policies in Nigeria were designed to help you as an investor secure and sustain investment. | | | 27.457 | 0.000* |
| Not sure | 2 | 17.5 | | |
| True | 33 | 17.5 | | |
| Total | 35 | | | |
| The security situation and safety of properties and life have become better with these policies on the ease of doing business. | | | 12.057 | 0.000* |
| Not true at all | 2 | 11.7 | | |
| True | 17 | 11.7 | | |
| Very True | 16 | 11.7 | | |
| Total | 35 | | | |
| These policies have enhanced the sourcing and distribution of power at better rates. | | | 27.457 | 0.000* |
| Not sure | 2 | 17.5 | | |
| True | 33 | 17.5 | | |
| Total | 35 | | | |
| Roads and transportation network became better with the policies on ease of doing business. | | | 12.057 | 0.000* |
| Not true at all | 2 | 11.7 | | |
| Not true | 17 | 11.7 | | |
| Very True | 16 | 11.7 | | |
| Total | 35 | | | |

These respondents indicated that these policies have enhanced the sourcing and distribution of power at a better rate with 94.3% of them stating that it is true while the remaining 5.7% of them were not sure. The statement that the policies

have enhanced the sourcing and distribution of power at better rates had a mean score of 3.94 which sure agreement of the statement as true. On the contrary, the available roads and transportation network have not become better

as a result of the policy on the ease of doing business with a mean score of 3.31 with more than half of these respondents (54.3%) indicating so. This implies that with the policy in place, the road and transportation network has not improved. This could constitute a major challenge to investors doing business. The government has not given the required attention to the infrastructure alongside the policies (See Table 4). The possible ways the policy on the ease of doing business could be improved as presented in Table 5 indicates that all 35 (100%) of these respondents opined that these policies should put investors first as a matter of priority, this was further supported by the mean score of 4.00 indicating that this strategy could improve the impact of the policies of the government. Also, 94.3% of the respondents opined that it is true that policies should encourage sustainability void of bias while only 5.7% of them strongly disagreeing with such. The mean score of 3.83 further indicates that it is true that policies should encourage sustainability void of bias. This could be as a result of the already existing bias in the current policies. Table 6 shows though the majority of these respondents were of the opinion that generally, that government policies on ease of doing business in Nigeria are actually unfavourable to would be investors these majority proportion 61.8% of them said it is true that infrastructure and security of human resources are a major challenge preventing investors, while the remaining 38.2% of them were of the opinion that it is very true that infrastructure and security of human resources were a major challenge preventing them from investing in the economy. This association was found to be a significant one ($P=0.029$) with a Cramer's V value of 1.000 implying a 100% extent of association. This implies that these policies could have had these directions of response among these respondents largely due to their perception of the level of government commitment towards infrastructure and security of human and material resources as a major challenge to investment in Nigeria. This shows a contradiction on the side of government to imply to be desirous of encouraging investment but not backing their intention with actions required.

The policies in Nigeria were designed not significantly to help you as an investor secure and sustain investment. This was tested on the responses presented in Table 7, and it shows that the policies in Nigeria were designed not significantly to help you as an investor secure and sustain investment ($\chi^2=27.457$, $P<0.05$). Therefore, the null hypothesis is accepted that the policies in Nigeria were designed not significantly to help you as an investor secure and sustain investment. This is also similar with the hypothesis which established that 'policies have not significantly enhanced the sourcing and distribution of power' at better rates.

From Table 7, it will be seen that test of the hypothesis on the security situation and safety of properties and life also indicates that things have not become significantly better with the said policies on the ease of doing business. Thus, this hypothesis is accepted ($\chi^2=12.057$, $P<0.05$). This implies that the security situation and safety of properties and life have not significantly improved with the policies on the ease of doing business. This is also the situation with the hypothesis on roads and transportation network because the situation not better significantly with the policies on ease of doing business.

These outcomes support entrepreneurial theorists' observation that conducive fiscal policies are the favourable conditions for individual industrial engagements. It further supports entrepreneurial theory which holds that if entrepreneurial response is absent in the prospective investors, despite economic motivations, then, the blame should be at the doorstep of market imperfection and proposition of policy determination of the economic regulators-(Mueller, 2003). It further supports the argument of Baddeley (2003) that entrepreneurial disposition is considered to be a factor of dynamic motivation, long-term commitment, psychosocial and political stand of the economic drivers and regulators.

Conclusions

The study reviewed the history of investments before, during and after the departure of the colonial administration in Nigeria and the economic mismanagement of the military era,

without failing to rebuke the civilian administrations for plundering the collective wealth of the nation with reckless abandon. The study investigated in detail the trade-off and relationship between investors apathy, the business environment, and the prevailing circumstances in doing business with ease in Nigeria. The findings are quite revealing and a substantial contribution is added to the literature on investor apathy and the ease of doing business in Nigeria. Apparently, the output of this study would close a big gap on the literature, vis-à-vis, apathy and investors' attitudes towards investing in Nigerian economy.

Realistically, despite all the challenges, Nigeria is still a country of choice as far as enterprising is concerned. It is a place where one sows a little and harvests bountifully.

From the findings, it is obvious that Investors and entrepreneurs want conducive atmospheres for their investments. Therefore, the seeming unattractive nature of the Nigerian economy, occasioned by decades of poor management by the military and their civilian counterparts must be corrected once and for all. Emphasis should be on infrastructure as majority of the respondents observed that poor state of infrastructure is the bane of commercial and entrepreneurial development in Nigeria. The interest rates being charged on credit facilities should be reviewed to reflect the level of returns on investments. The interest rate of more than 1 digit is rather high for small and medium enterprises to survive. As the study revealed that investors desert the country in the interests of their safety, lives and property must not only be protected, they must be seen to be secured. The formulation of the policies on the ease of doing business should of necessity do away with emotional and political sentiments. Policies formulated merely on political consideration will endure for only a very short time (Adeyeye, *et al.*, 2015).

The study's findings have some major implications. First, the insight from the finding which alluded to the fact that the security situation and safety of lives and property have not significantly been better with the policies on the ease of doing business in Nigeria would require the government to make necessary

provisions for infrastructure and security of human and material resources to engender meaningful investment in Nigerian economy. Second, the understanding drawn from the finding that limitation to investment is significantly associated with perception of policies would serve as a robust empirical basis for Nigerian governments to back policy intention with actions required if they are truly desirous of encouraging investment. This study is not without limitations. First the study drew evidence from thirty five (35) respondents with each representing a company, which is not substantial enough as basis for generalization of its finding. So, future studies in this area should increase the number of respondents (or companies) to at least hundred (100) to permit broader basis for inference and generalization. Second and finally, the study focused on firms drawn from such sectors as food and agriculture, educational and human resource development, retail sales and services and consultancy marketing. Accordingly, future studies in this area should include companies from manufacturing and oil and gas sectors.

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