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ABSTRACT

Thestudy developing an intrapreneurial organization; a drive for nation buildingaimed at evaluating the Intrapreneurialorganization development can be used as a tool to drive nation building, some of the objectives of the studyare to examine the process of developing anintrapreneurial organization, to determine ifintrapreneurial organization development can be used as a tool to drive nationbuilding. Thestudy made use of primary data which are gotten from the distribution of theresearch questionnaires; the sample size for the study is 250. The study madeuse of the chi-square method for the analysis. The study therefore concludedthat Intrapreneurialorganization development can be used as a tool to drive nation building. The study also made usefulrecommendation to assist researchers, business owners and other organization indecision making.

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CHAPTER ONE

INTRODUCTION

1.1 BACKGROUND TO THE STUDY

Pinchot(1984) defined intrapreneurs as "dreamers who do. Those who take hands-onresponsibility for creating innovation of any kind, within a business". In1992, The American Heritage Dictionary acknowledged the popular use of a newword, intrapreneur, to mean "A person within a large corporation who takesdirect responsibility for turning an idea into a profitable finished productthrough assertive risk-taking and innovation". The researcher is of

theopinion that such risk taking and innovation coupled with the profitabilityaccrued from it will make an intrapreneural organization a veritable for nationbuilding.

Koch(2014) goes further, claiming that intrapreneurs are the "secretweapon" of the business world. Based on these definitions, being anintrapreneur is considered to be beneficial for both intrapreneurs and largeorganizations. Companies support intrapreneurs with finance and access tocorporate resources, while intrapreneurs create innovation for companies. Suchorganizations can be described as intrapreneurial organizations.

Intrapreneurialorganizations are known to be operated with practice of a corporate managementstyle that integrates risk-taking and innovation approaches, as well as thereward and motivational techniques, that are more traditionally thought of asbeing the province of entrepreneurship.

Thefirst written use of the terms ‘intrapreneur’, ‘intrapreneurial,’ and‘intrapreneurship’ date from a paper written in 1978 by Gifford Pinchot III andElizabeth Pinchot. Later the term was credited to Gifford Pinchot III by NormanMacrae in the April 17, 1982 issue of the Economist. The first formal academiccase study of corporate entrepreneurship or intrapreneurship was published inJune 1982, as a Master's in Management thesis, by Howard Edward Haller, on theintrapreneurial creation of PR1ME Leasing within PR1ME Computer Inc. (from 1977to 1981). This academic research was later published as a case study by VDMVerlag as Intrapreneurial Success: A PR1ME Example. The American HeritageDictionary of the English Language included the term 'intrapreneur' in its 3rd1992 Edition, and also credited Pinchot as the originator of the concept.

Intrapreneurialorganization will bring about an era in which jobs were so many that employersgo to schools to recruit young graduate with a view of making good use of theirskills, potential and innovative capability to bring about productivity. This willgo a long way in reducing unemployment and contribute to the growth of theorganization. The Pinchotts (1985) refer to intrapreneur as someone whopossesses entrepreneurial skills and uses them within a company, instead ofusing them to launch a business of his or her own. This will reduce the rate atwhich small and medium scale companies crumble. The individual can make use ofits skill and innovation under an already established organization with astrong capital base and higher level of technology. This can be a tool fornation building as

these intrapreneurial organizations will give jobopportunities to unemployed youths with skills and innovative capability whodoesn't have the capital and the corporate experience to start a business oftheir own.

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1.2 STATEMENT OF THE PROBLEM

Thebiggest concern for in an intrapreneurial organizations is dealing with the"Corporate Immune System". This expression means that corporateorganizational structures such as bureaucracy, hierarchy, rules etc. do notsupport intrapreneurial culture and behaviour. Many companies struggle withapplying the concept of intrapreneurship into their daily routines due to highlevels of defined tasks and schedules that deter opportunities for serendipityand for new ideas to be recognized. Kawasaki (2006) also highlights the lack ofrewards for entrepreneurial behaviour of employee in intrapreneurialorganizations as a demotivating factor to search for new ideas.

Failure,or fear of failure, is another reason for organizations in developing countrieslike Nigeria not becoming more intrapreneurial. Wladawsky-Berger (2010) foundthat firms act to protect resources by avoiding risk and penalizing failure.Due to the setback of entrepreneurial organizations in Nigeria, the researcher isexamining an intrapreneurial organization development as a tool to drive nationbuilding.

1.3 OBJECTIVES OF THE STUDY

Thefollowing are the objectives of this study:

1. Toexamine the process of developing an intrapreneurial organization.
2. Todetermine if intrapreneurial organization development can be used as a tool todrive nation building.
3. Toidentify the factors limiting the development of an intrapreneurialorganization.

1.4 RESEARCH QUESTIONS

1. Whatis the process of developing an intrapreneurial organization?
2. Canintrapreneurial organization development be used as a tool to drive nationbuilding?
3. Whatare the factors limiting the development of an intrapreneurial organization?

1.5 HYPOTHESIS

H_O:Intrapreneurial organization development cannot be used as a tool to drivenation building.

H_A:Intrapreneurial organization development can be used as a tool to drive nationbuilding.

1.6 SIGNIFICANCE OF THE STUDY

Thefollowing are the significance of this study:

1. Theoutcome of this study will educate the general public especially young graduateon the need to key into the scheme of intrapreneurship and get employed intointrapreneurial organization to put into use their skills and innovations witha view to gain corporate experience in order to become a future entrepreneurs.
2. Thefindings from this study will form a useful guide for government to formulateand implement policies that will encourage intrapreneurial organization toreduce unemployment and produce better skilled youth that will contribute tothe growth of the nation.
3. Thisresearch will be a contribution to the body of literature in the area of theeffect of personality trait on student's academic performance, therebyconstituting the empirical literature for future research in the subject area.

1.7 SCOPE/LIMITATIONS OF THE STUDY

Thisstudy will cover the concept of intrapreneuship within the context of anintrapreneurial organization to identify the merits and the demerits.

LIMITATION OF STUDY

Financial constraint- Insufficient fund tends to impede the efficiency of theresearcher in sourcing for the relevant materials, literature or informationand in the process of data collection (internet, questionnaire and interview).

Time constraint- The researcher willsimultaneously engage in this study with other academic work. This consequentlywill cut down on the time devoted for the research work.

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