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Correlation Between Office-Technology-Management and Managerial Skills Acquisition on sustainable Economic Development among Postgraduate Students in Tai Solarin University of Education, Ogun State, Nigeria

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Abstract

The study examined correlation between office- technology-management and managerial skills acquisition on sustainable economic development among postgraduate students in tai solarin university of education, Ogun state, Nigeria. Four research questions and a hypothesis were answered and tested. A descriptive survey research design was used. The population of this study comprised all Business Education postgraduate students in Tai Solarin University of Education, Ijagun, Ogun State. A total of 95 Business Education postgraduate student in Tai Solarin University of Education, Ijagun, Ogun State were selected as sample size of the study. Stratified sampling technique was used in the process of selecting the sample size. Researcher developed instrument tagged: Office Technology Management, Managerial Skills and Attainment of Sustainable Economic Development Questionnaire (OTMMSASEDQ) was used for data collection with reliability coefficient ($r = .91$). Research questions 1 and 2 were analyses using mean and standard deviation. Research questions 3 and 4 were answered using Pearson Product Moment Correlation (PPMC). Hypothesis was tested using multiple regression analysis. The findings of the study showed that digital, desirability, entrepreneurial, flexibility, risks management, prudence, digital marketing and time management skills ($2.77 > 2.50$) were among OTM skills for the attainment of sustainable economic development among other findings. It was recommended that Office Technology and Management undergraduates should embrace the provided opportunities in the programme and understudy the identified areas of entrepreneurial awareness for possible venturing towards their social and economic development.

Keywords: Office Technology & Management, Managerial Skills, Sustainable Economic Development

Introduction

Sustainable economic development is one of the goal all the nations in the world are seeking to achieved and sustained. It is a process that aims to meet the needs of the present while also preserving natural resources for future. It can take-place where majority of citizens who are capable and ready to work could secure one and has a stream of income to eradicate poverty and improve standard of living. One can say that; the attainment of sustainable economic development largely depends on the ability to reduce unemployment to the bearest minimum. The attainment of sustainable economic development is becoming paramount to the government and other stakeholders in Nigeria. Economic development is the key to higher living standards. It is connected to the developments in human capacity, the standard of living of the citizenry of a particular nation, the strength and buoyancy of its institutions and the overall societal well-being of its people. Evidence has shown that for a nation to attain development, its social, economic and political institutions must be in tandem with the Sustainable Development Goals (SDGs) and that within this framework, Nigeria is rated one of the developing countries with slow progress in education, gender equality, income equality, employment generation, wealth creation and poverty (Adeyemi & Owoye, 2024). Attaining sustainable economic development is one of the SDGs to be attained by year 2030. According to Amoda et al. (2020), sustainable economic development is the key to higher living standards and connected to the developments in human capacity, the standard of living of the



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citizenry of a particular nation, the strength and buoyancy of its institutions and the overall societal well-being of its people. For a nation to attain development, its social, economic and political institutions must be in tandem with sustainable economic growth and that within this framework. Economic development measures the actual standard of living of the people and the level of freedom they have to enjoy a good living condition. Simply defined, economic growth is the process whereby the total supply of goods and services of the society increase leading towards improved living standards. Economic growth is a multi-dimensional process involving major change in social structures, popular attitudes and national institutions as well as the acceleration of eco-growth, the eradication of poverty and reduction of inequality of wealth (Kurotimi et al. 2017). The end result of economic development is an increase in living standards, improvement in self-esteem needs and freedom from oppression, plus a greater choice.

Anyaehie and Areji (2015) defined economic development as a multi-dimensional process involving major change in social structures, popular attitudes and national institutions as well as the acceleration of eco-growth, the eradication of poverty and reduction of inequality of wealth. However, the end result of economic development is an increase in living standards, improvement in self-esteem needs and freedom from oppression, plus a greater choice. Measuring economic development is not as precise as measuring Gross Domestic Product (GDP), because it depends on what factors are included in the measurement. The most precise means to measuring economic development is the Human Development Index (HDI) which considers the educational level and pedigree of the people and their life expectancy which ultimately affects productivity and could lead to economic development. Anyaehie and Areji (2015) also opined that development involves the actualization of human potentialities, proper grasp, management of the environment and natural resources for sustained human well-being. Thus, the main goal of development is to meet human needs and aspirations. However, the major problem facing countries of the world on sustainable economic development is findings educated people in situation of unemployment.

Adeyemi and Owoeye (2024) lamented that graduate's unemployment in Nigeria is major issue facing economic development of the country and that even if white-collar is not available, majority of these graduates find it difficult to commercialized the skills acquired in school to make a living. Adeyemi and Owoeye (2024) believed that the disciplines of these graduates might have failed them in equipping saleable skills to be economically self-reliance should white-collar job are not coming. Office technology and management (OTM) is vocational studies that trained and equipped its recipients with saleable and office skills. Office technology and management programs have an obligation to equip students with the knowledge and abilities necessary to be employable, preventing credential holders from joining the industry with out-of-date and obsolete skills (Abdullahi et al. 2024). Fasae and Elemure (2008) stated that for a nation to be economically vibrant, every member of the populace must be fully capable of functioning and making a positive contribution to the growth and development of the nation's manpower production goal. They must also possess the necessary knowledge, skill, and attitude to effectively harness other resources and bring them into cooperative relationships, yielding the goods and services provided by the society to satisfy their needs and wants. Programs for office technology and management education are thought to be essential in helping the receivers develop their capacity for economic efficiency and effectiveness, which in turn advances national security. The winners' use of their vocational skills would support the growth and founding of other firms within the community, ultimately advancing security and national development.



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Office technology and management (OTM) are therefore intended to help its beneficiaries become responsible members of the community by refocusing attention from white collar professions to manipulative skills. Office technology and management programs can successfully empower the populace by preparing people for relevant, lucrative employment and lifelong learning. Empowerment eliminates poverty, increases work opportunities, improves life quality, and lessens the likelihood of social vices brought on by unemployment (Abdullahi *et al.*, 2024). Attainment of sustainable economic development through graduate employment which could be possible through the establishment of small and medium scale business is possible and this will go a long way towards reducing unemployment in Nigeria. However. It is not easy for small and medium entrepreneurs to find or develop a promising strategic path of organizational development when the ordinary business seems to attract almost all the available forces of the firm. Nevertheless, innovative potential and flexibility due to low formal complexity of the organization, closeness to the customer, independence from outside control and the deep impact of the owner on the business are typical attributes of small business firms (Banjo *et al.*, 2017).

Those with a managerial skill are often in a great position to succeed as entrepreneurs, except for two big misconceptions that lead to massive problems. Many today graduates believe that if a business is not working, the solution lies in hiring more employees. They throw extra bodies at the problem, but this may only aggravate the situation because it could fail to address the underlying root cause of the difficulty or lack of profitability. Another mistaken belief that is common to this mind-set is that the route to success is through growth, not profit growth but overall structural growth of the enterprise itself. Once again, bigger is not necessarily better unless and until the fundamentals are sound and efficient. Growing larger to fix the problems of a small business only generates a much bigger company with problems that are expanded, magnified, and much more expensive to remedy (Banjo *et al.*, 2017). The most misstep common to the managerial skill is that the entrepreneur wants to be the boss, even if that means sacrificing the talent or potential of employees. To give orders and be in charge requires no great skill or aptitude, but to be a leader, one who knows how to inspire and train others to rise to greater heights, is a rare quality. Graduates who become leaders succeed because they accept the challenge and responsibility of ensuring that others under their wings also succeed and flourish. By getting the most out of employees, graduates themselves are able to delegate aspects of their businesses to others and set higher goals. Those who say they cannot find good employees usually mean they lack what it takes to attract or create good employees and as a consequence they also lack what it takes to succeed as an entrepreneur. But those who not only manage but also lead can rise to the next level and become owners/leaders, one step closer to the real definition of an entrepreneur for unemployment reduction.

Statement of the Problem

Graduates' unemployment have been among the issues facing the Nigeria economic development. A situation whereby majority of the graduates cannot secure white collar job or become self-employed after years of graduation from school is pathetic and worrisome. It is believed that graduates of any tertiary institutions should possessed twin chances vis-à-vis, ability to secure white collar job or ability to be self-employed. However, the current situation of graduates including OTM graduates in Nigeria in terms of high unemployment and poverty level is pathetic and alarming. Government and other stakeholders in the economy have taking steps towards addressing the ugly situation through the introduction of compulsory Entrepreneurship Education into the curriculum of tertiary institutions with the aim to curb rate of graduates' unemployment. Despite that, the attainment of



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sustainable economic development remained a mirage in Nigeria as unemployment rates continue to increase among graduates. Thus, this study was an attempt to examine office technology and management (OTM) and managerial skills for the attainment of sustainable economic development.

Objectives of the Study

The objective of the study was to examine correlation between office- technology-management and managerial skills acquisition on sustainable economic development among postgraduate students in tai solarin university of education, Ogun state, Nigeria.

Specifically, the study sought to:

1. identify OTM skills for the attainment of sustainable economic development among postgraduate students in tai Solarin University of Education;
2. find out the managerial skills for the attainment of sustainable economic development among postgraduate students in tai Solarin University of Education;
3. examine the relationship between office technology and management (OTM) skills and attainment of sustainable economic development among postgraduate students in tai Solarin University of Education.
4. ascertain the relationship between managerial skills and attainment of sustainable economic development among postgraduate students in tai Solarin University of Education;
5. determine the joint contribution of relationships between office technology and -management (OTM) and managerial skills on attainment of sustainable economic development among postgraduate students in tai Solarin University of Education;

Research Questions

The following research questions guided this study:

1. What are the OTM skills for the attainment of sustainable economic development among postgraduate students in tai Solarin University of Education?
2. What are the managerial skills for the attainment of sustainable economic development among postgraduate students in tai Solarin University of Education?
3. Is there any relationship between office technology and management (OTM) skills and attainment of sustainable economic development among postgraduate students in tai Solarin University of Education?
4. Would there be relationship between managerial skills and attainment of sustainable economic development among postgraduate students in tai Solarin University of Education?

Hypothesis

The following null hypothesis was tested in this study:

HO₁: There is no significant joint contribution of relationship between office-technology and -management (OTM) and managerial skills acquisition on attainment of sustainable economic development among postgraduate students in tai Solarin University of Education.

Methodology

The study used a descriptive survey research design. The population of this study comprised all Business Education postgraduate students in Tai Solarin University of Education, Ijagun, Ogun State. A total of 95 Business Education postgraduate student in Tai Solarin University of Education, Ijagun, Ogun State were selected as sample size of the study. Stratified sampling technique was used in the process of selecting the sample size. Researcher developed instrument tagged: Office Technology Management, Managerial Skills and Attainment of Sustainable Economic Development Questionnaire (OTMMSASEDQ). The questionnaire (OTMMSASEDQ) requested responses on a four (4)



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– point scale format which was a modification of 5-point Likert scale. The questionnaire was divided into 2 sections vis-a-vis sections A and B. Section A focused on demographic characteristics of the respondents while sections B examined items regarding OTM skills, managerial skills and sustainable economic development. Face and content validity of the instrument were done on the instrument. A copy of the instrument was made available to the experts in the department to review in content, grammar and structure. Reliability of the instrument was done using the Cronbach alpha. In this case, copy of the instrument was administered on 12 business education postgraduate student in Olabisi Onabanjo University. The data that were collected subjected to Cronbach alpha formula to get reliability coefficient of the questionnaire and the reliability coefficient was reported as 0.91. Research questions 1 and 2 were analyses using mean and standard deviation. Research questions 3 and 4 were answered using Pearson Product Moment Correlation (PPMC). Hypothesis was tested using multiple regression analysis. Decisions were taken at 0.05 level of significance.

Presentation of Results

Research Question 1:

What are the OTM skills for the attainment of sustainable economic development among postgraduate students in tai Solarin University of Education?

Table 1: Mean and standard deviation on the OTM skills for the attainment of sustainable economic development

Items	Mean	SD
Digital skills	2.80	.899
Desirability skill	2.61	.990
Entrepreneurial skills	2.84	.995
Flexibility skills	2.59	.891
Risks management	2.69	.904
Prudency skills	2.54	.993
Digital marketing skills	2.92	.925
Time management skills	3.17	.752
Cluster Mean	2.77	

Source: Field Survey, 2025

Table 1 revealed that cluster mean was 2.77 and the bench mark mean was 2.50. Since, $2.77 > 2.50$, this implied that digital, desirability, entrepreneurial, flexibility, risks management, prudency, digital marketing and time management skills were among OTM skills for the attainment of sustainable economic development.

Research Question 2:

What are the managerial skills for the attainment of sustainable economic development among postgraduate students in tai Solarin University of Education?

Table 2: Mean and standard deviation on the managerial skills for the attainment of sustainable economic development

Items	Mean	SD
Effective planning skills	3.04	.700



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Organizing skills	2.88	.729
Resources allocation skills	2.62	.794
Goals setting achievement skills	2.92	.783
Self-motivation skills	2.78	.875
Self-engagement skills	2.73	.888
Promotional skills	2.84	.842
Cluster Mean	2.83	

Source: Field Survey, 2025

Table 2 showed that cluster mean was 2.83 and the bench mark mean was 2.50. Since, $2.83 > 2.50$, this implied that effective planning, organizing, resources allocation, goals setting achievement, self-motivation, self-engagement and promotional skills were among managerial skills for the attainment of sustainable economic development.

Research Question 3:

Is there any relationship between office technology and management (OTM) skills and attainment of sustainable economic development among postgraduate students in tai Solarin University of Education?

Table 3: Relationship between office technology and management (OTM) skills and attainment of sustainable economic development

Variables	Mean	SD	df	r-value	p-value
Sustainable economic development	18.96	2.29			
OTM skills	32.11	3.66	93	.114	.049

Source: Field Survey, 2025

From Table 3, it was observed that there was significant relationship between the independent variable and the dependent variable in the order of ($r = 0.114$, $p < .05$). On this premise, the researcher concluded that there was positive relationship between office technology and management (OTM) skills and attainment of sustainable economic development.

Research Question 4: Would there be relationship between managerial skills and attainment of sustainable economic development among postgraduate students in tai Solarin University of Education?

Table 4: Relationship between managerial skills and attainment of sustainable economic development

Variables	Mean	SD	df	r-value	p-value
Sustainable economic development	18.96	2.29			
Managerial skills	31.12	4.8	93	.317	.001

Source: Field Survey, 2025

From Table 4, it was observed that there was significant relationship between the independent variable and the dependent variable in the order of ($r = 0.317$, $P < .05$). On this premise, the researcher concluded that there was positive relationship between managerial skills and attainment of sustainable economic development.

HO₁: There is no significant joint contribution of relationships between office-technology and -management (OTM) and managerial skills acquisition on attainment of sustainable economic development among postgraduate students in tai Solarin University of Education.



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DOI: <https://doi.org/10.64348/zijc.2025189>

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Table 5: Joint contribution of office technology and management (OTM) and managerial skills on attainment of sustainable economic development

Source of Variation	SS	df	MS	F-ratio	P
Regression	7.259	2	14.519	39.104	0.000
Residual	52.689	91	3.713		
Total	59.949	93			

Source: Field Survey, 2025

The table showed that there was significant joint contribution of independent variables (office technology and management (OTM) and managerial skills) on the dependent variable (attainment of sustainable economic development); $R = 0.648$, $p < .05$. The table further revealed {51.8% (Adj. $R^2 = 0.518$)} that about 52% of the variance in attainment of sustainable economic development was accounted for by the linear combination of the independent variables. The ANOVA results from the regression analysis showed that there was significant influence of the independent variables on the dependent variables.

Discussion of Findings

The findings of the study indicated that digital, desirability, entrepreneurial, flexibility, risks management, prudence, digital marketing and time management skills were among OTM skills for the attainment of sustainable economic development. It was also found that there was positive relationship between office technology and management (OTM) skills and attainment of sustainable economic development ($r = 0.114$, $p < .05$). These findings were in agreement with Adeyemi and Owoeye (2024) findings of the study revealed that management, risks management, information and communication technology (ICT), accounting, technical, communication, human relations, marketing, time management and innovativeness skills were among the required OTM skills for the attainment of sustainable economic development in South-West, Nigeria. It was also found that OTM skills, poverty and unemployment reduction directly related. Abdullahi, et al. (2024) showed that office technology and management education avail many opportunities that could enhance national security and sustainable development since it gives students marketable skills that they can use to find jobs after graduation and also assists in lowering Nigeria's unemployment rate. Ojo et al. (2024) revealed that risk taking, ICT, creativity, innovative, accounting, management, resourcefulness, distributive and leadership skills were among the required entrepreneurship skills for self-employment among postgraduates of business education. The analysis also revealed that technology, internet, problem solving, presentation, communication, typing and note-taking thinking, critical, attention-detail, customer service, effective time management, flexibility and adaptability skills were among the required OTM skills for self-employment among postgraduate students of business education. The analysis also revealed a significant relationship between entrepreneurship/OTM skills and self-employment opportunities among postgraduates of business education ($r = 0.740$, $p < .05$). The analysis further revealed that about 54% of the variance in self-employment opportunities among postgraduate students of business education was determined by the acquisition of entrepreneurship and OTM skills (54.3%, Adj. $R^2 = 0.543$). Orija and Jolaade (2018) concluded that skill acquisition in Office Technology and Management is a cornerstone for national and manpower development. It was recommended that management of every organization should employ Office Managers who had been trained to man offices so as to achieve set goals and objectives. Eze and Ononye (2021) revealed that problem solving skill, and database administration skills, are highly required of OTM graduates by small scale enterprises in Anambra State.



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Furthermore, the findings indicated that effective planning, organizing, resources allocation, goals setting achievement, self-motivation, self-engagement and promotional skills were among managerial skills for the attainment of sustainable economic development and that there was positive relationship between managerial skills and attainment of sustainable economic development $r = 0.317$, $P < .05$). These findings were in agreement with Iheukwumere (2024) finding revealed that organization and time management; confidentiality and professionalism; strong communication skill; teamwork and collaboration; analytical thinking and innovation; and leadership and social influence are the major soft skills needed by OTM graduates for globalized employability in the 21st century office. The study concluded that graduates in office technology and management can increase their productivity, job performance, and contribution to the organization's success by utilizing their soft skills. Oluwu and Aliyu (2015) found that managerial skills have significant impact on SSBs performance. The study concluded that inadequate managerial skills are factors militating against SSBs performance and recommended that government, Non-Government Organizations and SSB owners' unions should provide adequate training and development programmes to improve the managerial skills of SSB owners and their management.

Conclusion

This study has successfully examined correlation between office- technology-management and managerial skills acquisition on sustainable economic development among postgraduate students in tai solarin university of education, Ogun state, Nigeria.; the following conclusions were drawn based on the findings of the study that digital, desirability, entrepreneurial, flexibility, risks management, prudence, digital marketing and time management skills were among OTM skills for the attainment of sustainable economic development and there was positive relationship between office technology and management (OTM) skills and attainment of sustainable economic development. Effective planning, organizing, resources allocation, goals setting achievement, self-motivation, self-engagement and promotional skills were among managerial skills for the attainment of sustainable economic development and there was positive relationship between managerial skills and attainment of sustainable economic development.

Recommendations

Based on the findings of the study, the following recommendations are provided:

1. It was recommended that Office Technology and Management students must embrace the provided opportunity in the programme and acquire requisite entrepreneurial skills needed for the attainment of sustainable economic development.
2. Office Technology and Management undergraduates should embrace the provided opportunities in the programme and understudy the identified areas of entrepreneurial awareness for possible venturing towards their social and economic development.
3. The study recommended that government agencies and higher education administrators make sure that all OTM students have access to ICT facilities. Providing students with the necessary ICT skills will allow them to create simple flyers and memos, which can have an impact on communication between employers and employees, businesses and customers, and inter-business communications across physical boundaries.
4. Emphasis should be placed on the Office Technology and Management program to ensure that students acquire the necessary knowledge, skills, and aptitude to set up online video conferencing using Skype, Google Hangout, and Yahoo Messenger in the performance of office tasks such as filing, meetings, handling the phone, and handling mail which can all be completed quickly and precisely.



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5. The study also recommended, among others, that OTM curriculum should be constantly reviewed and updated to accommodate new skills needed by OTM graduates for self-employment.

Acknowledgements

I acknowledge the management of Federal College of Education (special), Oyo, School of Secondary Education, Vocational and Technical Programs, Business Education, for providing an enabling environment that facilitated the completion of this work.

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DOI: <https://doi.org/10.64348/zije.2025189>

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