

SKILL ACQUISITION: AN ENTREPRENEURIAL FACTOR IN JEWELRY MAKING

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Abstract: Skill acquisition, entrepreneurial factor in jewelry making is a minimum requirement for competent jewelers in jewelry making. This paper discusses basic concepts, procedures, stages and essential indices for acquiring entrepreneurial skills in globalized jewelry enterprises. It also provides justification for acquisition of entrepreneurial skills in jewelry making and the essential techniques that can be used by jewelers. The study conclude that the role of entrepreneurial factor in jewelry making cannot be overemphasized as it clearly vindicated on how to acclimatized with modern entrepreneurship solution which promote employment in this area of endeavour.

Keywords: Skill acquisition, Entrepreneurial factor, jewelry.

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Introduction

Skill as a basic ability is the means by which human being adjust to life. Attitude and work functions are required and necessary antidote(s) that suggest the suitable skills performance and acquisition of same by going through a given work sample. In the work place, skill is what the workers give in exchange for numeration, if the skill given is satisfactory then the organization get satisfaction from the customers. In correspondence, this process if sustained culminates in promoting, retaining and prolonging the tenure that lead to vehement productivity. In a workshop skill is the ability to perform some tasks of credibility up to a point the practice in specific task the faster and better product can be achieved, it is associated with knowledge of “How” while skill and accuracy are some of its traits and characteristics. Acquisition and re-enforcement of skills and aptitude(s) through laboratories and workshop practice and curricular and extracurricular enterprises signifies the most natural ways of motivating real life work which lead to productivity. (Adeyemo 2003).

The entrepreneurial potential can be found and develop anywhere, and in field irrespective of age qualification; experience or socio-economic background only effort(s) are required in this direction (Timmon, 1999). Entrepreneurship factor is the blood of the nation economy. It is a job and wealth creation in the most innovative ways. Therefore notes it is good to recognize essential of entrepreneurship to societal development. Jewelry consists of small decorative items worn for personal adornment, such as brooches, rings necklaces, earrings, and bracelets. Jewelry may attach to the body or the clothes and the term is restricted to durable ornaments, excluding flowers for example. Notes that jewelry making need entrepreneurial approach as well as skill to attain good productivity.

To what extent do jewelry making business fulfill the role as entrepreneur reference to aforesaid? The jewelers are innovative in assessing opportunities and in the ability to nearly as effective skill in product innovation. They concentrate on adoption and imitation of foreign innovation instead of conducting good research activities considering their machines used and packages. Considering the techniques of individuals and firms of jewelry production with well develop skills in manufacturing imitation of goods at low cost, which are remarkably similar.

It is true that research and development will improve the new skill into the system which is not common to the jewelers, therefore the need for the skills acquisition in jewelry making is very important as it will enable the jewelers in conforming to the modern skill and techniques.

Methodology

This study is descriptive in nature as it tries to explore or explain the roles of skill acquisition, entrepreneurial factors in jewelry making.

Conceptualization and review of related literature

The concept of skill as knowledge came into existence over thousands years ago. Where people are wanderers they produced tools and shelter for their living in advanced to that they begins trade by batter of the product to earn a living which is enterprise. Skill acquisition is considered as the organized procedure by which people learn knowledge or training for definite purposes (Gobet 2009). The objective of skill acquisition training is to achieve change in behavior of the trainee (Checthem et al 2005) notes that skill acquisition means to sensitized broadly; by instruction, drilling, disciple and other methods of modifying behaviours, learning is another related concept which is the human process by which skills, knowledge, habits and attitudes are acquired and utilized in such a way that behavior is modified. This sensitization must be inclusive of training and learning process (Ogundele and Kio 2002).

Therefore, skill development in jewelry making in the general sense is many sided process. At individual level; it implies increase skill and capacity greater freedom, creativity, self-discipline responsibility and material well-being (Rodney, 2005). The achievement of any of these aspects of personal development is much tied with the state of the society of a whole. At the level of the social groups development. Implies and increase capacity to regulate both internal and external relationship. Men work and the manner in which they organize their labour are important indices of social development (Rodney, 2005).

Entrepreneurship

The concept of entrepreneurship as an organized knowledge came in to existence about hundred years back, economist Adam Smith & Marshall were talking about it without assigning the name of entrepreneurship, they used the terms as

employer, the merchant and the undertaker for carrying different entrepreneurial activities now comprising of entrepreneurship. The definition of the term “entrepreneur” that attract attention was from Pesphand (1984) which defined entrepreneur as innovation. The study stated that entrepreneurship is the “carrying out of new combination called enterprises, the individuals function call entrepreneurs”.

Entrepreneurial factor is the factor which makes human to be responsive to their personal, families and national needs and aspirations. Entrepreneurship competencies carry with it, the concept of skills and mental awareness which are needed to understand the functioning of an already existing business. According to Anho (2011) the entrepreneurship is associated with activities such as innovation, creativity, risk taking, initiative, visionary, focus, determination, team spirit resourcefulness, financial thinking, people oriented, flexible in decision, response to suggestion and criticism, need achievement driven, profit oriented, persistent and perseverance, energy for hard work, adjustment to challenges and future looking. Innovative entrepreneurs are rarely found in developing countries, these countries in the past depended on developed country for their manufacturing requirements. But planning to develop for which they will require modern kinds of innovation and imitating entrepreneurs. Industrial entrepreneurship in developing countries are about 156 of worlds industrial output (World Bank Survey, 2002), the nature of modern technology adopted it due to “paucity of funds” and imperfect market condition (Tandon 1973).

Entrepreneurial skill

According to Stephen, Roger, Dumber, Thomas and Mullen (1991) Skill is thought of as a quality of performance which does not depend solemnly upon a person’s

fundamental, native capacities but most be developed through training, practice and experience. Although skills depends essentially on learning, it also includes the concept of efficiency and economic performance. Modern concepts of skill stress the flexibility with which a skilled operator reaches a given end on different occasions according to prices circumstances. However, it must be reiterated that even though basic human capacities are not sufficient to produce skills they form the necessary basic of their development, skills represent particular ways of using capacities in relation to environmental demands, with human being and external situation together forming a functional system. There are many fields on what make someone an entrepreneur and what an entrepreneurial skill is. An entrepreneur is one who organizes, manages, and assumes the need of business enterprises. Entrepreneurial skill can be defined as the ability to create something new with value by devoting the necessary time effort, assuming the accompanying financial, psychic and social risks and receiving the resulting rewards of monetary and personal satisfaction and independence (Hisrich & Peter 2002). Entrepreneurial skill is the ability to of an individual to exploit an idea and create an enterprise (small or big) not only for personal gain but also for social and developmental gain (Olagunju, 2004).

Therefore, entrepreneurial skills are skills needed to make success in business more especially in handwork like jewelry making. It is the basic skill necessary to enable jeweler start, develop, finance and succeed in business.

Entrepreneurial skill in jewelry making

The jeweler of modern world need to understand and appreciate the dependence of a modern society in jewelries changes in the social structure that have been brought about achievement in skill acquisition. They should not only be able to appreciate

and wonder at the modern marvel of technology in business world but should also understand the social use of entrepreneurial skill in the day to day adornment and others affairs in life necessarily the jeweler most embrace entrepreneurial skill. If you love the art of making jewelry, then you will have a ball as a professional jewelry and accessories designer. Jewelry and accessories are always popular especially today when all those 60s – style beads are back in style in a big way. You can work with beads, with traditional elements like gold and silver, with glass, fabrics, feathers, clay whatever suits your talents and fancies. And you can specialize in earrings, rings, pins or pendants, or in handcrafted hand bags or hats the advantages to. This business are that you get to be creative as a career, you meet lots if interesting people while selling your art, and you can start part time if you like. You will need the talent and skill to design and turn out jewelry or accessories others will want to be seen in. And in addition to all that artistic sensibility. (Kunz, 1917).

The role entrepreneurial skills jewelry making cannot be underestimated as it enables jewelers to conform to the modern skills and the prerequisite knowledge in jewelry production.

Acquisition of entrepreneurial skills in jewel making

It signifies two fundamental issues when a new skill is to be acquired. The first is the conditions which promote acquisition and the second is the chance that will occur when the skill is required. The initial conclusion of early researchers was that skill is best acquired through classical conditioning theory of learning, 1903 proposed by Parlor and Thorndikee “But recent thinking is that such theory will predict the development of relatively stereotyped chain of response instead of the flexible pragmatic behavior that characterizes skilled performance” as cited in

(Legge, 1970). However, to acquire an entrepreneurial skill, a hierarchy of behavioural chits needs to be constructed. This idea was pointed out as far as 1897 by Bryan and Harter as cited in (Ral, 2007) when they demonstrated a successive levels of skill involved in jewelry making. The rate at which skill is acquired is a function knowledge of result i.e. feedback (Holding 1965).

The process of acquisition and development of entrepreneurial skill is concerned with four stages: To analyze objectively and identify the current and foreseeable skills needs to the business, in terms of management, administrative and technical skills, To determine the entrepreneur's personal goal and objectives and accurately analyze and evaluate his or her own skill, To produce a realistic personal development plan for the potential entrepreneur, To monitor the one going performance once the business commence and progress made towards developing the new skill that has been previously identified as necessary for the success of business (Pleshette 2009).

In trying to acclimatized with the modern techniques its therefore recommended that professional jeweler should acquaint themselves with, the classical conditioning learning theory of Pavlou 1903 as it will identify the current and foreseeable skill needed and monitor the on-going performance once the business commence.

Jeweler as an entrepreneur in the society

For jeweler to operate successfully as an entrepreneur in jewelry enterprise, the following skills are essential: there is need to requisite technical knowledge and expertise, Ability to learn from mistakes he/she made, Good decision making in skills the initiative to judge, Ability to listen and share idea, Financial discipline,

Organizational skill, Tools and material management skill, Hard work to resist difficulties, High concentration to avoid any distraction, Technicality, Motivation intervening variable between human needs and behaviours, Communication skills, Publicity/marketing skill, Managerial skill. Ogundele, Kio (2002).

The jeweler will need a broad array of entrepreneurial skills to succeed in today's jewelry making. The four fundamental and basic skills necessary to a jeweler are: Self-motivation skill: as a jeweler there is need to be motivated and see yourself as managers of jewelry activities from beginning to end. There is needs to be smart enough in monitoring of day to day activities and also actualize in dream, Time management skill: As a jeweler you must be time manager, so that all the time should be utilized diligently, Financial discipline: The jewelers should develop their ability to make money in business way. Importantly developing handling strategies of money is necessary, Sales and making skills: In general today's highly successful marketers are revenue generating marketers, know their customers and markets, create remarkable customer experiences, are great storytellers, test everything and assume nothing, never stop acquiring new marketing tricks use data in decision making, management work. (Ral, 2007).

The goal of skill acquisition in jewelry making

Strengthen personal competencies such as communication self-confidence, decision making, basic English language skill, basic Computer skill, and goal setting, Develop skills for successful employment, such as effective work habits, team work and cooperation, and financial literacy, Develop an acceptance/ appreciation for alternative forms of employment and in particular, the private sector, self-employment and the creation of small enterprises, Engage in planning

for their future and acquire a sense of what they want to do professionally in their life.

Jewelry enterprise

The role of jewelry making business has been emphasized from time to time, to keeps plan objectives of the economic growth coupled with skill acquisition.

According to Moore (1958), jewelry making cropped up due to the appreciation and adoration that arose from the use of intricate non-precious materials (ancient times) coupled with precious metals (modern day) as personal adornments be in the form of earrings, pendants, necklaces etc. one of the reasons behind the general public affinity to jewelry is as of a result of the cathartic experience felt by the adorners. Another factor is the simple, yet intricate manner by which unappreciated materials can be turned into jewelry masterpieces. It is no surprise that almost 6 out of people of the world's population is adomed by some form of jewelry, either symbolizing religious, cultural or ethnic significance (Kunz 1917). Jewelry making has existed since time immemorial, Mesopotamian society was the most renowned civilization known for their innovative and pioneering system of jewelry fabrication.

Technical Strategies Required in Promoting Entrepreneurial Factor/Skills in Jewelry Making

Cooperative learning strategies: This required putting learners in group is the best way to foster the development of entrepreneurial skills. In properly structured cooperative learning environments, jewelers perform more active, entrepreneurial skills with continuous support and feedback from others (Okebukola 1984); This will be steady entrepreneurial skill in jewelry making whereby the jeweler will have an ample opportunity to seek out wisdom from their colleagues, Discussion:

This approach involves a jewelry technologist or knowledgeable person presenting a case study to the jewelers without conclusion; using prepared questions, the jewelry technologist then lead the learners through discussion for the case, this skill will give ample opportunities to learners in order to; evaluate all reasonable result/products, interpretations, accept a new explanation, model or paradigm because it explain the evidence better, simple, accept new priorities in response to a re-evaluation of evidence or reassessment of our real interest, using questions: This signifies way of using questions in the studio or workshop: reciprocal peer questioning. Following technologist demonstration then he displays a list of question about the material and tools such as “what are the principle and techniques of design in jewelry making”. While the learners ask each other questions.

The usefulness of each method will depend on the tutor/technologist ability to make appropriate selection of a skill. Generally the following factors should guide the technologist when choosing skill: Experience and competency of the technologist, previous experience, maturity and ability of learners, the availability of machine and tools, instructional material in the studies or workshop, Workshop practice, Use of time and safety guide.

Therefore the jewelers should master the purpose which each method serves in a learning situation in order to know when best to employ.

Conclusion and Recommendation

Entrepreneurial factor and acquisition of vital skill are necessary tools in jewelry making education and these will improve stimulating factors for the development of managerial skill and competencies in jewelry production. Nothing in life is more important to an individual than initiating the key leadership and personal

management skills that are keys to bring an entrepreneur in jewelry enterprise. The jewelers as decision makers who should understand why learners have had problems in being entrepreneurial and what economic techniques and social charges that will enhance development of skills in jewelry production. Jewelers in studies or workshop consider the following factors in order to succeed in future endeavour. They must be prepared for entrepreneurial factor ahead in respect to their discipline. Technologists have to be able to find out for themselves whether they are entrepreneurial, where their strengths and weaknesses are regarding their entrepreneurial skills in jewelry making enterprise. This therefore, will increase the employment potentials of jewelry makers and their products in the society.

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