Journal of Emerging Trends in Management Sciences and Entrepreneurship
Volume 8(2), Pages 580-591 April/June Edition, 2026
ISSN: 2384-762X
https://www.jetmase.com

Reviving, Modernizing, and Integration of Igba Boi Model into Global Strategy: A Panacea for Competitiveness and Human Capital Development

IGBOANUGO, A. N.[1*], NDUBUISI, P. O. (Prof)[2] & ORAJAKA, P. U. (Prof)[3]
[1,2&3]Department of Entrepreneurship, Chukwuemeka Odumegwu Ojukwu University
Igariam, Anambra State, Nigeria
Corresponding Email: igboanugond@gmail.com

ABSTRACT: This study investigates reviving, modernizing, and integrating the Igba Boi apprenticeship model into global strategies to enhance competitiveness and human capital development. The broad objective is to explore the impact of modernization and integration of the Igba Boi model on these key areas. The research specifically examines how the modernization of the model affects human capital development and assesses the influence of its integration into global strategies on organizational competitiveness. A descriptive survey research design was employed, utilizing a complete elimination sampling technique to include all 400 stakeholders (entrepreneurs, mentors, apprentices, and policymakers) from the Southeast region of Nigeria, who are directly involved with the Igba Boi system. Data were collected using structured questionnaires and analyzed using linear regression. Results indicate that modernization of the Igba Boi model explains 52% of the variance in human capital development ($R^2 = 0.520$), with a strong positive relationship ($B = 0.875$, $p = 0.000$). Similarly, the integration of the Igba Boi model into global strategies accounts for 46.7% of the variance in organizational competitiveness ($R^2 = 0.467$), showing a significant positive impact ($B = 0.798$, $p = 0.000$). The findings lead to the rejection of the null hypotheses, concluding that both modernization and integration significantly contribute to human capital development and organizational competitiveness. The study recommends leveraging the Igba Boi model in global strategies to foster sustainable growth and competitive advantage.

Keywords: Igba Boi, modernization, human capital development, global strategies, organizational competitiveness

1. INTRODUCTION

The Igba Boi apprenticeship system, a traditional practice among the Igbo people of Nigeria, represents a unique entrepreneurial framework that has fostered economic growth and self-reliance for decades. This system involves mentoring young apprentices (referred to as "Boi") by successful business owners, who, after a designated period, provide the apprentices with resources to establish their ventures. However, despite its historical success, the model faces challenges in aligning with global business practices, technological advancements, and modern competitive standards.

Globalization and the increasing emphasis on knowledge-based economies necessitate the revival and modernization of indigenous

practices such as the Igba Boi model to ensure their relevance in a rapidly evolving business environment. This integration into global strategies involves leveraging technological tools, enhancing financial accessibility, and aligning apprenticeship programs with international standards of business operations (Nwafor & Chukwu, 2021).

Reviving and modernizing the Igba Boi model offers a significant opportunity for human capital development by providing structured entrepreneurial training and fostering business resilience. The model can serve as a strategic platform to build capacity among youths, addressing unemployment while enhancing competitiveness in domestic and international markets (Eze & Obiora, 2022). Modernized practices, such as digital learning platforms and exposure to global markets, can enhance the model's impact on entrepreneurial outcomes and socioeconomic development.

Competitiveness in today's economy requires innovation, adaptability, and sustainability. Integrating the Igba Boi system into global strategies will not only preserve its cultural essence but also amplify its potential for fostering competitive advantage. This is achieved through knowledge transfer, skill acquisition, and the application of modern business tools (Adebayo et al., 2023). The enhanced framework can position apprentices as globally competitive entrepreneurs capable of navigating diverse market environments.

Furthermore, the intersection of this model with human capital development underscores its potential to drive inclusive growth. By equipping participants with contemporary skills and resources, the system can address systemic inequalities, promoting upward mobility for individuals from disadvantaged backgrounds. Studies emphasize that modernized apprenticeship systems enhance employability and productivity, thus contributing significantly to national economic growth (Chukwu & Adeola, 2023). Therefore, this study highlights the necessity of integrating the Igba Boi model into global business strategies as a tool for fostering competitiveness and advancing human capital development. The focus is on addressing challenges, such as inadequate financial and technological resources, and aligning the system with international best practices for sustainable growth (Olaniyan & Akinbode, 2023).

Statement of the Problem

The Igba Boi model, despite its historical success in entrepreneurship and economic empowerment, is facing a decline in relevance due to the absence of modernization and integration into global strategies. The lack of structured frameworks for integrating modern business tools and practices hinders the model's effectiveness in contemporary markets, limiting its ability to adapt to the dynamic demands of a globalized economy. Furthermore, inadequate financial and technological resources exacerbate this challenge, as most practitioners operate within informal settings, restricting their capacity to scale operations and adopt the innovations necessary for achieving global competitiveness.

Additionally, there has been a significant decline in traditional mentorship structures, with changing societal dynamics leading to fewer businesses committed to sustaining the apprenticeship tradition. This decline risks eroding the cultural and economic benefits of the Igba Boi model, which has historically played a pivotal role in fostering entrepreneurial growth and self-reliance. These challenges collectively threaten the relevance and sustainability of the model in contemporary business environments.

This study addresses these gaps by proposing strategies for reviving and modernizing the Igba Boi model. It explores how financial support programs can provide the much-needed resources for operational growth and scalability, while non-financial interventions, such as training and infrastructure development, can equip practitioners with the skills and tools required to navigate modern business landscapes. Furthermore, the study aims to identify frameworks for aligning the Igba Boi model with international standards, ensuring its sustainability and enhancing its impact on human capital development. By bridging these gaps, the research seeks to reposition the Igba Boi model as a viable strategy for fostering competitiveness and economic empowerment in a globalized world.

Objectives of the Study

The broad objective of this study is to examine the potential of reviving, modernizing, and integrating the Igba Boi model into global strategies as a panacea for competitiveness and human capital development. Specific objectives include:

i. To examine the effect of modernization of Igba Boi model on human capital development.
ii. To assess the influence of integration of the Igba Boi model into global strategies on organizational competitiveness

Research Questions

i. How does the modernization of the Igba Boi model influence human capital development?
ii. What is the effect of integrating the Igba Boi model into global strategies on organizational competitiveness?

Research Hypotheses

H_{01}: Modernization of the Igba Boi model has no significant relationship with human capital development.

H_{02}: Integration of the Igba Boi model into global strategies has no significant impact on organizational competitiveness.

2. LITERATURE REVIEW

Conceptual Review

Reviving, Modernizing, and Integrating the Igba Boi Model into Global Strategy

The Igba Boi apprenticeship model, rooted in the socio-economic framework of the Igbo people in Nigeria, is an indigenous approach to skill acquisition and entrepreneurship. Scholars have emphasized its effectiveness in fostering business growth and economic empowerment in the Southeast region of Nigeria (Nwokoro & Nweze, 2021). However, the model's relevance has waned due to socio-economic changes, globalization, and the rise of digital technologies. Reviving the Igba Boi model involves re-establishing its core principles of mentorship, accountability, and mutual trust, while addressing its adaptability to modern business environments.

Modernizing the Igba Boi model entails incorporating contemporary elements such as digital literacy, formalized training structures, and global market trends Okenu I.C., and Ndubuisi P.O. Ndubuisi (2022). According to Chukwu and Obi (2022), aligning traditional models with technology-driven systems enhances their scalability and appeal to younger generations. This process involves redefining roles, integrating digital tools, and establishing global benchmarks for skill development within the framework of Igba Boi.

The integration of the Igba Boi model into global strategies requires a systematic approach that blends indigenous knowledge

systems with international best practices. Eze and Nwankwo (2023) argue that hybridizing local models with global strategies ensures their sustainability and competitiveness in the modern economy. For instance, incorporating elements such as intellectual property protection, cross-cultural adaptability, and e-commerce platforms could bridge the gap between traditional practices and global standards Okoye, V.C, Orajaka U.P & Nnebe, E.G (2022).

Additionally, researchers have highlighted the importance of stakeholder collaboration in ensuring the success of this integration. Ogunleye and Adeoye (2022) assert that partnerships between local entrepreneurs, governments, and international organizations can facilitate access to resources, networks, and training, thereby enabling the Igba Boi model to thrive in a globalized world. This underscores the need for multi-sectoral support to modernize and integrate the model effectively. Reviving, modernizing, and integrating the Igba Boi model into global strategies provides an opportunity to preserve cultural heritage while enhancing economic competitiveness. It underscores the potential of indigenous knowledge systems to contribute to global discourses on entrepreneurship and sustainable development (Akinola & Akinyele, 2023).

Competitiveness

Competitiveness refers to the ability of an organization, industry, or economy to deliver goods and services that meet international quality standards while maintaining sustainable profitability and growth. In the context of the Igba Boi model, competitiveness entails leveraging the model's strengths to enhance productivity and market reach. According to Adams and Yusuf (2021), indigenous models like Igba Boi offer a unique value proposition through community-driven collaboration and trust-based relationships, which are critical for competitive advantage.

Modernizing the Igba Boi model fosters competitiveness by addressing key challenges such as skill gaps, technological inadequacies, and global market access. Olaniyan and Akinbode (2023) suggest that integrating modern practices, such as advanced manufacturing techniques and digital marketing strategies, enhances productivity and aligns the model with global standards. This transformation is essential for staying relevant in a rapidly evolving global economy.

Furthermore, competitiveness is linked to the adaptability of the Igba Boi model in diverse contexts. As Ogunbiyi and Fadare (2021) note, businesses that incorporate the principles of mentorship and accountability inherent in Igba Boi can improve their operational efficiency and resilience. The ability to adapt these principles to suit international markets is a critical determinant of competitiveness.

Research also highlights the role of innovation in fostering competitiveness within traditional business models. According to Adewuyi and Olowookere (2021), integrating innovative practices into the Igba Boi framework—such as e-commerce, digital supply chains, and data analytics—can boost market performance and customer satisfaction. This ensures that the model remains a relevant and competitive tool for entrepreneurial development. Competitiveness involves aligning the Igba Boi model with global standards of governance, transparency, and sustainability. Nwafor and Ijeoma (2022) emphasize that adhering to these standards not only enhances trust among stakeholders but also opens opportunities for international partnerships and funding. Thus, the competitiveness of the

Igba Boi model depends on its ability to balance traditional principles with contemporary business imperatives.

Human Capital Development

Human capital development focuses on enhancing the skills, knowledge, and productivity of individuals, which is essential for economic growth and social well-being. The Igba Boi model, as a mentorship-driven approach, inherently emphasizes the development of human capital by equipping young apprentices with practical business skills and ethical values (Eze & Chukwu, 2023). This mentorship dynamic plays a crucial role in preparing individuals for self-reliance and entrepreneurship.

Modernizing the Igba Boi model expands its scope for human capital development by incorporating formal education, digital literacy, and cross-cultural competencies Okenu I.C., and Ndubuisi P.O. Ndubuisi (2022). Ogunleye and Adeoye (2022) highlight that these enhancements ensure that apprentices are not only skilled in traditional trade practices but are also prepared for the demands of a globalized economy. This dual focus on traditional and modern skills makes the model a powerful tool for human capital development.

Additionally, the integration of the Igba Boi model into global strategies enhances access to resources and opportunities for skill development. Chukwu and Obi (2022) assert that collaboration with international organizations and businesses facilitates exposure to best practices, advanced technologies, and global networks. These interactions enrich the apprentices' learning experience and prepare them for diverse professional challenges.

Human capital development through the Igba Boi model also contributes to socio-economic growth by reducing unemployment and fostering entrepreneurship. According to Akinola and Akinyele (2023), the model's focus on skill acquisition and self-reliance directly addresses youth unemployment and promotes economic inclusivity. This aligns with global efforts to leverage human capital for sustainable development. The Igba Boi model remains a viable mechanism for human capital development when modernized and integrated into global strategies. Its emphasis on mentorship, skill acquisition, and entrepreneurship creates a robust foundation for individual and collective growth, ensuring its relevance in addressing contemporary challenges in human capital development (Eze & Nwankwo, 2023).

Theoretical Framework

This study is anchored on the Resource-Based View (RBV) theory, initially proposed by Wernerfelt (1984) and further developed by contributors such as Barney (1991) and Peteraf (1993). The RBV theory emphasizes the strategic importance of resources—both tangible and intangible that an organization possesses for gaining and sustaining competitive advantage.

Wernerfelt (1984) first introduced the concept of viewing resources as key elements for understanding a firm's performance. He argued that competitive advantage stems from unique resources that are valuable, rare, inimitable, and non-substitutable (VRIN). Barney (1991) built on this by providing a clearer framework, categorizing resources into physical, human, and organizational assets, and explaining how these contribute to sustainable competitive advantage. Later, Peteraf (1993) refined the RBV theory, emphasizing the role of heterogeneity, imperfect resource mobility, and sustainability in achieving organizational success.

The RBV theory is relevant to this study as it provides a lens through which the revival, modernization, and integration of the Igba Boi model can be analyzed. The Igba Boi apprenticeship system is inherently a resource-based framework, with its key resources being human capital (mentorship and skills transfer), social capital (community trust and relationships), and organizational practices (structured mentorship and accountability). Reviving this model aligns with the RBV principle of leveraging unique indigenous resources to enhance competitiveness and human capital development.

Modernizing the Igba Boi model by incorporating digital tools, formalized training systems, and global best practices reflects the RBV emphasis on resource enhancement. By ensuring that these resources remain valuable, rare, and difficult to imitate, the Igba Boi model can become a globally competitive system for entrepreneurial development. Similarly, integrating the model into global strategies demonstrates how locally rooted resources can contribute to broader economic and organizational objectives. The RBV theory offers a robust framework for understanding how the Igba Boi model, as a unique resource, can drive competitiveness and human capital development when strategically managed and adapted to contemporary demands.

Theoretical Exposition

Reviving, Modernizing, and Integrating the Igba Boi Model into Global Strategy a Panacea for Competitiveness and Human Capital Development

The Igba Boi model, a traditional apprenticeship system indigenous to Southeast Nigeria, has long been a cornerstone of entrepreneurial success and community development. Its structured mentorship program emphasizes skills acquisition, resource management, and business ownership, which collectively contribute to local economic empowerment (Eze & Okonkwo, 2021). However, its potential for global competitiveness remains untapped due to a lack of modernization and integration into global strategies. Reviving this system entails preserving its core principles of mentorship, accountability, and communal support while addressing contemporary challenges such as globalization, technological disruption, and shifting economic landscapes. By modernizing and adapting this model, it can be positioned as a viable tool for promoting entrepreneurship and human capital development on a global scale.

Modernization of the Igba Boi model involves leveraging technology and aligning it with global business practices to enhance its efficiency and relevance. For instance, incorporating digital training platforms, e-commerce tools, and formal business education can equip apprentices with the skills necessary to thrive in competitive global markets. Additionally, integrating global best practices, such as standardized contracts, formalized mentorship programs, and financial literacy, ensures that the system remains credible and effective (Okafor & Chukwu, 2023). This approach not only enhances the model's adaptability but also aligns it with international labor standards and economic frameworks, making it a resource for fostering competitiveness in small and medium enterprises (SMEs).

Furthermore, integrating the Igba Boi model into global strategies enhances human capital development by creating pathways for skill transfer, job creation, and sustainable business growth. As a model rooted in community-oriented mentorship, it has the potential to address unemployment and skill deficits, particularly in developing economies. By

bridging the gap between indigenous knowledge systems and global economic trends, the model contributes to developing a workforce that is innovative, adaptable, and competitive (Nwachukwu et al., 2022). This integration highlights the critical role of localized strategies in addressing global challenges such as youth unemployment and economic inequality, making the Igba Boi model a panacea for sustainable competitiveness and human capital development.

Empirical Reviews

Okeke and Nwankwo (2021) examined the influence of the Igbo apprenticeship system on the sustainability of small and medium enterprises (SMEs) in Onitsha, Anambra State, Nigeria. A descriptive survey research design was employed, utilizing a structured questionnaire to gather data from 120 SME owners and managers. The study's population included business owners in the electronics and spare parts markets. Data analysis involved descriptive statistics and regression analysis. Findings revealed that the apprenticeship system significantly contributed to business survival through skill acquisition and mentorship. The study recommended strengthening the system by incorporating formal business training to enhance sustainability.

Olumide and Adeoye (2022) explored the impact of traditional apprenticeship on the survival of local businesses in the auto-mechanic industry in Ibadan, Oyo State, Nigeria. The study adopted a cross-sectional survey design, with 150 respondents randomly selected from five auto-mechanic clusters. A validated questionnaire was used as the primary data collection instrument. Descriptive and inferential statistics were employed in data analysis. Results showed that apprenticeships helped in the transmission of technical skills and business ethics, leading to the survival and continuity of businesses. The researchers recommended integrating modern techniques into traditional apprenticeship programs.

Aminu and Yusuf (2021) investigated the role of the traditional Hausa apprenticeship system in the sustainability of leather works businesses in Kano State, Nigeria. Using a descriptive correlation design, the study sampled 100 leather workers from the Kofar Wambai Market through stratified random sampling. Data were collected through questionnaires and analyzed using both descriptive and inferential statistics. The findings indicated that the apprenticeship system played a crucial role in knowledge transfer and the continuity of businesses across generations. The study suggested the inclusion of entrepreneurial skills in the apprenticeship training to boost business resilience.

Kalu and Okonkwo (2020) assessed the effect of the Igbo apprenticeship system on the growth of retail businesses in Aba, Abia State, Nigeria. The study employed a descriptive survey method with 200 respondents selected from various retail outlets in Ariaria International Market. Data were collected through structured questionnaires and analyzed using regression analysis. Findings showed that the apprenticeship system significantly enhanced business growth through skill development and financial support from mentors. The study recommended expanding the apprenticeship model to include formal education for a more holistic business approach.

Eze and Obi (2020) conducted a study on the impact of the Igbo apprenticeship system on business continuity among textile traders in Enugu State, Nigeria. A descriptive research design was utilized, involving 100 textile traders selected through random sampling.

Data collection was done using a structured questionnaire, and analysis was carried out using both descriptive and inferential statistics. Results indicated that the apprenticeship system was critical for business survival, with mentors playing a significant role in providing capital and support. The study recommended policies to formalize the apprenticeship system for broader economic impact.

Okoye, Orajaka & Nnebe (2022) examined the impact of POS business in reducing unemployment rate in Anambra state. Structured Questionnaire were used to collect data from the owners of point of sales business. The population of the study were 3045, the researcher selected 100 respondents from Nnewi, Awka and Onitsha making it a cumulative sample of 300 respondents. The copies of questionnaires returned were two hundred and forty-seven. Purposive sampling techniques were adopted. The study used survey research design due to the nature of the work. From the analyses, the study found that, point of sales outlets has significant impact in reducing unemployment in Nigeria. Availability and the use of POS has served as a source of income for the owners of POS business centers in Anambra state. The study recommended Government through the CBN should enact a law on how to protect the interest of the POS customers, so that fund will not be withdrawn in their account unauthorized. Government and deposit money bank should encourage the use of POS to encourage unemployment reduction in Anambra state.

Adewole and Olanrewaju (2021) examine the role of the Yoruba apprenticeship system in the sustainability of artisanship in Lagos State, Nigeria. The study adopted a descriptive research design, sampling 120 artisans from the Alaba International Market. Data were collected through questionnaires and analyzed using descriptive statistics and regression analysis. Findings revealed that the traditional apprenticeship system contributed significantly to business survival through mentorship and practical skill transfer. The study recommended incorporating modern business practices into the apprenticeship framework to improve competitiveness.

3. METHODOLOGY

The methodology adopted for this study is descriptive survey research design, which is appropriate for examining the revival, modernization, and integration of the Igba Boi model into global strategy as a panacea for competitiveness and human capital development. The population of the study comprises 400 stakeholders, including entrepreneurs, mentors, apprentices, and policymakers from the Southeast region of Nigeria. These stakeholders were selected due to their direct involvement and expertise in the Igba Boi apprenticeship system and its potential for global integration. A complete elimination sampling approach was used, involving all 400 stakeholders in the study to ensure comprehensive representation and to avoid any form of sampling bias. This technique allows for a detailed examination of the perspectives and experiences of the entire population, providing robust data for analysis. Data collected through structured questionnaires were analyzed using linear regression. This method was chosen to determine the relationship between the independent variables (reviving, modernizing, and integrating the Igba Boi model) and the dependent variables (competitiveness and human capital development). The analysis was performed at a 0.05 level of significance using statistical software.

DATA PRESENTATION AND ANALYSIS

Hypothesis One

H_{01}: Modernization of the Igba Boi model has no significant relationship with human capital development.

Modernization and Human Capital Development

Model Summary	R	R^2	Adjusted R^2	Std. Error
Modernization of Igba Boi	0.721	0.520	0.518	0.405

ANOVA Table	Sum of Squares	df	Mean Square	F	Sig.
Regression	114.032	1	114.032	698.451	0.000
Residual	105.287	398	0.264		
Total	219.319	399			

Coefficients	Unstandardized B	Std. Error	t	Sig.
Constant	1.234	0.150	8.227	0.000
Modernization of Igba Boi	0.875	0.033	26.436	0.000

The R^2 value of 0.520 indicates that modernization of the Igba Boi model explains 52% of the variance in human capital development. The ANOVA table shows a significant F-statistic ($F = 698.451$, $p = 0.000 < 0.05$), suggesting the model is statistically significant. The coefficient for modernization ($B = 0.875$, $p = 0.000$) implies a strong and positive relationship with human capital development. Therefore, the null hypothesis is rejected, and it is concluded that modernization of the Igba Boi model has a significant relationship with human capital development.

Hypothesis Two

H_{02}: Integration of the Igba Boi model into global strategies has no significant impact on organizational competitiveness

.

Integration and Organizational Competitiveness

Model Summary	R	R^2	Adjusted R^2	Std. Error
Integration of Igba Boi	0.683	0.467	0.465	0.428

ANOVA Table	Sum of Squares	df	Mean Square	F	Sig.

ANOVA Table	Sum of Squares	df	Mean Square	F	Sig.
Regression	104.568	1	104.568	570.478	0.000
Residual	119.751	398	0.301		
Total	224.319	399			

Coefficients	Unstandardized B	Std. Error	t	Sig.
Constant	1.567	0.161	9.731	0.000
Integration of Igba Boi	0.798	0.033	23.881	0.000

The R^2 value of 0.467 indicates that integration of the Igba Boi model into global strategies explains 46.7% of the variance in organizational competitiveness. The ANOVA table reveals a significant F-statistic ($F = 570.478$, $p = 0.000 < 0.05$), showing the model's overall significance. The coefficient for integration ($B = 0.798$, $p = 0.000$) indicates a strong and positive impact on organizational competitiveness. Consequently, the null hypothesis is rejected, concluding that integration of the Igba Boi model into global strategies significantly impacts organizational competitiveness.

Discussion of Findings

The findings reveal that both modernization and integration of the Igba Boi model are significantly associated with the dependent variables of human capital development and organizational competitiveness. Modernization explained 52% of the variance in human capital development, demonstrating the model's potential to enhance skills acquisition, workforce adaptability, and entrepreneurial capacity when aligned with contemporary practices. Integration accounted for 46.7% of the variance in organizational competitiveness, highlighting the importance of global strategies in leveraging traditional systems for competitive advantage. These results underscore the viability of reviving and adapting the Igba Boi model as a framework for addressing economic and social challenges in Southeast Nigeria. They suggest that traditional practices, when modernized and integrated into global systems, can serve as powerful tools for fostering innovation, productivity, and sustainable development.

Summary of Findings

The study examined reviving, modernizing, and integrating the Igba Boi model into global strategies and human capital development and organizational competitiveness. The findings revealed the following:

i. Modernization of the Igba Boi model has a significant and positive relationship with human capital development, explaining 52% of the variance. This highlights the model's potential to enhance skills acquisition, workforce development, and entrepreneurial capacity in Southeast Nigeria.
ii. Integration of the Igba Boi model into global strategies significantly effect organizational competitiveness, accounting for 46.7% of the variance. This indicates that aligning the model

with global practices can improve business adaptability, innovation, and market positioning.

CONCLUSION

The study concludes that the Igba Boi model, when modernized and integrated into global strategies, is a viable framework for enhancing human capital development and organizational competitiveness. Modernization ensures that the traditional apprenticeship system remains relevant by equipping individuals with contemporary skills, while integration into global practices fosters competitiveness by promoting innovation, adaptability, and sustainable growth. Therefore, the Igba Boi model can serve as a panacea for fostering economic transformation and human capital development in Southeast Nigeria and beyond.

Recommendations

Governments and policymakers should collaborate with stakeholders to modernize the Igba Boi model by integrating digital tools, vocational training, and entrepreneurial education into the system. This will ensure that apprentices acquire globally relevant skills. Stakeholders should explore partnerships with international organizations to align the Igba Boi model with global best practices. This includes adopting innovative business strategies, technology-driven processes, and sustainable practices.

REFERENCES

Eze, J. C., & Okonkwo, R. O. (2021). Indigenous entrepreneurship and economic empowerment: Revisiting the Igba Boi apprenticeship system. *African Journal of Business and Development Studies, 12*(3), 45-59.

Adams, L., & Yusuf, T. (2021). Business competitiveness in a globalized world. *Journal of African Management Studies, 18*(2), 78-95.

Adewuyi, O., & Olowookere, T. (2021). Indigenous business models and global competitiveness. *African Journal of Business Studies, 15*(2), 124-136.

Akinola, S., & Akinyele, F. (2023). Entrepreneurship in the digital age: Rethinking traditional models. *Journal of African Economic Development, 18*(1), 45-63.

Chukwu, I., & Obi, K. (2022). Modernizing mentorship: Lessons from the Igba Boi apprenticeship system. *Nigerian Journal of Entrepreneurship, 20*(3), 89-104.

Eze, C., & Nwankwo, J. (2023). Integrating traditional apprenticeship into global strategies. *International Journal of Business Innovation, 16*(3), 32-47.

Eze, P., & Chukwu, L. (2023). Human capital development through traditional systems: The case of Igba Boi. *Journal of Developmental Economics, 14*(4), 67-80.

Nwachukwu, E. C., Eke, F. O., & Obinna, C. A. (2022). Indigenous models for global competitiveness: The Igba Boi apprenticeship system revisited. *Journal of African Economic Studies, 10*(1), 12-28.

Nwafor, E., & Ijeoma, O. (2022). Indigenous systems and global governance. *Global Entrepreneurship Review, 22*(1), 76-90.

Ogunbiyi, R., & Fadare, A. (2021). Indigenous practices and operational efficiency in Africa. *Journal of Small Business and Entrepreneurship, 19*(2), 56-71.

Ogunleye, A., & Adeoye, O. (2022). Collaborative frameworks for business modernization in Nigeria. *Journal of*

African Business Strategies, 21(1), 98-112.

Okafor, A. N., & Chukwu, P. N. (2023). Digital transformation of traditional apprenticeship models: The case of Igba Boi in Southeast Nigeria. *International Journal of Entrepreneurship and Innovation, 18*(2), 89-104.

Okoye, V.C, Orajaka U.P & Nnebe, E.G (2022). Impact of POS Business in Reducing Unemployment Rate in Anambra State. *International Academic Journal of Management and Marketing ISSN*: 2384 5849. Volume 7, Number 2 Pages 50-62

Olaniyan, M., & Akinbode, S. (2023). Competitiveness and traditional business models: The role of innovation. *Journal of Business and Economic Policy, 17*(3), 123-140.

Okenu I.C., and Ndubuisi P.O. Ndubuisi (2022). Effect of succession planning on profit maximization of family-owned businesses in Onitsha Metropolis, Anambra State. *Journal of Emerging Trends in Management Science and Entrepreneurship, http://www..., 4*(2), 58-69. lt;br />
