

## OUTSOURCING PLANNING AND SELF-SUSTENANCE OF POSTGRADUATE STUDENTS OF OGUN STATE OWNED UNIVERSITIES

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### Abstract

*The study examined outsourcing planning as predictors for graduates self-sustenance. It was guided by two research questions. A descriptive survey research design was used in this study. The population of this study comprised all the postgraduate students of Olabisi Onabanjo University and Tai Solarin University of Education, Ogun State. A total of 75 postgraduate students of Olabisi Onabanjo University and Tai Solarin University of Education, Ogun State were selected as study sample size. Stratified sampling technique was adopted in order to ensure gender balance. Researcher developed instrument tagged: Outsourcing Planning and Graduates Self-Sustenance Questionnaire (OPISGSSQ) was used for data collection with 0.93 as reliability coefficient. Research questions 1 and 2 were analyses using mean and standard deviation; as well as Pearson Product Moment Correlation (PPMC) respectively. Hypothesis was tested using regression analysis. The findings of the study indicated that graphic planning, content writing planning, quality assurance planning, networking planning and digital and innovation planning were among outsourcing planning for graduates self-sustenance. It was also showed that there was positive relationship between outsourcing planning and graduates self-sustenance ( $r = 0.789, p < .05$ ). Outsourcing planning significantly predict graduates' self-sustenance ( $\beta = 0.337, t = 7.661, p < .05$ ). The study recommended that graduates during their postgraduate programme should be train on how to venture into outsourcing skills for their self-sustenance should white-collar job not coming. Furthermore, the need for entrepreneurship and how it can contribute to one's plan for the future and to help sustain one's livelihood and the reward/benefits of being an entrepreneur is highlighted.*

**Keywords:** Outsourcing, Planning, Graduates, Self-Sustenance

### Introduction

The issues of graduates' self-sustenance in Nigeria is receiving more interest because white-collar job is not more available and this non-availability among the factors fueling graduates' unemployment. Hence, self-sustenance become alternative means for graduates to economically engagement in the economy. Graduates self-sustenance is the degree to which graduates can enable manage businesses of their own

for economic gain and a living rather than depending on the government or private job. It also represents *the degree at which graduate can sustain itself without external support*. Self-sustenance also relates to the graduates' independence, the applicability of the commercializing skills to make a living. We can also agree that graduates' self-sustenance is among the solutions to unemployment in the country. Amoda, et al. (2020) stated that graduates should

be able to address three modern problems in order to achieve self-sustenance: creating jobs, reducing poverty, and raising living standards.

According to Ugoh (2018), self-sustenance is a concept that views growth as satisfying current demands without sacrificing those of future generations. According to Osuafor (2015), human development is necessary for development to continue. Enhancing the standard of basic education, reorienting the current educational program for the sustenance of development, raising public knowledge and perception, and offering training to all facets of private and civil society are all crucial tools for attaining self-sustenance, according to Arogundade (2018). Furthermore, Arogundade (2018) contends that sustained self-sufficiency can only be achieved or guaranteed when proactive measures are employed to assist young people in developing the skills necessary to become self-sufficient and, as a result, become the instruments for attaining development and sustainability.

Onuoha (2022) lamented that most graduates found their selves in unemployment situation for many years which was as a result of lack of skills to outsource for external engagement for business startup. Outsourcing in this content mean the capability of graduates to seeks to clarification from external factors on how best to venture into businesses and become employer of labour rather than job-seeker. Outsourcing is *a business practice* in which services or job functions are hired out to a third party on a contract or ongoing basis. In some cases, these were traditionally performed in-house by the company's own employees and staff. Outsourcing is a practice usually undertaken by companies as a cost-

cutting measure or a strategic management tool. Becoming self-sustenance could be achieve through outsourcing such as to procure (such as some goods or services needed by a business or organization) from outside sources and especially from foreign or nonunion suppliers to contract for work, jobs, among others., to be done by outside or foreign workers (Onuoha, 2022).

According to King et al. (2018), outsourcing is a cost-effective option when business needs to rapidly scale up market share, staffing, and production. There are many advantages of outsourcing, and if done correctly, it will help maximize the performance of staff by making them more efficient and allowing them to focus on their core responsibilities. The single most significant cost for most businesses is labor. Salaries constantly increase, and the weekly paycheck doesn't include the total compensation cost, such as training, health care, travel, and other perks. Infrastructure, technology, and equipment costs can also impact bottom line. However, outsourcing can significantly reduce or eliminate many of these expenses. Contractors don't require a desk or office space; they generally do not receive additional employee benefits. It's also easier to onboard them as specialists are typically hired for specific roles or purposes. Turning to an independent contractor allows to hire someone with many years of experience. They will bring expertise to company and may even improve business functions while introducing new initiatives. That way, won't have to break in a rookie or develop a new division within company, which takes time and money. The experts will help more efficient out of the gate, boosting productivity and efficiency. Outsourcing

can help graduates grow their businesses without breaking their budgets. It's a competitive market for skilled labor as companies crank up their recruiting efforts to fill workforce shortages. Both startups and established businesses are struggling with this challenge throughout the entire world. Outsourcing can sometimes help expand company's reach overseas or into neighboring countries. In this digital world, that's often among the top business goals, thanks to the latest technology. However, outsourcing benefits make it more possible because they lower costs associated with nearly all aspects of opening foreign doors (King et al., 2018).

### Statement of the Problem

The current situations facing graduates' self-sustenance in Nigeria today is pathetic and source of concerns to the collective authority. As a result, many graduates' do not have any job which is not very pleasant to the security and peace of the nation. Graduates also face challenges in achieving self-sustenance, including limited job opportunities, a skills gap, and the need for entrepreneurial skills, which can lead to unemployment or underemployment. Despite steps taken so far by the government, the issues still persisted. Hence, this prompted the study to examine how outsourcing planning could acts as predictors for graduates self-sustenance.

### Objectives of the Study

The main objective of this study was to examine outsourcing planning as predictors for graduates self-sustenance. Specifically, the study sought to:

1. identify level of outsourcing planning for graduates self-sustenance;

2. examine the relationship between outsourcing planning and graduates self-sustenance;
3. determine the extent to which outsourcing planning could predicts graduates self-sustenance;

### Research Questions

The following research questions are raised for the study:

1. What is the level of outsourcing planning for graduates self-sustenance?
2. Is there any relationship between outsourcing planning and graduates self-sustenance?

### Hypothesis

**H0<sub>1</sub>:** Outsourcing planning do not significantly predict graduates' self-sustenance.

### Methodology

The study adopted a descriptive survey research design. The population of this study comprised all the postgraduate students of Olabisi Onabanjo University and Tai Solarin University of Education, Ogun State. The two universities are Ogun owned universities. A total of 75 postgraduate students of Olabisi Onabanjo University and Tai Solarin University of Education, Ogun State were selected as study sample size. Stratified sampling technique was adopted in order to ensure gender balance is achieved. Researcher developed instrument tagged: Outsourcing Planning and Graduates Self-Sustenance Questionnaire (OPISGSSQ) was used for data collection. The questionnaire (OPISGSSQ) requested responses on a four (4) – 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 outsourcing planning and graduates self-sustenance. Face and content validity of the instrument were done on the instrument. A copy of the instrument was made available to the 3 experts to review in content, grammar and structure. Reliability of the instrument was done using the Cronbach alpha. In this case, copies of the instrument were administered on 15 postgraduate students of Lagos State University. The data that were collected subjected to

Cronbach alpha formula to get reliability coefficient of the questionnaire. It was reported 0.93 was the reliability coefficient. Research questions 1 and 2 were analyses using mean and standard deviation; as well as Pearson Product Moment Correlation (PPMC) respectively. Hypothesis was tested using regression analysis. Decisions were taken at 0.05 level of significance.

## Results and Discussion

**Research Question 1:** What is the level of outsourcing planning for graduates self-sustenance?

**Table 1: Descriptive statistics on the outsourcing planning for graduates self-sustenance**

Items	Mean	SD
Graphic planning	2.84	.901
Content writing planning	2.51	.938
Quality assurance planning	2.62	.977
Networking planning	2.54	.899
Digital and innovation planning	2.79	.793
Cluster Mean	2.66	

Source: Field Survey, 2025

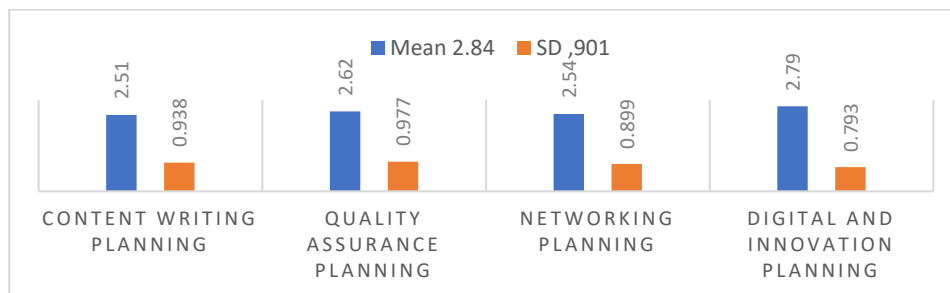


Figure 1: Bar-chart showing the level of outsourcing planning for graduates self-sustenance

Table 1 revealed that cluster mean was 2.66 and the bench mark mean value was 2.50. This implied that graphic planning, content writing planning, quality assurance planning, networking planning and digital and innovation

planning were among outsourcing planning for graduates self-sustenance.

**Research Question 1:** Is there any relationship between outsourcing planning and graduates self-sustenance?

**Table 2: Relationship between outsourcing planning and graduates self-sustenance**

Variables	Mean	SD	r-value	df	p-value	Remark
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Outsourcing planning	33.6802	5.78322				
Graduates self-sustenance	21.0892	4.99378	.789	73	.0001	Significant

*Source: Field Survey, 2025*

Table 2 indicated that there was positive relationship between the independent variable and the dependent variable in the order of ( $r = 0.789$ ,  $p < .05$ ). The researcher therefore, concluded that there was positive relationship between

outsourcing planning and graduates self-sustenance.

**H0<sub>1</sub>:** Outsourcing planning do not significantly predict graduates' self-sustenance.

**Table 3: Outsourcing planning and graduates' self-sustenance**

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
1 (Constant)	15.611	.602			25.949	.000
Outsourcing planning	.586	.076	.337		7.661	.000

*a. Dependent Variable: Graduates' self-sustenance*

Table 3 showed that the sign of the coefficient of outsourcing planning is positive which implied that an increase or improvements in it will promote graduates' self-sustenance. The independent variable (outsourcing planning) was found to be significant and strongly determine graduates' self-sustenance with the p-value less than 0.05 and magnitude of outsourcing planning ( $\beta = 0.337$ ,  $t = 7.661$ ,  $p < .05$ ). This implied that null hypothesis was rejected and the researcher concluded that outsourcing planning significantly predict graduates' self-sustenance.

### Discussion of Findings

The findings of the study revealed that graphic planning, content writing planning, quality assurance planning, networking planning and digital and innovation planning were among outsourcing planning for graduates self-sustenance. The findings also showed that there was positive relationship between outsourcing planning and graduates self-sustenance. And that outsourcing planning significantly predicts graduates' self-

sustenance. These findings were tandem with King et al. (2018) found significant relationship between outsourcing and self-reliance of higher institution graduates. Oguchi (2020) revealed that outsourcing through entrepreneurship could spur innovation and skill acquisition to facilitate the nation's technology advancement. Eradajire (2023) showed that improving outsourcing and creativity through entrepreneurship education can serve as a tool for sustainable job creation for graduates.

### Conclusion

This study has successfully examined outsourcing planning as predictors for graduates self-sustenance. The following conclusions were drawn based on the findings of the study that graphic planning, content writing planning, quality assurance planning, networking planning and digital and innovation planning were among outsourcing planning for graduates self-sustenance. And that there was positive relationship between outsourcing planning and graduates self-sustenance

as well as outsourcing planning predicts graduates' self-sustenance.

### Recommendations

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

1. Graduates during their postgraduate programme should be train on how to venture into outsourcing skills for their self-sustenance should white-collar job not coming.
2. Furthermore, the need for entrepreneurship and how it can contribute to one's plan for the future and to help sustain one's livelihood and the reward/benefits of being an entrepreneur is highlighted.

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