



GENDER RESTRICTIVE INHERITANCE CULTURE AND MANAGEMENT  
SUCCESSION IN SOUTH EASTERN NIGERIA:  
AN EMPIRICAL EVALUATION

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ABSTRACT

The study examined gender-restrictive inheritance culture and management succession in private indigenous enterprises in South Eastern Nigeria. A survey design was employed. The population of the study consisted of four hundred and thirty-six private indigenous enterprises in different industrial sectors that registered with the different five State Ministries of Trade, Commerce, Industry and Tourism as at 2009. A Sample of five hundred and eleven (511) respondents was drawn from the private indigenous enterprises from the five Eastern States. Proportionate stratified random sampling method was used in the selection of the respondents to ensure fair representation. The main instruments for data collection were structured questionnaire designed in a 5-point Likert scale of strongly agree to strongly disagree, in-depth interviews for owner-manager and managers were presented both in quantitative tables and qualitative forms. The data collected were analysed using descriptive statistics, Z-test, Pearson Product Moment correlation statistic and thematic content analysis. The study found that gender-restrictive inheritance culture had a negative effect on management succession. It was concluded that management succession is influenced by Igbo inheritance culture in private indigenous enterprises in South Eastern Nigeria. Based on the findings, it was recommended that owner-managers should pay ample attention to managing inheritance culture in order to achieve effective succession in these enterprises.

*Keywords:* Inheritance Culture, Management Succession, Entrepreneurship

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