



## **An Empirical Analysis of the Influence of Human, Social, and Financial Capital on the Performance of Women Entrepreneurs in Osogbo, Osun State, Nigeria**

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### **Abstract**

*Women entrepreneurs face unique challenges in economic growth, innovation, and job creation, including social, financial, cultural, and institutional barriers. These barriers limit access to resources like financing, networks, and mentorship. This study investigates the influence of financial, social, and human capital on women entrepreneurs' performance in the Osogbo metropolis, Osun state. A survey research design was employed, with a sample of 184 female entrepreneurs in Osogbo metropolis were selected through purposive sampling. Data were analyzed using descriptive and inferential statistical techniques. The regression analysis identified financial capital as the most statistically significant predictor of business performance among female entrepreneurs ( $p < 0.05$ ). Human capital was found to have a significant negative relationship with business performance ( $p < 0.05$ ), suggesting that there may be skill mismatches or inefficiencies in how human resources are utilized. Additionally, social capital did not significantly affect business performance ( $p > 0.05$ ). These findings conclusion highlight the importance of financial capital in driving business success for female entrepreneurs, pointing to challenges associated with human capital that warrant further investigation. Therefore, the study recommends that the government implement targeted entrepreneurship training, mentorship programs, and skills development initiatives to enhance the effective utilization of human capital among female entrepreneurs.*

### **Keywords:**

Human Capital  
Social Capital  
Financial Capital  
Performance  
Women Entrepreneur

**JEL Classification:** L1, M1, L2, I3.

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## 1. Introduction

Entrepreneurs play a vital role in driving economic growth and innovation globally. According to Enaifoghe, and Vezi-Magigaba (2023) small and medium-sized enterprises (SMEs) account for approximately 90% of businesses and more than 50% of employment worldwide, highlighting their significance in fostering economic stability and resilience. In Nigeria, the landscape of entrepreneurship is evolving, with a notable increase in the participation of women. Statistics reveal that women represent around 41% of the entrepreneurial population in Nigeria, significantly contributing to the country's economic landscape (Olawajun, & Fernando, 2020). In the Osogbo metropolis, women entrepreneurs are particularly influential, as they engage in various sectors, including retail, manufacturing, and services, thereby promoting job creation and economic diversification.

Understanding the factors that affect the performance of women-led businesses is crucial for optimizing their contributions to national development. Capital is a critical resource that comes in various forms: financial, human, and social. Financial capital, which includes access to loans, grants, and investment, is essential for the growth and sustainability of businesses. Human capital encompasses the skills, knowledge, and experience that entrepreneurs possess, while social capital refers to the networks and relationships that can provide support and opportunities (Hawkins & Maurer, 2012). In the context of Osogbo, examining how these different forms of capital impact women entrepreneurs can provide insights into their business performance and overall contribution to the local economy. The contributions made by women-led businesses to the economic development of any nation make their performance as women entrepreneurs crucial to the country (Mata & Ibrahim, 2020). Due to their involvement in small and medium-sized

business growth and startups, women entrepreneurs significantly impact national economies (Okezie et al., 2017). The actions of entrepreneurs themselves are vital in enhancing government initiatives aimed at business development. These responsibilities include making wise business judgments, acting with integrity, and obtaining the necessary knowledge, skills, or experience in the business world. Innovation, market knowledge, and social networks are additional elements that support business success (Hatthakijphong & Ting, 2019).

Entrepreneurship draws more attention as more small and micro enterprises are founded in the twenty-first century. As a result of their ability to create wealth, jobs, and innovations, women-owned micro and small enterprises, or MSEs for short, are vital to the development of nations (Shakeel et al., 2020) as well as the well-being of societies (Mozumdar et al., 2020). Notwithstanding these achievements, female entrepreneurs confront considerable obstacles relating to human, social, and financial capital. Human capital accumulation – including knowledge, expertise, and experience – is frequently impeded by restricted access to educational and training opportunities. The absence of business growth and development opportunities constrains women's entrepreneurial capabilities, specifically their ability to innovate, engage in strategic planning, and make informed decisions. Another area where women encounter barriers is social capital, which is crucial for networking and gaining access to markets, information, and business support. Social and cultural hurdles frequently prevent them from accessing critical social networks, which makes it harder for them to expand and maintain their businesses. Financial capital is a pivotal resource for entrepreneurial growth and startup viability. However, women entrepreneurs encounter substantial obstacles in accessing credit due to

entrenched structural barriers, including systemic biases, collateral constraints, and restrictive lending practices (Giones et al., 2019).

While existing literature such as Giones et al., (2019); Abiodun and Amos, (2018); Menike (2020) acknowledges the importance of these forms of capital, few studies have specifically addressed the dynamics affecting women entrepreneurs in Osogbo, particularly regarding how financial, human, and social capital interact to influence business outcomes. This research aims to fill this gap by providing a better understanding of the unique challenges and opportunities faced by women entrepreneurs in this region. By focusing on the Osogbo metropolis, this study will contribute to the broader discourse on female entrepreneurship in Nigeria, highlighting the need for targeted policies and interventions to enhance their performance and impact. These barriers hinder women's ability to scale operations, absorb financial shocks, and realize their full entrepreneurial potential.

Thus, the research seeks to address the following research questions:

- i. How does human capital influence the Performance of women entrepreneurs in the Osogbo metropolis?
- ii. To what extent does social capital impact women's entrepreneurship outcomes in Osogbo metropolis?
- iii. Does financial capital affect women's entrepreneurship performance in Osogbo metropolis?

Examining the influence of human, social, and financial capital on the performance of women entrepreneurs is the main objective of this study, while specific objectives are to;

- i. examine the influence of human capital on the Performance of women entrepreneurs in the Osogbo metropolis.
- ii. investigate the role of social capital on women's entrepreneurship performance in Osogbo metropolis.

- iii. analyse the effect of financial capital on women's entrepreneurship performance in Osogbo metropolis.

The study's hypotheses thus formulated and stated in the null forms, in line with the research objectives and questions raised are as follows:

H0<sub>1</sub>: There is no significant influence of human capital on the Performance of women entrepreneurs in the Osogbo metropolis.

H0<sub>2</sub>: There is no significant influence of social capital on women's entrepreneurship performance in Osogbo metropolis.

H0<sub>3</sub>: There is no significant influence of financial capital on women's entrepreneurship performance in Osogbo metropolis.

## 2. Literature review

### 2.1 Conceptual review

#### 2.1.1 Human capital

The literature contains numerous definitions of human capital. Sullivan and Sheffrin (2003) describe human capital as the embodied pool of knowledge, abilities, and personal qualities that enable individuals to work and create value. Additionally, Unger et al. (2011) emphasize the value of spending money on education, on-the-job training, and experience learning in order to gain knowledge and abilities. Alnacheif and Alhajjar (2017) go one step further in their definition, suggesting that human capital encompasses the skills, aptitudes, and attributes that support social, economic, and individual well-being. Economically speaking, human capital is essential to preserving competitive advantage and raising corporate productivity (Fatoki, 2011). Although Becker (1994) defined human capital as a non-transferable, interchangeable means of production, Hessels, and Terjesen (2008) highlight its entrepreneurial features, which include skills, knowledge, and experiences critical to an organization's expansion. Research backs up the claim that investments in human capital led to significant gains in productivity and profitable outcomes (Goldin, 2024).

For the purposes of this study, human capital is defined as the aggregate of skills, knowledge, experience, and personal attributes possessed by female entrepreneurs in the Osogbo metropolis, which enables them to effectively manage their businesses and contribute to economic growth. By focusing on these dimensions, the study aims to explore how human capital influences the success of women-led businesses, while also highlighting the unique challenges faced in the local context.

### 2.1.2 Social capital

Social capital has been a subject of extensive scholarly inquiry, resulting in many definitions, characterizations, and interpretations. Baretta (2022) posits that social capital encompasses the resources facilitating mutual participation and enduring network ties within institutionalized groups. Chetty et al. (2022) differentiate between three forms of capital associated with social classes: social, cultural, and economic (Putro et al., 2022). Analia et al. (2020) further refine this concept, defining social capital as the actual and potential resources embedded in networking relationships, accessible to and leveraged by actors (e.g., business managers) to achieve specific goals.

Social capital is characterized as a resource emergent from specific social structures, shaped by dynamic interactions between actors and influenced by transaction cost, resource dependency, and social network theories (James, 2021). According to a process viewpoint, social capital makes possible the development and use of social resources inside networks, which are nurtured through time and trust. Social capital is a marketing tool that uses network connections to promote communication and cooperation. Despite their significant contributions to Nigeria's economic and social growth, small enterprises often face resource constraints, highlighting the importance of social capital in mitigating these limitations. Given the context of this study on women

entrepreneurs in Nigeria and their contributions to economic development, an appropriate definition of social capital is based on the idea that it includes the actual and potential resources embedded in networking relationships, accessible to and leveraged by entrepreneurs to achieve specific business and economic objectives. By defining it this way, the study focus on how these resources are mobilized through trust and network connections, reinforcing the importance of social capital as a solution to resource limitations.

### 2.1.3 Financial capital

Financial capital, comprising formal venture capitalists, business angels, debt capital, and equity capital (Govind, 2021), plays a pivotal role in company startups. It is a buffer against unforeseen contingencies, such as managerial inefficiencies and environmental uncertainties, enhancing organizational resilience (Bentley & Kehoe, 2020). Financial capital also facilitates adaptability and innovation, enabling firms to respond to dynamic market conditions. The capital structure, consisting of debt and equity, is a critical component of financial capital. Three fundamental theories—the pecking order theory, agency theory (which includes moral hazard and adverse selection), and the static trade-off theory—are identified by Mwangi (2021) as supporting the capital structure of SMEs. In the context of this study on women entrepreneurs in Osun state, Nigeria, financial capital is the monetary resources available to women entrepreneurs through various channels such as venture capital, angel investments, debt, and equity financing, which are essential for starting, sustaining, and expanding their businesses.

### 2.1.4 Women entrepreneur

Entrepreneurship is defined by the actions of individuals who undertake risk, plan, and coordinate business activities. The growing presence of women in the entrepreneurial

ecosystem significantly contributes to economic dynamism, fostering rapid progress in economic development and expansion. According to Abiodun and Amos (2018), women entrepreneurs support enterprise development in transition economies and aid in the modernization of developing nations. Nonetheless, women's entrepreneurship represents a vast, unexplored source of innovation, employment, and economic growth in underdeveloped nations. Women entrepreneurs are a group of women who start, organize, and run a business, according to Othman et al. (2021). Over the past three decades, Nigeria has witnessed a growth in female entrepreneurs due to the nation's drive on industrialization and increased interest in business-arranged entrepreneurship, privatization, and independent labor. Women entrepreneurs are seen to be the strategic actions of women who independently initiate, organise, and manage business ventures, taking on risks to drive enterprise development and contribute to economic growth and modernization.

#### *2.1.5 Women entrepreneurs' business performance.*

Assessing business performance is essential for practitioners and scholars in the present economic environment. They examine the factors that may lead to ambiguity between subjective (or perceptual Performance) and objective assessments (Yani et al., 2020). Corporate performance indicators encompass overall revenue growth, return on investment, and relative profit. According to Weiss and Hartle (2023), business performance also refers to how an individual, group, or unit accomplishes strategic objectives by displaying desired behaviors. A company's business performance measures how well and efficiently it achieves its objectives. Rekarti and Doktoralina (2017) define business performance as an organization's ability to adjust to changes

in the market environment, which is made up of consumers, rivals, and other elements that have the power to alter how business is performed. The market, profitability, and productivity are the three elements that should be considered when assessing the business success of small and medium-sized enterprises (SMEs), according to Yani et al. (2020). However, in the poor world, women's entrepreneurship offers a vast, untapped source of innovation, jobs, and economic growth (Abiodun & Amos, 2018). Nigeria has seen a rise in female entrepreneurs over the past three decades. This can be attributed to the country's concentration on industrialization and growing interest in privatization, independent employment, and business-arranged entrepreneurship. In recent policy and scholarly discussions, the Performance of women entrepreneurs has gained significant attention, particularly in Nigeria.

#### *2.2 Theoretical review*

The Resource-Based View (RBV) theory, primarily developed by Jay Barney in 1991, was selected for this study due to its emphasis on business internal resources as critical factors for achieving competitive advantage and superior performance. The Resource-Based View (RBV) idea was chosen for this investigation because it centers on companies' internal resources, giving them a competitive edge and better Performance. An organization's resources are examined using the Resource-Based View (RBV) to ascertain how it maintains a competitive edge over time. The RBV posits that a firm's hard-to-copy qualities give it a competitive advantage and improve Performance (Barney, 1986; Hamel & Prahalad, 1996). It is challenging to buy, transfer, or need a significant shift in the organization's culture and environment to acquire resources specific to the company and, as a result, more difficult for rivals to copy. According to Conner (1991), a firm's ability to function differently from others

is due to its ability to provide distinctive inputs and capacities. RBV holds that businesses with unique, precious, rare, and non-replaceable resources have a competitive advantage (Barney, 1991). Focusing primarily on internal resources, RBV often overlooks how external forces like market dynamics and competition impact firms. Osogbo women entrepreneurs view human capital—skills, knowledge, and experience—as a vital internal resource that fosters creativity and improves decision-making, ultimately leading to improved corporate Performance. Just as social capital consists of networks and connections that provide access to information, collaborations, and market opportunities, financial capital is equally necessary for resource distribution, expansion, and overcoming initial challenges. It also assists women entrepreneurs in securing the tools and resources required for business success. It emphasizes the significance of the types of capital in obtaining a competitive edge; this theory is pertinent to our understanding of how women entrepreneurs utilize their resources to achieve superior Performance.

### 2.3 Empirical review

Kurniawan et al., (2023) looked at how social networks, intellectual capital, and financial capital affect the performance of social entrepreneurs in West Java with a sample size of 300. There are both quantitative and qualitative phases in the study's mixed-method research design. West Javan social entrepreneurs are interviewed in-depth during the qualitative phase, and they are surveyed during the quantitative phase. The study's findings demonstrated that social networks, financial resources, and intellectual capital all have a major impact on the success of social entrepreneurs.

Oswari et al., (2023) examined the complex web of financial resources, entrepreneurial spirit, and social capital as success factors. A fascinating examination of how these elements

combine to improve company performance in this fast-paced sector. The outcomes of their research which was conducted using a large and dynamic dataset, are simply fascinating. All of the assumptions have been accepted, and the results demonstrated the indisputable combination of financial support, entrepreneurial energy, and social ties in the field of MSME apparel businesses in Indonesia. Ghouse et al., (2024) investigated the factors that influence entrepreneurial inclinations among rural students in the Dhofar region of Oman, with a particular emphasis on education, skills, and self-efficacy as elements of human capital. Through self-reported surveys, information was gathered from 467 students who were chosen at random. The findings indicate a strong positive correlation between self-efficacy and entrepreneurial ambitions, with higher levels of self-efficacy being associated with a stronger propensity for entrepreneurship. Additionally, skills have a beneficial effect on entrepreneurial inclinations, underscoring the need of having a variety of skill sets. Furthermore, self-efficacy moderates the link between intents and skills, indicating that a high level of self-efficacy facilitates the conversion of talents into entrepreneurial aspirations.

Hendrawan et al., (2023) explored how capital, financial reporting, accounting information use, and entrepreneurship affect the financial capacity and operational efficiency of micro, small, and medium-sized businesses (MSMEs) in Bogor, Indonesia. Using a standardised questionnaire, 200 MSMEs participated in a cross-sectional survey and provided data. The research hypotheses were tested and the data was analysed using Smart-PLS. The results show that entrepreneurship, financial reporting, capital, and the use of accounting data all significantly improve the financial capacity and operational efficiency of MSMEs in Bogor. In order to make informed financial decisions, MSMEs should prioritise

acquiring enough capital to invest in their companies, making sure they have access to trustworthy accounting data and financial reporting, and honing their entrepreneurial abilities to spot and seize market opportunities. Yuliarmi et al. (2021) investigated the relationship between funding, SME success, and human resources and social capital. The research population for the study consisted of 203 small business units in the Sarbagita region, and the data analysis method used was path analysis. The results indicated a positive correlation between social capital and finance for SMEs, with a significant value of 0.000 ( $\alpha=5\%$ ). For SMEs, having more social capital meant more access to outside funding sources. Human resources and SME performance are positively correlated at a 6% confidence level, whereas social capital and SME finance are positively correlated at a 1% confidence level. The findings demonstrate that SMEs' success is enhanced by having more human resources and social capital.

Mata and Ibrahim (2020) employed a quantitative approach, including Pearson correlation and linear regression analysis, to investigate the relationship between social capital and entrepreneurial Performance among female microfinance bank customers in Kano, Nigeria. The study's findings indicate a robust

positive correlation between women entrepreneurs' Performance and their social capital.

### 3. Methodology

This research employed primary data sources and a survey research design. The population comprised 571 women business entrepreneurs registered with the Ministry of Commerce and Industry in Osogbo metropolis of Osun state. Osogbo was chosen as this is the commercial hub of the state. The Raosoft Formula (2004) was employed to determine a sample size 184 to ensure adequate representation.

$$N = \frac{N \times Z^2 \times p \times (1-p)}{E^2 \times (N-1) + Z^2 \times P \times (1-p)}$$

Where:

- n = sample size
- N = population size (571)
- Z = Z-score for the desired confidence level (typically 1.96 for a 95% confidence level)
- p = estimated proportion of the population (commonly 0.5 to maximize variability)
- E = margin of error (e.g., 5%, or 0.05)

$$n = \frac{571 \times ((1.96)^2 \times 0.5 \times (1 - 0.5))}{(0.05)^2 \times (571 - 1) + (1.96)^2 \times 0.5 \times (1 - 0.5)}$$

$$n = n = 184$$

Purposive sampling technique was used in the study as purposive sampling allows to ensure that only respondents who meet this criterion are included. This aligns with the research objectives, as it enables to assess contributions to economic development specifically by this demographic. A structured questionnaire was administered to participants to elicit relevant information. A mixed-methods analytical

approach was adopted, combining descriptive statistics and inferential techniques (multiple regression analysis) to examine the relationships between financial, social, human capital, and business performance. Data analysis was facilitated using Statistical Package for Social Science (SPSS) software.

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \epsilon$$

Where:  
 $Y$  = Performance of Women Entrepreneurs  
 $X_1$  = Human Capital  
 $X_2$  = Social Capital  
 $X_3$  = Financial Capital  
 $\beta_0$  = Intercept  
 $\varepsilon_t$  = Error Ter

**Table 1. Socio-Demographic Profile of Respondents**

Characteristics	Frequency	Percentage (%)
Age		
<30	58	31.5
31- 40	85	46.2
>40	41	22.3
Education		
SSCE	41	22.3
OND/NCE	69	37.5
HND/B.Sc.	42	22.8
M.sc/MBA	27	14.7
Others	5	2.7
Marital Status		
Single	59	32.1
Married	88	47.8
Divorced	31	16.8
Others	6	3.3
Type of Business		
Trading	62	33.7
Manufacturing	71	38.6
Services	48	26.1
Others	3	1.6
Membership of a Registered Association		
Yes	79	42.9
No	105	57.1
How long have you been in the business?		
0-5 years	48	26.1



6-10years	66	36.9
Above 10 years	70	38.0
Total	184	100

Source: Field Survey, 2024.

4. Results and discussion

4.1 Socio demographics characteristics of respondents

The results shown in Table 1 indicate that 31.5% of respondents are under 30 years old, 46.2% are between 31 and 40, and 22.3% are over 40. This distribution suggests that age is not a significant barrier to entrepreneurship among women. Regarding educational qualifications, 22.3% of respondents hold secondary school certificates, 37.5% hold ND/NCE certificates, 22.8% possess HND/BSc degrees, 14.7% have obtained MBA/MSc degrees, and 2.7% hold other qualifications. This indicates that the majority of women entrepreneurs in the sample possess advanced educational credentials.

The marital status distribution revealed that 32.1% of the respondents were single, 47.8% were married, 16.8% were divorced, and 3.3% fell into other categories. This diversity suggests that women entrepreneurs come from various marital backgrounds. The distribution of respondents by business sector reveals that the majority, 38.6%, are engaged in manufacturing,

followed by 33.7% in trading, 26.1% in services, and a small proportion, 1.6%, in other sectors. This suggests that women entrepreneurs are actively involved across diverse business activities, with a strong representation in manufacturing. The results showed that 42.9% of the respondents were registered members of women entrepreneurs' associations, while 57.1% did not belong to any association. This implies that many women entrepreneurs may be missing out on the potential benefits of association membership, such as networking opportunities, access to resources, and collaborative support systems, which could enhance their business performance and development. Furthermore, the study revealed that 26.1% of the respondents had between 0-5 years of business experience, 36.9% had 6-10 years, and 38% had over 10 years of experience. These findings indicate that women entrepreneurs possess significant business experience and professionalism.

Table 2. Descriptive Statistics on Human capital

Items	Statement	SD %	D %	N %	A %	SA %
1.	My current skill aligns with my current needs of my business.	21%	19%	2.8%	38%	19.2%
2.	I have easy access to mentorship or guidance on business skills and development.	24%	11.7%	6%	21.7%	36.6%
3.	I have access and update to the skills required for my business.	18%	17%	3.6%	38.4%	23%

Source: Fieldwork, 2024

**Table 3. Descriptive Statistics on Social capital**

Items	Statement	SD %	D %	N	A %	SA %
1.	I receive support from my social networks during financial difficulties.	18%	22%	4%	38%	18%
2.	My current network is diverse enough to support your business needs.	21%	14.3%	3%	23.7%	38%
3.	Social networks are crucial in providing new business opportunities.	19%	18%	3.6%	36.4%	23%

Source: Fieldwork, 2024

**Table 4. Descriptive Statistics on financial capital.**

Items	Statement	SD %	D %	N	A %	SA %
1.	I lack stable source of financing to cover my business expenses.	11%	12%	2.4%	46.4%	28.2%
2.	Interest rates on loans are not manageable or sustainable for my business.	9.2%	15.2%	6%	27.2%	42.4%
3.	My business lacks access to external funding sources (e.g., banks, investors).	9.2%	7.6%	2%	38.2%	43%

Source: Fieldwork, 2024

From Table 2, it was depicted that 38% agree that their current skill aligns with current needs of business, 36.6% strongly agree they have easy access to mentorship or guidance on business skills and development while 38.4% agree they have access and update to the skills required for my business.

From Table 3, it was shown that 38% receive support from my social networks during financial difficulties, 38% strongly agreed their current network is diverse enough to support your business needs while 36.4% agree that

social networks are crucial in providing new business opportunities.

From Table 4, 46.4% agreed that I lack stable source of financing to cover my business expenses 42.4% strongly agreed that interest rates on loans are not manageable or sustainable for my business with 38.2% agree that my business lacks access to external funding sources (e.g., banks, investors). Finally, Table 5 showed 39% agree there is growth rate over the years in my business, 36.6% strongly agreed there is increase in my business market share

38.4% agree that my business's performance is improving due to customers satisfaction.

**Table 5. Descriptive Statistics on performance of women entrepreneur**

Items	Statement	SD %	D %	N	A %	SA %
1.	There is growth rate over the years in my business.	19.2%	18%	2.8%	39%	21%
2.	There is increase in my business market share.	21.7%	11.7%	2%	28%	36.6%
3.	My business's performance is improving due to customers satisfaction.	13%	17%	3.6%	38.4%	28%

Source: Fieldwork, 2024

#### 4.2 Test of Hypotheses

Table 6 provides a summary of the model. The 'R' score (multiple correlation coefficient) of 0.628 indicates a moderate to strong correlation between the independent variables (human capital, social capital, financial capital) and business performance. This signifies a moderately robust correlation between these forms of capital and the dependent variable, yet

not an impeccable link. The R-squared value of 0.394 signifies that 39.4% of the variance in business performance is attributable to the independent variables (human capital, social capital, and financial capital). This outcome indicates that additional factors not incorporated in this model explain the remaining 60.6% of the variance in business success

**Table 6. Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.628 <sup>a</sup>	.394	.375	.34767

a Predictors: (Constant), Human capital, social capital, financial capital.

Source: SPSS Output 27

**Table 7: ANOVA<sup>a</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	7.656	4	1.519	20.838	.000 <sup>b</sup>
	Residual	11.604	96	.121		
	Total	19.160	99			

a Dependent Variable: business performance of female entrepreneur

b Predictors: (Constant), Human capital, Social capital, financial capital.

Source: SPSS Output 27

Table 7 presents the findings of the variance analysis (ANOVA). The regression analysis produced an F-statistic of 20.838 and a p-value

of 0.000 ( $p < 0.05$ ), signifying that the entire model is statistically significant. This indicates that the independent variables—human capital,

social capital, and financial capital—collectively account for a substantial variance in women entrepreneurs' commercial success. The findings further validate that the model is proficient in forecasting business success, suggesting that integrating these resources

significantly influences the performance results of women-owned enterprises. The low p-value enhances the validity of this result, confirming that the observed correlations are improbable to have arisen by coincidence.

Model	Unstandardised Coefficients		Standardized Coefficients		Sig.	95.0% Confidence Interval for B	
	B	Std. Error	Beta	T		Lower Bound	Upper Bound
(Constant)	1.555	.374		4.160	.000	.813	2.297
Human capital	-.382	.128	-.261	-2.973	.004	-.636	-.127
Social capital	-.040	.137	-.024	-.293	.770	-.313	.232
Financial capital	.477	.061	.680	7.879	.000	.357	.598

a. Dependent Variable: Business performance of women entrepreneur  
Source: SPSS Output 27

The regression coefficient for human capital ( $\beta_1 = -0.382$ ) in Table 4 indicates that a one-unit increase in human capital is associated with a 0.382-unit decrease in company performance when other variables are controlled. The negative correlation, with a p-value of 0.004 ( $p < 0.05$ ), is statistically significant, suggesting that the inverse effect is not due to random variation. This outcome contradicts the conventional and a priori expectation that human capital improves business performance, suggesting possible inefficiencies in its utilization or a misalignment between the skills of entrepreneurs and the competencies required for success in this particular context. The coefficient for social capital ( $\beta_2 = -0.040$ ), as revealed by the result, suggests a minimal and antagonistic relationship with business performance. However, this effect is not statistically significant, as indicated by the p-value of 0.770 ( $p > 0.05$ ), suggesting that social capital does not have a meaningful or reliable impact on business performance in this sample

of female entrepreneurs. The lack of statistical significance implies that, within this context, social capital—encompassing social networks, partnerships, and community engagement—may be underutilized or ineffectively harnessed to drive business outcomes.

Lastly, the coefficient for financial capital ( $\beta_3 = 0.477$ ) indicates that all else being equal, a one-unit increase in financial capital is associated with a 0.477-unit improvement in business performance. This positive relationship is statistically significant, as evidenced by a p-value of 0.000 ( $p < 0.05$ ), reinforcing the critical role financial capital plays in driving business performance among female entrepreneurs in Osogbo.

#### 4.3 Discussion of Findings

The investigation's results shed important light on how human, social, and financial capital affect the productivity of female business owners in Osogbo, Osun State. The finding from the study indicated that an increase in human

capital by women-owned businesses negatively impacts their performance. This result contradicts the findings of (Yuliarmi et al., 2021; Kurniawan et al., 2023). A possible explanation is that existing education and training programs may not align with the practical demands of Osogbo's business environment, highlighting a gap between formal knowledge and the skills needed for entrepreneurial success. Furthermore, the study revealed that social capital does not significantly impact business performance, which contradicts several studies (Oswari et al., 2023; Mata & Ibrahim, 2020) that emphasize social capital as a critical variable for entrepreneurial success. However, this result aligns with Menike (2020), who found relational social capital to have a negative statistically significant impact on the Performance of small enterprises in Sri Lanka. Expanding entrepreneurial-focused networks such as through professional associations or partnerships with established enterprises could provide better access to valuable resources like funding, market opportunities, and knowledge-sharing, ultimately strengthening business resilience and success. The positive and significant impact of financial capital on the business performance of women entrepreneurs aligns with the findings of Hendrawan et al., (2023) who explored how capital, financial reporting, accounting information use, and entrepreneurship affect the financial capacity and operational efficiency of micro, small, and medium-sized businesses (MSMEs). Financial capital has long been recognized as a key driver of business growth, enabling entrepreneurs to invest necessary resources, manage operations more effectively, and scale their businesses. This study's result reinforces the notion that providing women with greater access to financial resources can directly and positively impact their business performance. Given its significant impact, improving women's access to credit facilities, loans, and financial literacy programs could further boost entrepreneurial

performance. Reducing barriers such as high collateral requirements and offering financial products tailored to women's business needs would also enable greater participation and growth in the entrepreneurial sector.

## 5. Conclusion and recommendations

The empirical analysis on the influence of human, social, and financial capital on the performance of women entrepreneurs in Osogbo, Osun State, Nigeria, underscores the critical role of financial capital in driving entrepreneurial success, while identifying notable gaps in social and human capital. The adverse impact of human capital suggests an urgent need to realign educational and training programs with practical business needs to improve entrepreneurial competencies. Likewise, the limited effect of social capital implies that sustainable business growth requires structured networking and professional support mechanisms, rather than reliance on familial or informal networks. The study finds a robust positive relationship between financial capital and entrepreneurial performance showing the necessity of expanding women entrepreneurs' access to financial resources. Policies that lower collateral requirements, enhance financial literacy, and prioritize targeted financial support could significantly boost economic outcomes for women entrepreneurs. While financial capital emerged as the most influential factor, the study also emphasizes the importance of addressing human and social capital limitations to complement its positive effects. Supporting this view, Ogunleye et al. (2022) highlight the value of social capital, suggesting that community networks, informal support systems, and mentorship enable women entrepreneurs to navigate business challenges effectively. Similarly, Adetayo et al. (2020) assert that a balanced integration of financial, human, and social capital positively influences entrepreneurial performance, with financial capital driving growth while human and social

capital contribute to enhanced operational efficiency and strategic decision-making. Consequently, this study advocates a balanced strategy where financial support is paired with initiatives to strengthen human and social capital, fostering a more resilient and prosperous entrepreneurial environment for women in Osogbo.

In light of the study's findings, it is recommended that government should be more dedicated to providing women business owners flexible financing options to obtain credit at a reasonable cost. In addition to the government offering skill development training, women entrepreneurs should be encouraged to join their respective business associations. Finally, women entrepreneurs should be motivated to establish social networks to enhance their business performance.

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