

Analyzing Effective Factors in Job Creating in Natural Resources Cooperatives in Golestan Province

¹Masoomesh Shemshad, ²Iraj Malek Mohammadi, ³Khadijeh Shemshad and ⁴Seyed Mahdi Mirdamadi

¹Department of Agricultural Extension and Education,
Science and Research Branch, Islamic Azad University, Tehran, Iran

²Department of Agricultural Extension and Education, Tehran University, Tehran, Iran

³Department of Entomology, Science and Research Branch, Islamic Azad University, Tehran, Iran

⁴Department of Agricultural Extension and Education,
Science and Research Branch, Islamic Azad University, Tehran, Iran

Abstract: This study was carried out in order to View Point Studying about effective factors on pasture and forest cooperatives in job creating for arriving to rural development in Golestan Province. This was an analysis-descriptive study conducted through survey method. Statically population of study was 123 members of the directors of these cooperatives in Golestan Province. There are 3 forest cooperatives and 28 pasture cooperatives in this province. A structured questionnaire was designed and distributed among the cooperative directors. Census technique was applied in this study. The validity of the questionnaires was proved by panel of counselors and experts of pastures and forests organization. In order to measuring the reliability of the questionnaires, a pilot test was carried out. Results of Alfa-Cronbakh 86% for job creating were obtained. In order to data analyzing was used SPSSwin15 software. Results of stepwise regression test showed that organizing of service providers, training of job skills and infrastructure factors in cooperatives have positive effects on job creating. But the difficult and problems of cooperatives had negative impact on job creating variable. Totally those factors show 23% of effective factors on measure of job creating variable by natural resources cooperatives.

Key words: Cooperative • Job creating • Natural Resources Cooperative • Golestan Province

INTRODUCTION

Nowadays job creating is one of the most important strategy in most countries including Iran. In this situation governments' role is to support related organizations such as cooperatives. Historically, cooperatives reflect people participation in solving economical and social problems together that has been originated from their social behavior [1]. Cooperative companies have involved in different parts like agriculture, industry, services and natural resources. Cooperatives could help in making decentralize decision, delegation of authority and job creating by local capacities and increasing lobbying power in order to arriving rapid development [2].

Researches have been carried out in relation to the role of cooperatives in improving the job creating. Glenn & Nancy [3] suggested that informal educations, help to

begin and manage the business and cooperatives have performed a significant educational role in success of trade proprietors. The research of Barrows and Bromley [4] focused on investment to workers instruction, noviciating and labor-market awareness. Brown and Deavers [5] showed that organizing providers in regional cooperative lead to human resource development and job creation. The findings of Burns [6] indicated that training in Cooperative is one factor of work success. Burns [7] and Berns [8] support that finding too. Berns [8] found that continuing education in financial run, marketing and career planning was demanded. Results of Strieter and Hughes [9] research are related to improving job creating by marketing, to hold training course, increasing job skills and supporting local farmers. The findings of Dimitris, Efthalia, Sophia [10] indicated financial helps lead to job creating.

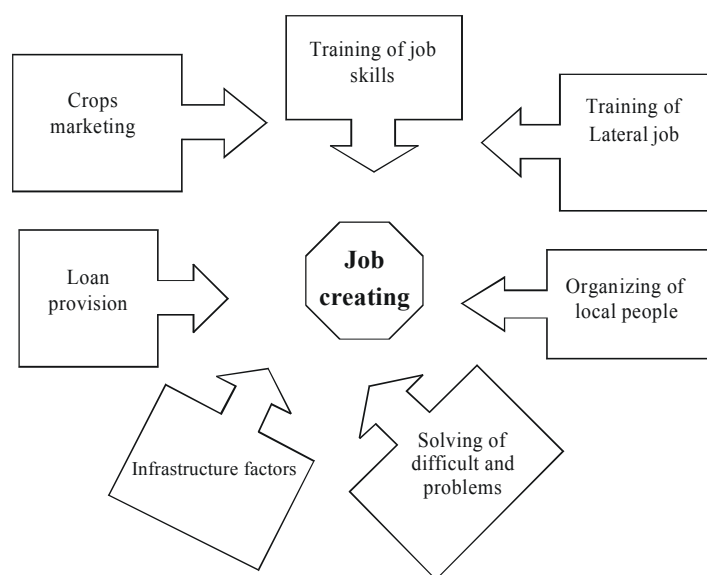


Fig. 1: The theoretical framework of research.

The findings of a research in south Asia showed that training, marketing, supporting, improving skills and providing services are effective factors in job creating [11]. The main result of Shirzadi [12] and Tabarestani [13] research focused on creating stock has lead to increasing cooperatives efficiency. The findings of Azimzadeh [14] showed that loan provision in cooperatives helped to job creating. The findings of Cheraghali [15] financial resources, professional skills and training are related to improving job creating. Results of Rafeatpoor [16] research indicated that infrastructures of cooperatives has important role in job creating.

The main purpose of this research was the identification of the effective factors on job creating in natural resources cooperatives for arriving to rural development in Golestan province. So, the following objectives were compiled:

- The study of Frequency distribution of answerers' idea about job creating measure in cooperatives e.g.: Infrastructure factors, study of difficult and problems of cooperatives, loan provision, crops marketing, training of job skills, training of lateral job and organizing local people.
- The examination of measure of job creating in natural resources cooperatives.
- The determination of Independent variables impact in improving job creating.

The theoretical framework has been showed in Figure 1.

The Role of Natural Resources Cooperatives in Job

Creating: Natural resources cooperatives role in job creating are: (1) revival of desolate jungles; (2) incoming and job creating for local people; (3) reforming production structure in natural resources; (4) leading reforestation costs to local people; (5) Help to local economies; (6) burgeoning local jobs and industries [17].

The Goals of Natural Resources Cooperatives: There are some goals in natural resources cooperatives including: (1) prevention of rural immigration; (2) creating dynamic economies in poor regions; (3) improving rural participation; (4) increasing non-oil export; (5) improving quality of crops, productions and packing; (6) eliminating mediators and brokers between producers and consumers; (7) to be develop of rural and poor regions; (8) even distribution of income; (9) administration of social justice; (10) arriving to sustainable development; (11) decentralization and delegation of authority; (12) job creating by local resources; (13) prevention of pasture, jungles and life environment destruction; (14) prevention of irregular grazing; (15) growing lateral jobs e.g. planting mushroom, forest and dairy crops production, apiculture, ranch.

Kinds of Natural Resources Cooperatives and Their Activities: According to the research of Rezaee, in Iran there are different kinds of natural resources cooperatives:

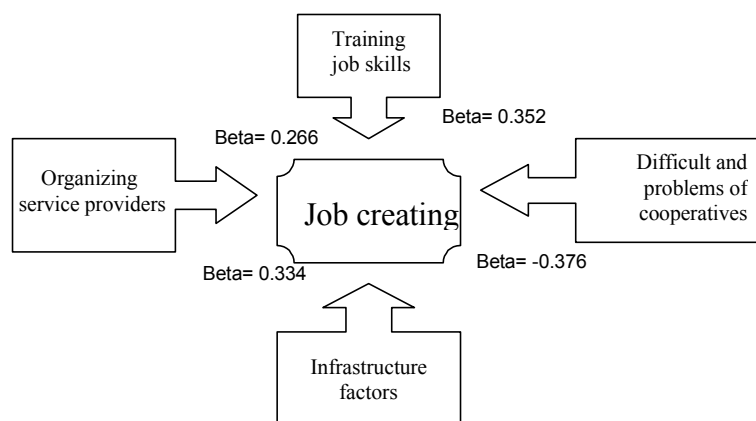


Fig. 2: The factors determining job creating in natural resources cooperatives in Golestan Province on base of Beta coefficient.

Pasture Cooperatives: There are 380 pasture cooperatives with 15821 members in Iran and their role is preventing irregular grazing and revival of desolate pasture.

Forest Cooperatives: There are 54 forest cooperatives with 6945 members in Iran and their role is decreasing forest destruction and help to solve woodmen' economical and social problems.

Jungle Resources Management Cooperatives: There are 78 jungle resources management cooperatives with 5784 members in Iran and their role is planting, conservation of pastures and Jungles, Prevention of irregular grazing, integrated cultivation and conserving genetic sources.

Cooperatives of Using Lateral Crops of Forests and Pastures: There are 112 cooperatives of using lateral crops of forests and pastures with 6383 members in Iran and their role is drug plants production, conservation of natural resources, using lateral crops of forests and pastures and job creating.

Desert Cooperatives (Sand Stableness): In Iran, there are 34 million hectare desert that sand movement by cyclones imperils life and economical centers. There are 4 desert cooperatives with 18 members in Iran and their role is prevention of natural resources destruction, best use of watery and earthy sources, reclamation of destruction ecosystems and job creating.

Tooba Project Cooperatives: According to this project, national and governmental landscape especially in Zagros areas devoted to jungle and garden developing. There are 154 Toba cooperatives with 3501 members in Iran and their role is conservation and revival of natural resources

and job creating.

Research Question: The main research question was: What are the effective factors on performance of pasture and forest cooperatives in job creating? (Fig. 2).

MATERIALS AND METHODS

This study was carried out in order to investigate of cooperatives importance in job creating and appointment of effective factors on performance of pasture and forest cooperatives in job creating for decreasing unemployment in Golestan Province. This was an analysis -descriptive study conducted through survey method. Statically population of study was 123 members of the directors of these cooperatives in Golestan Province. There are 3 forest cooperatives and 28 pasture cooperatives in this province. A structured questionnaire was designed and distributed among the cooperative directors. Census technique was applied in this study. The validity of the questionnaires was proved by panel of counselors and experts of pastures and forests organization. In order to measuring the reliability of the questionnaires, a pilot test was carried out. Results of Alfa-Cronbakh 86% for job creating were obtained. In order to data analyzing SPSSwin15 software was used. For this purpose multi variable regression test was used. Dependent variable is job creating that evaluated in lekert spectrum by job stabilization, Activity progressive, Unemployment attractive to employ in cooperative, new job opportunities establishment, Measure of market demand for product services and goods and Income and financial benefits increasing indicators.

Independent Variables Are:

- Infrastructure factors in cooperatives that evaluated by product exporting, crops production, storekeeping, making greenhouse, packing, transporting, marketing and seed provision indicators.
- Solving difficult and problems of cooperatives that evaluated by loan provision, investment safety, insurance and council services indicators.
- Loan provision in cooperatives that evaluated by loan repayment conditions, loan interest, loan cap, loan time and loan expected indicators.
- Crops marketing that evaluated by new markets presentation, crops transport, marketing train, training of new methods of production indicators.
- Training job skills e.g. marketing, planting, irrigation, drainage, receiving a loan.
- Training Lateral jobs e.g. planting mushroom, forest and dairy crops production, apiculture, ranch.
- Organizing local people e.g. producers of hand industries, dairy crops and plant drug in cooperatives.

RESULTS

This study was carried out in order to investigate of effective factors on cooperatives performance in job creating. So to completion of questioners has been gone to pasture and forest cooperatives, personal. Studying Cooperatives have been listed in Table 1.

The priority settings of job creating statement were determined using coefficient variation statistics. In this way, each statement that had a lower coefficient variation was related to a more important situation. According to the results shown in Table 2, in the managers' view point, the amount rate of job stabilization (30.69), activity progressive (35.88), is in acceptable level, but unemployment attractive to employ in cooperative (65.86), new job opportunities establishment (66.02), Measure of market demand for product services and goods (66.45) and income and financial benefits increasing (70/83) faced serious problems (Table 2).

Results of mean ($M = 1/69$) about job creating measure in cooperatives investigate that Job creating measure in cooperatives is in low level (Table 3).

Table 1: Studying pasture and forestry Cooperatives in Golestan province.

Row	Cooperative name	Row	Cooperative name	Row	Cooperative name
1	Fajre maraveh tapeh	12	Atrake 1 (dashli boon)	22	Atrake 12 (kheyrkhajeh)
2	Poli maraveh tapeh	13	Atrake 2	23	Alchaktapeh
3	Sari gamish	14	Atrake 3 (Chapar ghoyemeh)	24	araghoy
4	Ghorogh jogh	15	Atrake 4	25	Masan 1
5	Sahraye sabze pashalgh	16	Atrake 5 (ghamishan)	26	Masan 2
6	Ghohare tabiate yek chenar	17	Atrake 6	27	Masan 3
7	Gholzare tapeh jak	18	Atrake 7 (pashalar)	28	Masan 4 (gholghi mir davood)
8	Chenarane maraveh tapeh	19	Atrake 8 (ochghoyi)	29	Chamanzare al ghol
9	sozesh	20	Atrake 9 (narlidagh)	30	Salmi dareh
10	tabiate sabze balkor	21	Atrake 10 (demagh)	31	Artigh ghelich cheshmeh
11	Haji ghochan				

Table 2: Priority of managers' view point about job creating measure in cooperatives.

Job creating in cooperatives	Number	Mean	SD*	CV**	Rank
Job stabilization	94	3/29	1/01	69/30	1
Activity progressive	92	26/3	17/1	88/35	2
Unemployment attractive to employ in cooperative	96	67/1	10/1	86/65	3
New job opportunities establishment	96	56/1	03/1	02/66	4
Measure of market demand for product services and goods	93	61/1	07/1	45/66	5
Increasing Income and financial benefits	92	44/1	02/1	83/70	6

Scale: 0= Nothing, 1=very low; 2=low; 3=moderate; 4=high; 5=very high; * standard deviation; ** coefficient of variation.

Table 3: Frequency distribution of managers' view point about job creating measure in cooperatives.

Job creating measure	Frequency	Percent	Valid percent	Cumulative percent
Nothing	23	18/7	19	19
Very low	24	19/5	19/8	81
Low	51	41/5	42/1	61/2
Average	15	2/12	4/12	93/4
High	6	9/4	5	98/3
Very High	2	6/1	7/1	100
No respondents	2	6/1	-	-
Total	123	100	100	-

Scale: 0= Nothing, 1=very low; 2=low; 3=moderate; 4=high; 5=very high;

Mean: 1/69 median: 2 mode: 2 standard deviation: 1/16

Table 4: Stepwise multiple regression in improving job creating of cooperatives.

Steps	R	R ²	R _{adj} ²	F
1	0.33	0.11	0.098	8.481*
2	0.41	0.17	0.148	7.010*
3	0.47	0.22	0.191	6.428*
4	0.52	0.27	0.232	6.218*

Table 5: Standardized and unstandardized coefficients of improving job creating.

Variables	Unstandardized coefficients Beta	Std. error	Standardized coefficients Beta	t	Sig.
Constant	2.59	2.72	-	-	-
Organizing service providers (X ₇)	0.553	0.293	0.266	1.88	0/064
Training job skills (X ₅)	0.432	0.138	0.352	3.13	0/003
Difficult and problems of cooperatives (X ₂)	-0.546	0.187	-0.376	-2.91	0/005
Infrastructure factors (X ₁)	0.569	0.267	0.334	2.13	0/037

In order to determine the improvement of job creating in cooperatives, all of the variables shown in Table 5 were entered into a stepwise regression analysis. The analysis results are shown in Tables 4 and 5.

According to Table 4, organizing service providers, training job skills, difficult and problems of cooperatives and infrastructure factors were entered as stepwise regressions.

In the first step, organizing service providers was entered in the regression equation and it was determined that 11% of the variance of the dependent variable (job creating).

In the second step, organizing service providers and training job skills variable represented 15% of the changes.

In the third step, difficult and problems of cooperatives and the two previous variables were determined to represent 19% of the changes.

In the fourth step, infrastructure factors and the three previous variables were determined 23% of the job creating, respectively.

In total, when entering all of these variables, the result was R² = 0.227. This coefficient shows that 22.7% of the job creating' variance was related to these four variables.

The regression significance was also calculated by the Ftest; it was significant at the 95% level.

Results of stepwise regression test showed that organizing service providers, training job skills and infrastructure factors in cooperatives have positive effects on job creating. But the difficult and problems of cooperatives had negative impact on job creating variable. Totally those factors show 23% of effective factors on measure of job creating variable by natural resources cooperatives.

The variables that were entered in the regression equation were the main part of the regression analysis and are shown in Table 4.

According to the results shown in Table 5, the regression equations according to B and Beta quantities were, respectively:

$$Y = 2.59 + 0.55X_7 + 0.43X_5 + 0.54X_2 + 0.56X_1$$

$$Y = 0.26 X_7 + 0.35 X_5 + 0.37 X_2 + 0.33 X_1$$

$$Y = \text{Job creating}$$

$$X_7 = \text{Organizing service providers}$$

$$X_5 = \text{Training job skills}$$

$$X_2 = \text{Difficult and problems of cooperatives}$$

$$X_1 = \text{Infrastructure factors}$$

Fig. 2 shows collections of determining and effective factors in improving the job creating of Golestan province cooperatives.

DISCUSSION

Unemployment is one of the problems in developing and developed countries that it causes cultural, social and economical problems. The rate of Unemployment is 14 percent in Iran, so job creating is main purpose of development programs and Cooperation sector can be important in this case. This research, was carried out in order to study of effective factors on performance of pasture and forest cooperatives in job creating for arriving to rural development in Golestan Province. Results show that unemployment attractive to employ in cooperative, new job opportunities establishment, measure of market demand for product services and goods and income and financial benefits increasing is in low level but those cooperatives have caused to job stabilization and activity progressive in moderate level.

The results of stepwise regression test show that organizing service providers have positive effects on job creating. These Results are supported with researches of Brown and Deavers [4] and Eliana [9].

The findings of this research show that training job skills have positive effects on job creating. This finding is accordance with researches of Glenn & Nancy [10], Barrows and Bromley [2], Burns [6], Berns [3], Strieter and Hughes [16] and Cheraghali [7].

The findings of regression test show that infrastructure factors in cooperatives have positive effects on job creating that are confirmed the results of Eliana [9], Razaatpoor [13] Barrows and Bromley [2], Berns [3] and Strieter and Hughes [16].

The results of regression test showed that difficult and problems of cooperatives have negative impact on job creating variable that are accordance with researches of Dimitris, Efthalia, Sophia [8], Shirzadi [15], Tabarestani [17], Azimizadeh [1] and Cheraghali [7].

Totally those factors show 23% of effective factors on measure of job creating variable by natural resources cooperatives.

CONCLUSION

The growing of population in the country and economic and social problems originated from unemployment show importance of job creating development organizations in country. Cooperatives are a social and economic organization that provides facilities and conditions for job opportunities.

Base on regression analysis and in according to managers' view point it can be concluded that there are many factors that can influence job creating development in natural resources cooperatives.

For arrive to this purpose, finding factors influencing on job creating improve in natural resources cooperatives is necessary. This research, found some of those including: Organizing service providers, training job skills, solving difficult and problems of cooperatives and infrastructure factors.

According the results, cooperatives managers should organize services producers e.g. hand industries, dairy crops and plant drug in cooperatives. On the other hand cooperatives should engage and involve local people in works to try and optimize their benefits and so it cause job creating in rural regions.

There are no adequate infrastructure factors in cooperatives. So the cooperatives managers should pay more attention to support of infrastructure factors in cooperatives e.g. marketing, exporting, storing and production.

Despite the noticeable impact of training on job creating, cooperatives hold few educational courses.

So, cooperatives managers should hold training courses for members in order to increase their job skills.

According to this research solving difficult and problems can be influenced on job creating improve in natural resources cooperatives. But, there are no adequate actions in cooperatives. So, solving difficult and problems e.g. loan provision, investment safety, insurance and council services in natural resources cooperatives is necessary.

This research recommends important factors in job creating. These factors should be considered in improving any job creating programs in natural resources cooperatives.

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