

***Identification and Analysis of Effective Components on Job Creating in
Natural Resources Cooperatives in Golestan Province***

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Extended Abstract

Introduction

The growth of population in this country economic, and social problems show the necessary of suitable ways for it that job creating development. Cooperatives are a social and economic organization that with providing facilities could be establishes conditions and job opportunities.

Methodology

This study is carried out in order to Analysis of effective components on job creating in natural resources cooperatives in Golestan province. This was an analysis-descriptive study conducted through survey method. Statically population of study was 123 individuals of the managers of natural resources cooperatives in Golestan Province. A structured questionnaire is designed and distributed among the cooperative managers. In order to measuring the validity of the questionnaires, a pilot test is carried out. Result of Alfa-Cronbakh was obtained 86% for job creating.

Results and Discussion

The education level of conducted people is mostly (65/5 percent) high school diploma, 20 percent Bachelor of Science and 14/5 percent under high school diploma. 89/5% of them were living in village and 10/5% in town. The average job experience of them in natural resources

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extension were 7 years. Measuring of interested to group working in conducted persons were middle (3/19 of 5). In order to conduct data for factor analysis, the Bartlett test and KMO coefficient is used. In this study, MSA amount is obtained 0/811 that is good. significant of Bartlett amount was 99%.

For determining the number of criterion factors Kaiser Criteria is used. Table 4 of extracted factors associated with a specific amount, the percentage of variance in each factor and the percentage cumulative are the variance factors. Special value indicating the share of the total variance of each factor varies. Its value indicates greater importance and the impact factor is higher. The first factor share highest (11/85) and the fourth factor share lowest (1/33) of variables. In total four factors able to explain 27/21% variance of the total variance of factors affecting employment. In the present study Vrymaks rotation method is used. After rotating stage variables are related to each factor are identified as column. Results operate in Table 5. After processing of items in natural resource cooperative to reach a conceptual component represented and factors obtained from factor analysis has been attempted. Table 5 in each of the factors and variables associated with factors and factor loadings of items that cover them are presented. According to the results of factor analysis in cooperative can be said that infrastructure decisions in natural resources cooperative is one of Components in natural resources cooperative. So adopted style infrastructure is very important. Therefore we can say that infrastructure factors are one of the important keys affecting employment in the cooperative. Export products, packaging, warehousing, establishment of greenhouses, transportation to market products, purchase of seeds by cooperatives, marketing and processing infrastructure products, are the needs in natural resources cooperative that need to be considered. The results show support services in natural resources cooperative is another important factor in natural resources cooperative. Managers of natural resource cooperatives are innovative, planner and decision makers and agents are responsible in the employment roles. Therefore, managers need to obtain bank facilitate, loans, creating job opportunities, establish a system of insurance products and provide consulting services as indicators in order to support the establishment of effective elements and take steps in employment. The results suggest the importance of providing loans for employment in natural resources cooperative. The time to pay, conditions and how to repay, the waiting period, loan amount and suitability rules and regulations are important in the quantitative and qualitative growth to employment.

The results of factor analysis has shown that marketing the products of natural resources cooperative can improve job creating and it will have an important influence on employment. So it is necessary to support from the members of natural resources cooperative. According to the results of factor analysis can be concluded that the employment capacities of natural resources cooperative is necessary in order to enhance employment in the cooperatives. It depends on identifying and removing constraints.

Conclusion

Using explanatory factor analysis method in about effect of dependent variables on independent variable job creating was extracted four components. The first factor called infrastructure

explained 11/85 percent of the total variance, while the second factor called patronage services explained 7/43 of the total variances. The third factor called loan explained 6/60 of the total variances. The fourth factor called infrastructure explained 1/33 of the total variances. Totally those factors show 27/21% variances of effective factors on measure of job creating variable by natural resources cooperatives.

Keywords: *Cooperation, Job creating, Natural Resources, Cooperative.*

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