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Identifying the Issues and Problems of Sustaining Micro Employments Created By the Clients of Imam Khomeini Relief Foundation

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A B S T R A C T

The objective of this study is to identify issues and problems of the stabilization of micro occupations created by Relief Committee clients. The statistical population consisted of all employees, executives and manager deputies of Relief Committee Administration and all the affiliated Imam Khomeini Relief Committee (RA) administrations in the province of Hormozgan, the Department of Welfare Organization of Hormozgan province, General Office of vocational training and work and social affairs department of the province. The sample size of the research was 128 and analysis of descriptive and inferential statistics were performed on the 128 patients. Random sampling and snowball sampling methods were used. A questionnaire was developed due to the lack of a standard questionnaire based on the final confirmation of the theoretical foundations and the opinions of professors and advisors. After distribution and collection of 35 questionnaires, the reliability was equal to 0.722 using Cronbach alpha coefficient. Confirmatory factor analysis and exploratory factor analysis were used to analyze the data. The results showed that recovery, economical, financial and human factors, insurance, monitoring and the Rules and Regulations assess the sustainability of jobs.

Keywords: Stability Of Jobs, Micro Employment, Clients.

INTRODUCTION

The findings indicate that employment and unemployment challenges, not only are one of the most important social issues of the country, but also can be the most important social challenges of the next decades due to population growth in the past two decades. Unemployment, in a relatively wide range, is of the obvious features of the most developing countries. Some factors have increased unemployment in

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developing countries, including our country, the most important issues of which in Iran are considered as: population explosion, the inability of the public sector to absorb the labor force, using capital-intensive methods rather than working production, lack of capital, inflexibility of production structure and hidden unemployment, low labor productivity, wage determination regardless of labor productivity and a lack of attention to the tourism industry¹.

Employment and unemployment are among the key issues in any country's economy so as to increase employment and reduce unemployment is considered as an indicator of the development of the societies. The most recent report on the state of the world's labor market shows that during the period of 1996 to 2011, the number of international unemployed people in the world has increased from 161.4 million to 196 million. International labor organizations have predicted the increased number of unemployed, and their number is been estimated as 207 million people in 2015. Results of 2011 population and housing census in Iran which has usually faced 2-digit unemployment rates in the past decade, represents the fact that the country's total unemployment rate has increased from 9.1 percent in 1996 to 12.3 percent in 2011. However, population growth and increasing number of job seekers have added to the problem².

Micro businesses are considered as the important factors of employment and a way to entrepreneurship. Accordingly, the attention to these kinds of activities has increased recently. In developing countries, small firms play a significant role in creating jobs and the distribution of income³. Moreover, they have a very important role in creating job opportunities for the society and hold a high participation of employment³.

Small and medium-sized businesses (micro employment) are the examples of institutions that are known with a certain level of triple factors of investment in projects and machinery, the number of staff employed and circulation volume or commercial products. Despite the vital importance of small businesses in employment and economy, they encounter numerous problems in developing countries and their capacities are not used fully. However, this section is weakened severely due to the lack of competitive environments and strong financial supports in closed and governmental economies².

Nowadays, countries encourage micro businesses, capital providing and required technology and facilities in order to produce appropriate goods and human resource for the increased betterment of the people and the country. Since the effect of small companies cannot be neglected, the countries have long-term planning and policies for developing the matters and create incentives and conditions to use the manufacturing potential of small and medium businesses to achieve their sustainable growth⁴. According to the data from the research that has been done in recent years around the world, there is a strong and significant relationship between unemployment rate variables and economic development on the one hand and the development of small created businesses on the other hand⁵.

Identifying the Issues and Problems of Sustaining Micro Employments ...

The definitions of micro, small, medium and large businesses are different enterprises in different countries. For instance, in some countries, sales is the basis for defining the types of jobs and in some others, the number of staff, the volume of assets, capital or even the capacity of production or service providing are the basis for defining. Based on the standards of Iran's statistics organization, those workhouses in which up to 10 people are working considered to be small businesses and those with more than 10 are considered medium and large⁶.

Organizational factors are the design, structuring and management of organizational variables. Organizational factors are divided into 4 factors of the organization's form, capital resources, organization's strategies and technical helps. The other influential factor on the success or failure of micro businesses (jobs) is environmental factors. Environmental factors include: macroeconomic, the quality of public and socio-cultural administration and infrastructure. These factors include demographic and behavioral factors, professional behaviors and main competencies. Many infrastructural and external factors influence the stabilization of small businesses. In this context, we can refer to factors such as the funder's trust of returning the initial capital and providing the working capital for small businesses during the period of this type of business. In this context, insurance can have an effective role³.

Finally, the question that has occupied the mind of researcher is that what the problems of sustaining micro-occupations created by the clients of Imam Khomeini Relief Committee are and what are their priorities and the impacts of the problems on the created occupations?

METHODOLOGY

The statistical population (sample) consisted of all employees, executives and manager deputies of Relief Committee Administration and all the affiliated Imam Khomeini Relief Committee (RA) administrations in the province of Hormozgan, the Department of Welfare Organization of Hormozgan province, General Office of vocational training and work and social affairs department of the province. They are approximately 128 people (Saroukhani, 1998). Since the size of population is small, it is also considered for the size of sample. So, the sample size of the study was 128 people and descriptive and inferential statistics analyses were conducted on these 128 people. In addition, random and the snowball sampling methods were used to determine the size of the sample.

The questionnaire (self-made) was used to test the research questions after its confirmation of the validity and reliability. It is worth to mention that this questionnaire was developed due to the lack of a standard questionnaire based on the final confirmation of the theoretical foundations and the opinions of professors and advisors. The questionnaire's questions are designed in line with the main purpose (question) of the study (surveying the issues and problems created by micro occupations of the clients of Relief Committee and the impact of these problems) based on Likert scale. The reasons for using the questionnaire are as follows:

- saving time and money

- having the possibility of expressing more close to reality opinions in the questionnaire in comparison to other methods
- having easier method of data extraction and analysis of the collected information

arbitration agreement is used as the method for determining the validity of the questionnaire. Due to this, the instruments of data collection were given to the experts and they were asked to judge if the question assesses what the researcher is searching about. In the present study, content validity is used to evaluate the validity of the questionnaire which has been studied by the consultation of 35 experts (university professors, experts of the relief committee, welfare, vocational, social, well-being and work cooperation administrations).

The output of calculated alpha coefficient for the survey questions has been 0.722 after the distribution and collection of 35 experimental questionnaires. Therefore, we can say that the questionnaire is credible. This means that the responses were not due to chance, but because of the effect of a variable which has been tested.

In analyzing the data, techniques such as mean, standard deviation, median, mode, frequency and percentage were used in order to state the descriptive expression of data and analyze the researcher-made questionnaire in the descriptive statistics and survey on demographic questions. In the analytical part, one variable T-test is used in order to compare the significant difference between the mean score of answers with the ideal mean while Friedman test was also used for the rating of effective components on the lack of the developmental strategies of job stabilization by clients of Imam Khomeini Relief Committee in Hormozgan province. Furthermore, The LISREL software and confirmatory factor analysis were used for data analysis. With the use of exploratory factor analysis in SPSS-19 software and confirmatory application in LISREL software, the significance of components was tested.

RESULTS

A questionnaire of 49 questions was prepared to identify the factors influencing the stabilization of micro occupations after studying the review of literature and doing interviews with experts in the studied organizations. After the distribution of the questionnaires and collecting information, it was entered into SPSS for analysis. Moreover, first and second grade exploratory factor analyses were done to identify the factors influencing the stabilization of micro occupations. The results of first grade factor analysis led to the identification of 10 components. In the meantime, questions number 12, 23, 28, 33, 35 and 46 were removed of the set of questions due to the lack of appropriate factor load (above 0.5) and another factor analysis was done. At this stage, 6 factors were characterized appropriate (Table 1-4). According to the results of exploratory factor analysis, these 6 factors explain 70% of the total variance of the stabilization of micro occupations.

Identifying the Issues and Problems of Sustaining Micro Employments ...

Table1. First grade exploratory factor analysis

Item	1	2	3	4	5	6
Q2	0.615	0.178	0.061	0.063	0.074	0.088
Q8	0.543	0.279	0.226	0.249	0.148	0.021
Q9	0.731	0.058	0.301	0.161	-0.053	0.163
Q10	0.565	0.059	0.066	0.165	0.006	0.342
Q11	0.776	0.021	0.133	0.325	-0.069	0.212
Q14	0.607	0.229	0.184	0.087	0.175	0.000
Q15	0.616	0.071	0.356	0.189	0.063	-0.154
Q21	0.753	0.064	0.268	0.098	0.007	0.010
Q29	0.563	0.064	0.117	0.306	-0.021	0.014
Q31	0.655	-0.011	0.297	-0.008	0.124	0.037
Q32	0.663	0.282	0.181	-0.011	0.235	0.241
Q37	0.651	0.325	0.117	0.105	0.192	0.161
Q39	0.526	0.206	0.093	0.128	0.471	0.111
Q5	0.188	0.520	0.096	0.296	0.245	0.060
Q6	0.349	0.614	0.261	0.058	-0.110	0.143
Q17	0.021	0.627	0.122	-0.008	0.003	0.158
Q30	0.197	0.615	0.139	0.204	0.073	0.041
Q36	0.181	0.768	0.073	0.153	-0.207	0.294
Q38	0.015	0.660	0.031	-0.119	-0.029	0.023
Q40	0.346	0.895	0.297	0.127	0.249	-0.074
Q42	-0.097	0.727	0.112	-0.018	0.063	-0.011
Q47	0.224	0.786	0.000	-0.099	0.324	0.139
Q49	0.037	0.644	0.065	-0.165	0.332	-0.020
Q1	0.341	0.060	0.575	0.170	0.225	0.155
Q4	0.186	0.224	0.625	0.243	-0.114	0.319
Q20	0.367	0.152	0.660	0.014	-0.003	0.120
Q24	0.258	0.295	0.561	0.139	0.125	-0.041
Q26	0.206	0.295	0.609	-0.122	0.166	0.006
Q27	0.171	0.135	0.787	0.129	0.027	0.086
Q34	0.261	0.035	0.697	0.006	0.019	0.086
Q3	0.007	-0.117	-0.054	0.607	0.338	0.133
Q25	0.154	-0.064	0.044	0.825	0.023	0.107
Q13	0.410	0.316	0.226	-0.029	0.550	0.045
Q22	0.235	0.168	0.120	0.190	0.750	0.119
Q43	0.184	0.144	0.363	0.149	0.042	0.699
Q44	0.103	0.307	0.108	0.019	0.205	0.672

As the above table shows, 6 unique components are recognized. 6 components entered second grade exploratory factor analysis in order to reach a certain component (table2).

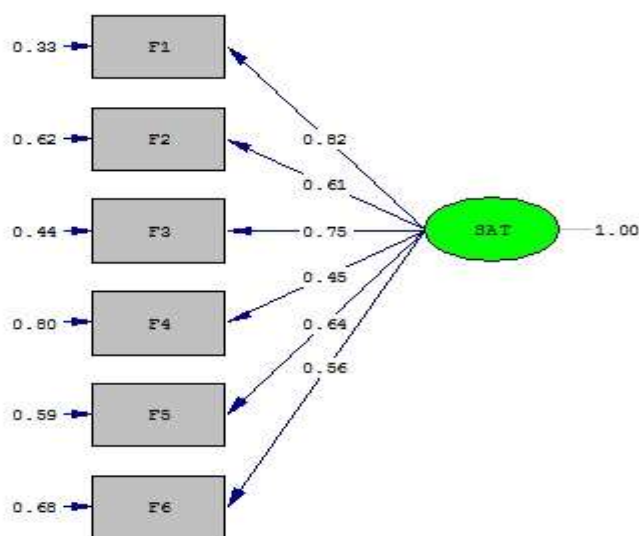
Table 2. Second grade exploratory factor analysis

	Component
	1
F1	0.850
F2	0.720
F3	0.777
F4	0.620
F5	0.750
F6	0.643

As the above table shows, all the identified factors had load factor more than 0.5 and therefore they could have constituted a single agent. This single factor is named "micro employment stabilization ". Based on the results of second grade exploratory factor analysis, these identified factors explain the total variance of micro employment stabilization.

Therefore, two categories of exploratory factor analysis were done to achieve the micro employment stabilization of common factor. 6 factors were identified in the first grade exploratory factor analysis and then the second factor analysis identified a single agent to stabilize employment. The conceptual model for the affecting factors on micro employment stabilization is presented below. This model was tested as the measurement model in confirmatory factor analysis.

Figure 1 shows the model of research measurement in the standard estimation. According to the graph, if the routes of measurement model of loading factors are higher than 0.5, there is an appropriate relationship with the identified factors and the main variable of the research (micro employment stabilization).

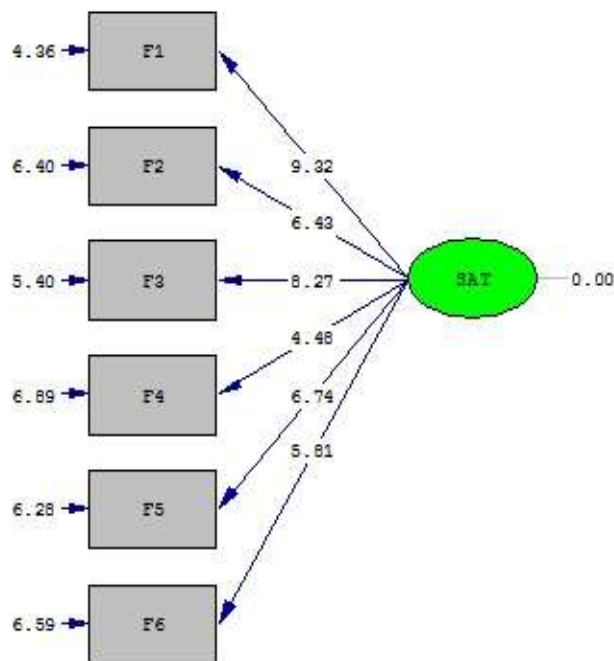


Chi-Square=15.21, df=9, P-value=0.08538, RMSEA=0.01

Figure 1. Shows the model of research measurement in the standard estimation.

Identifying the Issues and Problems of Sustaining Micro Employments ...

The next output shows the significant part of coefficients and parameters from the measurement model of the research in which all of the coefficients are significant. Because the significance test for every one of them is larger than number 2 and smaller than number -2. The significance of these figures reflects the significance and approval of the model (Figure 2).



Chi-Square=15.21, df=9, P-value=0.08538, RMSEA=0.01

Figure 2. The measurement model of the research

According to the output, (χ^2/df) is less than 3 and the GFI index, as a measure of being good, is equal to 0.92. If RMSEA index is below 0.8, it is acceptable and it has very good assessment if the indicator shows less than 0.5. According to the application outputs, the rate was 0.01 for the present study which indicates a very good fit is of the measurement model. So, the values indicate that the model has a very good fit.

Community mean test was used to check the status of the research variables. According to this test, there are no significant differences between the status of the variable and the mean (number 3 on the Likert scale) if the number is significantly larger than 0.05. Also, if the upper and lower limits are both positive, we can evaluate the status of the variable as appropriate and if the upper and lower limits are negative, we can say the status of the variable is inappropriate.

Table 3. Community mean test

	Test Value = 3					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
F1	19.564	135	0.001	1.35536	1.2451	1.4656
F2	16.261	135	0.001	0.63810	0.4920	0.7842
F3	25.122	135	0.001	1.31020	1.1923	1.4282
F4	18.801	135	0.001	1.30286	1.1730	1.4327
F5	13.255	135	0.001	1.14762	0.9923	1.3029
F6	17.451	135	0.001	1.25714	1.1176	1.3967

According to Table 3-4, all factors have a significant number smaller than 0.05 and zero hypothesis ($\mu \leq 3$) is rejected the first hypothesis ($\mu > 3$) is approved. If both upper and lower limits are positive, it means that the variable has a good situation. Also, if the upper and lower limits are both negative, it means that the condition of variable is pretty inappropriate. Therefore, it can be stated that all the factors affecting the sustainability of micro employment are in good condition, based on the results of the table above.

Friedman test result is two outputs. The first output represents the difference or lack of difference between the means and the next output is descriptive statistics which shows the average rank of each variable. The smaller the average ranking is, the more important the variable.

Table 4. The test's statistics

N	136
Chi-Square	114.421
df	5
Asymp. Sig.	.000

According to the table above, the significance number is smaller than 0.05 and it can be concluded that there is a significant difference between the two variables. The next output of the average shows the ranking of variable in determining the priority of factors.

Table 5. Rankings

	Mean Rank
F1	2.21
F2	3.52
F3	3.60
F4	3.78
F5	3.97
F6	4.81

Identifying the Issues and Problems of Sustaining Micro Employments ...

According to the above table, the sixth factor (rules and regulations) has the least ranking and the first factor (marketing) has the highest ranking. It can be said that the most important factor affecting micro employment stability is "marketing" and "rules and regulations" factor has been as least effective factor on the micro employment stabilization.

CONCLUSION

In order to identify the affecting factors of micro employment sustainability in exploratory factor analysis, the factor analysis was performed twice. In the first factor analysis, 6 factors were concluded that support the theoretical foundations of this research. These factors are: "marketing agents", "financial-economic", "monitoring plan", "human", "rules and regulations" and "insurance and compensation" respectively. In the second phase, the 6 variable entered the second factor analysis to identify the latent variable. According to the results of this section, a main variable called "micro employment stabilization" was extracted. The analysis of the results showed that the highest load factor was related to "marketing" and lowest load factor was related to "insurance and compensation".

According to the stated loading factors, "marketing factors" such as: product market attraction, having a reliable brand in the market for goods and services, the needed flexibility in accordance with the needs of market, the appropriate sale of product, the appropriate design and package for the manufactured product, marketing research, the innovation in production and distribution services, the lack of proper business market for the productions, the lack of competition, the unfavorable product pricing, the fluctuations in the market (such as inflation, exchange rate movement, unemployment, etc.), the accordance of jobs created with the aim of understanding the market needs of the region and the detailed perceive of the target population are the most effective factors on the stabilization of micro employments created by Imam Khomeini (RA) Relief Committee.

In this regard, it can be said that marketing thought is crucial in setting up new businesses and their success in competitive markets. Marketing is a managing task. Marketing emphasizes reaching common goals besides the organization's goals. Marketing is in line with: understanding customers' needs, development of the products and services to meet these needs, efficient pricing of the products and services, informing customers about the availability of these products and services, efficient delivery and satisfaction certainty during and after the exchange process. Therefore, marketing should be an essential component in the companies. Using the 4P's of marketing (product, price, promulgation and promotion) in setting up a new plan can be very efficient. Marketing mix is representing the marketing managers' major activities.

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