

Analysis the Effect of Granting Microcredit on Self-Employed

¹Alireza Roshanfekar and ²Mohammad Doostar

¹Department of Management, Rasht Branch,
Islamic Azad University, Rasht, Iran

²Department of Management, University of Guilan, Rasht, Iran

Abstract: Due to the importance of client's self-employed support organizations, this study sought to evaluate the impact of microcredit on clients self-employed of Relief Committee in Rasht. It is a descriptive study and an applied in terms of purpose. Data were collected in a field study by questionnaire. To confirm the validity and reliability of the questionnaire was used respectively content validity method and Cronbach's alpha coefficient. In the current study, the relationship between these variables is investigated using correlation test. Also, in order to analyze the data was used Lisrel 8.54 and SPSS20 Software in all stages. In the end, the results indicated that only there was a significant relationship between a form of granting microcredit (self-reliance projects) and self-employment.

Key words: Microfinance, work motivation plan, employees empowerment plan, self-sufficiency plan, significant relationship

INTRODUCTION

There are concepts such as empowerment that always next to the employment. Especially in the field of self-sufficiency projects in Imam Khomeini Relief Committee which is one of the key strategies in deal with poverty. Because when people have more participation in their own economic life, the redistribution of economic power is tipped in the favor of the poor person. On the other hand, microfinance is regarded as one of the most successful mechanisms in this field and in recent years has gained a special place among programs to reduce poverty. In Iran, it has increasingly attracted attention. However, if these projects execute without knowledge, would be likely to defeat and loss opportunity for practically improving livelihoods. Evaluation of the aforementioned projects before further expansion could be helpful to identify issues, improve performance and solve problems. The goals of this study are as follows: identify the existing problems in the projects executed by Relief Committee of Rasht, investigating Factors influencing the success of self-sufficiency plans implemented in Imam Khomeini Relief Committee (RA) in Rasht, examine the relationship between implemented projects of Imam Khomeini Relief Committee and self sufficiency among the clients of Rasht Relief Committee.

A theoretical framework consists of concepts and relationships among a number of factors which are important for your particular study. As it can detect and

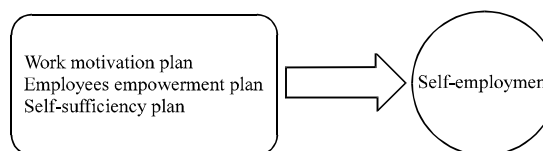


Fig. 1: The conceptual model

determine the important variables relevant to the research topic and provide a logical link between these variables. (Sekaran, 2006). The conceptual model was designed according to Fig. 1 that reflects the relationship between microfinance and self-employment. The main hypothesis of this study is:

- The granting of micro credit has an impact on self-employed among clients of Imam Khomeini Relief Committee (RA) in Guilan province
- The granting of microcredit in work motivation plan affects self-employment among clients of Imam Khomeini Relief Committee in Guilan province
- The granting of micro credit in employees empowerment plan influence on self-employed among clients of Imam Khomeini Relief Committee (RA) in Guilan province
- The granting of micro credit in self-sufficiency plan is effective on self-employed among clients of Imam Khomeini Relief Committee (RA) in Guilan province

Scholars and international organizations have presented various definitions of microfinance which all suggest that this type of credit is paid with the specific purpose from governments, organizations, financing institutions. Definitions and concepts of microcredit done based on many elements. Micro credit refers the small credit facility. These types of loan typically exceed a couple hundred dollars, or several thousand dollars in some cases (ESCAP, 1996; Dariani, 1960; Karimi, 1959).

Until the 1990s, developing countries were defined as an increase in economic quantitative variables such as GDP, per capita income and so on. Since the economic quantitative variables had many shortcomings to determine the degree of development of countries, the United Nations presented the Human Development Index in 1990. By regarding the environmental and social aspects of development, sustainable development approach was going straight up the development field. The center for sustainable development and human development is the attention paid to people and major phenomena surrounding them. In the meantime we may mention unemployment as one of the indicators in human development and social aspects of sustainable development approach. In recent years, the word "development" has become one of the disputed terms in society. Though there is a very use of this term, yet there is little consensus about its meanings. However, development is described generally as voluntary transformation to achievement and reorganization of underdeveloped communities.

Budget constraints make it impossible for the implementation of all the self-employed projects in one country simultaneously. That's why that studies conducted in the field of microfinance are often limited to one or maximum of a few similar self-employment projects. Because there is no micro entrepreneurs institution in Iran and a fairly large portion of microfinance paid by formal financial institutions like commercial banks. Although the amount of these loans may be low but they cannot be considered as micro loans, maybe microcredit refers to the lending of very small amounts of money at low interest, in addition, it is different in terms of contracts with regular loans. They are designed in such a way that the contract be less complexity till lower classes of society those who are semi-literate or illiterate to benefit from the loans. On the other side, the bail's condition in these loans is different from normal loans, so that poor people who do not often valuable assets do not deprive because of inability to pay bail. These are some reasons which relying on them we can argue self-employment projects

that are paid by commercial banks, cannot be considered as microcredit only because of their low money (Drolet, 2009; Khandker *et al.*, 1998).

Yousef Abdolianet investigate the relationship between employment and self-sufficiency projects and of families covered by Imam Khomeini Relief Committee of Bandar Torkaman according to Spreitzer and Mish model from psychological empowerment. The results indicate that there is a significant relationship between self-sufficiency projects and the client's empowerment process and given the correlation coefficients, the employment projects have a significant relationship with, respectively, psychological, economic cultural and social empowerment.

Saadat (1966) have studied the performance of the Relief Committee in poverty alleviation, job creation on the development of villages in Golestan province. It is an applied study. The results represent that the causes of poverty differs among clients and the most important factor is the lack of capital by 23.3%. The results also suggest that the Relief Committee has managed a positive performance in the field of job creation and poverty reduction among the studied dispossessed through its prominent role in self-sufficiency and create jobs projects. Omid and Shafizadeh have investigated employment model and lifestyle improvement affected by Islamic business of Imam Khomeini Relief Committee. In this model, in addition to the empowerment and training to individuals, has a special emphasis on the importance of working in Islam, production relying on the gifts that God has blessed. According to this economic business model, many families were able to build businesses in more technologically by minimal or without investment which ultimately led to the recognition of Islamic models of employment for Muslim countries.

Skaran (2006) in his study has tried to examine the role of microcredit in empowerment and sustainable job creation in Canada. The results show that there is a significant relationship between the granting microcredit and the sustainable job creation among recipients of such credits.

Shakoori (1967) discussed the effect of receiving low-interest loans on self-employed in Norway and Sweden and argued that there is a positive relationship between the variables mentioned before in the early years of activity.

In order to client's self-employed and other visitors to the institution, Razmjou has provided a model to explain the impact of it by combining different methods of granting micro credits in Imam Khomeini Relief Committee which be used to assess the effect of microcredits specifically. In this model, Razmjou makes reference to three categories existing in the plans of the institution

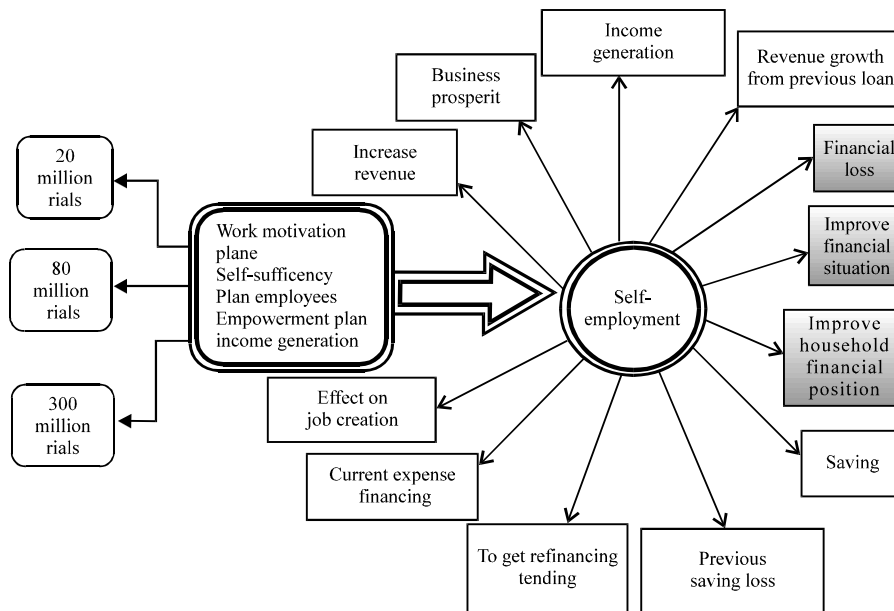


Fig. 2: Structural model of research

which include self-sufficiency, work motivation and employee's empowerment plans. While he defines them, take into consideration indicators for each of them. The following briefly referred to any of them (Fig. 2).

Job creation project's indicators in Relief Committee Indicators and features of self-sufficiency projects:

- The self-sufficiency projects must have adequate economic and technical justification
- The self-sufficiency projects have the least risk
- The clients have gained knowledge in connection with projects self-sufficiency so that they can continue to work by desired quality
- Possibility of monitoring and inspecting projects is possible in all circumstances
- The self-sufficiency projects have enjoyed from sufficient income, so that the family can provide the minimum costs of their own life via plan's income
- Jobs and investment insurance of these projects is mandatory

Index and features of empowerment plans:

- Low cost businesses, low incomes and straighten up client's ability
- The maximum income criteria in such projects are less than the minimum wage announced by the labor high council
- The levels of project's investment are proportional to the ability of families
- It is possible repayment of installments from pension if implementers agree with it and guarantees the loans is facilitated

- If the clients be successful and by reviewed and approved the aid, the plan may be converted to self-sufficiency project and manage to loan ceiling of self-sufficiency projects with repayment facilities to client to complete and develop plan

Criteria and features of work motivation projects:

- It is necessary to have implementers of the minimum required skills or the necessary training and acquisition
- The emphasis on competence and ability to work the target groups, not on their disabilities
- The proposed project is compatible with the individual's physical and psychological conditions
- Plan will be set up with minimal capital
- The implementation of these projects do not requires a special permission
- The work motivation plan's loans are made simple and fast with minimal bail and financial guarantees
- The economic and technical justification is not considered in this project in these projects
- Monitoring the implementation of these projects is similar to other employment and self-sufficiency projects
- If possible, implementers are the priority in order to cover the social security insurance
- Project should be quick impact, sustainable and be prepared the possibility of developing

MATERIALS AND METHODS

The current study is a descriptive-analytical and survey study and an applied regarding purpose. Data

Table 1: Employment loan recipients from 90-94 years

Rasht	1390	1391	1392	1393	1394	Total
Work motivation	632	122	87	33	21	895
Empowerment	994	227	373	66	28	1688
Self-sufficiency	614	420	630	656	485	2805
Total	2240	769	1090	755	534	5388

Table 2: Variable and number of questionnaires items

Plan title	Questionnaires
Work motivation	63
Empowerment	111
Self-sufficiency	185

were collected through field study. The population includes all the elements and people in a specific geographic scale (global or regional) with one or several common traits. The study population consisted of all the items which the researcher is willing to study and concludes about them (Sekaran, 2006). The population consisted of all clients of Imam Khomeini Relief Committee in Rasht, whose have received microcredits loans during the period 1390-1394. Based on the information given in all subjects studied and presented in the following table, in total their number is 5388 plan by the end of 1394 (Table 1).

Total 359 clients in Rasht were selected as the sample according to population size (5338) and based on Cochran formula to measure the effect of microcredit on self employed. In this study, we used questionnaires and the 5-point Likert scale from strongly disagree to strongly agree. The sample size was determined using the finite population sampling and convenience sampling. Accordingly, the share of each of the three projects of total sample is equal to (Table 2).

Sampling is the process of selecting a representative group from the population, so that the study of the sample and an understanding of its properties or characteristics would make it possible for us to generalize such properties or characteristics to the population elements (Sekaran, 2006). Considering that the study variables are quantitative and population size is limited Cochran formula was used to determine the sample size.

$$n = \frac{Z_{\alpha}^2 \times S_x^2 \times N}{e^2 N - e^2 + (Z_{\alpha}^2 \times S_x^2)}$$

Where:

- n = Sample size
- $Z_{\alpha/2}$ = The studied variable size in accordance with standard normal distribution ay level of uncertainty α
- e^2 = Error rates
- S_x^2 = Sample variance (based on the studied variable)
- N = Population size

$$\frac{(1.96)^2 \times (0.50)^2 \times 5388}{(0.05)^2 \times (5388) - (0.05)^2 + ((1.96)^2 \times (0.50)^2)} = 359$$

RESULTS AND DISCUSSION

The findings were based on a survey of respondents to analyze the effect of granting microcredit on self employed among clients of Imam Khomeini Relief Committee (RA) in Rasht. The relationship between these variables is investigated using correlation test. It should be noted that in order to analyze the data was used SPSS 20 and Lisrel 8.54 Software's in all stages.

Hypotheses: The main hypothesis of the study is the granting of microcredit has an effect on self-employed among clients of Imam Khomeini Relief Committee (RA) in Guilan province. Regarding to Table 3 can be seen that significance level value obtained for test is <0.05 thus, the granting of microcredit influence on self-employment among clients of Imam Khomeini Relief Committee (RA) in Guilan province and it differs according to the type of facilities. The effect of facilities on their self-employment is illustrated in the following.

In order to detect the performance of facilities was used Duncan test. Table 4 suggests that in terms of facilities type, there is as significant differences between self-employment among clients of Imam Khomeini Relief Committee in Guilan province in different groups of sample. Facilities of self-sufficiency and work motivation had, respectively, the greatest and least effects.

- H_1 : The granting of microcredit in work motivation plan effect on self-employment among clients of Imam Khomeini Relief Committee in Guilan province

Regarding to t-test results obtained can be seen in Table 5, the mean of microcredit variable in the form of work motivation projects is less than expected (according to 5-point Likert scale the expected number is 3). As well as the significance level is obtained <5 hundredths. Therefore, the granting of microcredit in work motivation plan has no effect on self-employment among clients of Imam Khomeini Relief Committee in Guilan province.

- H_2 : The granting of microcredit in employees empowerment plan influence on self-employed among clients of Imam Khomeini Relief Committee (RA) in Guilan province

Regarding to t-test results obtained can be seen in Table 6, the mean of microcredit variable in in the form of empowerment projects is less than expected but the significance level is more than five hundredths. Therefore,

Table 3: Table of variance analysis of the effect of microcredit on self-employed among clients of Imam Khomeini Relief Committee of Guilan province

Self-employment	Sum of squares	Degrees of freedom	Mean square	F statistic	Significant level
Inter-group	103.612	2	51.806	160.431	0.000
Intra-group	115.282	357	0.3230	-	-
Total	218.893	359	-	-	-

Table 4: Duncan test related to variance analysis table for the effect of the granting of microcredit influence on self-employment among clients of Imam Khomeini Relief Committee (RA) in Guilan province

Facilities types	Number	Subset at 5% level		
		1	2	3
Work motivation	62	2.57	-	-
Empowerment	112	-	2.96	-
Self-sufficiency	182	-	-	3.86

Table 5: The results of t-test relating to the granting of microcredit in the form of work motivation projects

Variable	Number	Mean	t-statistic	Significant level
Work motivation	62	2.57	-15.411	0.000

Table 6: The results of t-test relating to the granting of microcredit in the form of empowerment

Variable	Number	Mean	t-statistic	Significant level
Microcredit in the form of empowerment projects	112	2.96	-0.766	0.440

Table 7: The results of t-test relating to the granting of microcredit in the form of self-sufficiency plan

Variable	Number	Mean	t-statistic	Significant level
Microcredit in the form of empowerment projects	186	3.86	17.827	0.000

the granting of microcredit in work empowerment plan has no effect on self-employment among clients of Imam Khomeini Relief Committee in Guilan province.

- H₃: The granting of microcredit in self sufficiency plan is effective on self-employed among clients of Imam Khomeini Relief Committee (RA) in Guilan province

Regarding to t-test results obtained can be seen in Table 7, the mean of microcredit variable in in the form of self-employed projects is bigger than expected (according to 5-point Likert scale the expected number is 3). As well as, the significance level is measured < five hundredths. Therefore, the granting of microcredit in self-employed plan has an effect on self-employment among clients of Imam Khomeini Relief Committee in Guilan province.

CONCLUSION

According to the fields of analysis presented in this study can be found that the granting microcredit in self-sufficiency plan is effective on self-employed among clients of Imam Khomeini Relief Committee (RA) in Guilan

province. The significance level is obtained lower than 0.05. This result is consistent with the results obtained according to Suleiman and Hojipoor (1970).

With regard to the analysis presented in this study can be found that the granting of microcredit in work motivation plan has no effect on self-employment among clients of Imam Khomeini Relief Committee in Guilan province. The mean of microcredit variable in the form of work motivation projects is less than expected (according to 5-point Likert scale the expected number is 3). As well as, the significance level is obtained less than five hundredths. This result is consistent with the results obtained according to Suleiman and Hojipoor (1970).

The granting of microcredit in employees empowerment plan has no effect on self-employed among clients of Imam Khomeini Relief Committee (RA) in Guilan province. Because the mean of microcredit variable in in the form of empowerment projects is lower than expected but the significance level is bigger than five hundredths. This result is consistent with the results obtained according to Suleiman and Hojipoor (1970).

With regard to the analysis presented in this study can be argued that the granting microcredit in self-sufficiency plan influence on self-employed among clients of Imam Khomeini Relief Committee (RA) in Guilan province. Since, the mean of microcredit variable in the form of self employed projects is bigger than expected (according to 5-point Likert scale the expected number is 3). As well as, the significance level is measured less than five hundredths. This result is consistent with the results obtained according to Suleiman and Hojipoor (1970) and Karnama (1962).

RECOMMENDATIONS

Practical recommendations in line with the research findings: According to the literature review, methodology, analysis, data and analysis results we can recommend the following: As a different impact of the granting of microcredit on self-employed was confirmed among clients of Imam Khomeini Relief Committee in Guilan province, so the following is recommended: Although the principle of self-employment has been emphasized in self-sufficiency projects, it is not a priority for work motivation and employees empowerment plans with regard to the specific economic conditions and vulnerability of households receiving loans from this institution clients can benefit from more economic and self-employment

advantages by creating more and better monitoring mechanisms and consulting services. In addition, they can make optimal use of existing financial resources of the organization.

According to the disapproval effect of the granting microcredit in work motivation plan on self-employed among clients of Imam Khomeini Relief Committee in Guilan province, the following is suggested. Redefining and developing appropriate strategies to economic effectiveness of work motivation plans along with self-employed. Operational evaluation of the effectiveness of work motivation plans all subjects were studied to identify barriers to better performance.

Due to the ineffectiveness or little effect of work motivation plans on self-employed among clients, it is recommended that the strategy of work motivation to be used more in keeping with the current economic activities development of applicants. Therefore, the development dimensions of small businesses should be further considered. Another point to note in the issue of greater effectiveness is the importance of "small family business" that can be considered as a top priority in the allocation of microcredit.

Increasing loan amount and its flexibility in order to convert projects from work motivation to self-employment. Setting up business through the implementation of work motivation plans. This is dependent on the capacity of the region and the borrower. Hence, if the borrower fails to make use the credit well, not only his social status will not heal but also he will also get in deep with the sharks. In this situation, lending means more debt. This has caused some borrowers are more vulnerable.

SUGGESTIONS

Due to the disapproval effect of the granting microcredit in empowerment plans on self-employed among clients of Imam Khomeini Relief Committee in Guilan province, the following is suggested.

Redefining and developing appropriate strategies to economic effectiveness of empowerment plans along with self-employed. Operational evaluation of the effectiveness of empowerment plans all subjects were studied to identify barriers to better performance.

Due to the ineffectiveness or little effect of empowerment plans on self-employed among clients, it is recommended that the strategy of empowerment to be used more in keeping with the current economic activities development of applicants. Therefore, the development dimensions of small businesses should be further considered. Another point to note in the issue of greater effectiveness is the importance of "small family business" that can be considered as a top priority in the allocation of microcredit.

Increasing loan amount and its flexibility in order to convert projects from empowerment to self-employment. Setting up business through the implementation of empowerment plans. This is dependent on the capacity of the region and the borrower. Hence, if the borrower fails to make use the credit well, not only his social status will not heal but also he will also get in deep with the sharks. In this situation, lending means more debt. This has caused some borrowers are more vulnerable

Due to the disapproval effect of the granting microcredit in self-sufficiency plans on self-employed among clients of Imam Khomeini Relief Committee in Guilan province, the following is suggested. The continuation of self-employment loans and Giving priority to it against payment of monthly allowances to clients of Imam Khomeini Relief Committee in province of Guilan. Imposing appropriate regulation or don't persuade self-employment plans performers to observe the laws for regular loans may have favorable effects on growth and expansion of this sector. Thus, if we want to adopt self-employment plans as a policy to deal with poverty and unemployment, it is necessary to study the laws and regulations to develop this sector in the Imam Khomeini Relief Committee; marketing client's product and ensure purchase them.

This study reflects that in this institution, women have fewer opportunities to use microcredit than men. The problem is not only in contradiction with the experience of successful countries in the allocation of large amounts of microcredit to women, with regard to the high number of female-headed households supported by these institutions does not seem fair. It is recommended that the granting of microcredit for entrepreneurs women should be considered as a priority by the relevant authorities.

REFERENCES

- Dariani, P.M., 1960. *Entrepreneurship: Definitions, Theories and Models*. Pardis Publishing Company, Tehran, Iran.
- Drolet, J., 2009. Women and microcredit: Implications for social and economic development. *Soc. Dev. Issues*, 31: 55-68.
- ESCAP., 1996. *Economic and social commission for Asia and the Pacific*. ESCAP News, USA.
- Karimi, P.J., 1959. *Factors affecting the self-employed among bachelor of Veterinary Medicine*. Master Thesis, Faculty of Psychology and Educational Sciences, University of Tehran, Tehran, Iran.
- Karnama, A., 1962. *Effective factors in self-sufficiency and self-employed clients covered by Imam Khomeini Relief Committee in Kerman Province*. Master Thesis, Faculty of Humanities, Department of Management, Islamic Azad University of Kerman, Kerman, Iran.

- Khandker, S.R., H.A. Samad and Z.H. Khan, 1998. Income and employment effects of micro-credit programmes: Village-level evidence from Bangladesh. *J. Dev. Stud.*, 35: 96-124.
- Saadat, E., 1966. *Human Resource Management*. SAMT Publisher, Tehran, Iran.
- Shakoori, A., 1967. *Protectionist Policies and Women Empowerment*. University of Tehran, Tehran, Iran.
- Skaran, O., 2006. *Research Methods in Management*. Higher Education and Management Research and Planning Institute, Tehran, Iran.
- Suleiman, F.M. and M. Hojipoor, 1970. Analysis of the sustainability of NGOs in rural areas the experiences of international carbon sequestration project in South Khorasan province. *J. Appl. Res. Geographical Sci.*, 20: 107-127.