

**CHALLENGES AND PROSPECTS OF THE SUCCESS OF
EMPLOYMENT CREATED YOUTH IN CASE OF YEM
SPECIAL WOREDA**



**MBA THESIS
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EMPLOYMENT CREATED YOUTH IN CASE OF YEM
SPECIAL WOREDA**



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Declaration

I hereby declare that this MBA thesis dissertation is my original work and has not been presented for a degree in any other university, and all sources of material used for this thesis/dissertation have been duly acknowledged.

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ABSTRACT

The challenge of managing the success of the rural and urban youth employment creation is now a time becoming complex and difficult. So, all stakeholders have to find a solution to these challenges. If the challenge is solved success is obvious to us. Youths were considered an important human resource of the nation and every state should try to utilize them as mediators of economic growth and development. Rural-urban Youth's employment creation helps to ensure food security and the wellbeing of nations. The purpose of the study was an assessment of the challenges and prospects of the success of employment created youth in the case of Yem special Woreda. Standing from this objective, the study attempted to answer the basic questions of what were the major challenges of managing the success of the employment created youth in the case of Yem special Woreda. The study was conducted using a descriptive study design. Both quantitative and qualitative data collection methods engage. Quantitative data was collected from 319 beneficiary youth organized under this job opportunity creation program and qualitative data were collected by interviews with 20 respondents which of the expert of the enterprise development office, Woreda leaders, and managers in sample Kebeles. Data was collected then edited, coded, and entered into SPSS computer software. The analysis was done using descriptive statistics tools (like frequency tables, and percentages), and data were presented by using tables and summarizing. The major findings were: most of the respondents' gender was male those are the age category of 20-39 years and most of them are married with less than a high school education background. Rural-Urban youth job creation opportunity program was challenged by Limited knowledge and skill in operators, Inadequate Stakeholder integration, Lack of monitoring and evaluation practice to implement youth package, Insufficient credit services for youth, and Lack of local community support. In addition, the study investigated and described the prospect of rural-urban youth employment creation. This was a long and short-term plan in the Yem special woreda enterprise development office. And also finding of the study were the major Strategies to improve rural-urban youth employment creation. Thus government should be strongly introduced youth policies, highly monitor and evaluate the implementation of youth development packages, good education, and training that focus to improve rural-urban youth employment creation and improving credit service to improve rural-urban youth economic empowerment. Finally, the researcher recommended that participation and coordination of all government bodies, supporters, and stakeholders were very important in supporting empowering rural-urban youth economically.

Keywords: Challenges, Opportunities, Prospects, and Youth employment creation

ACRONYMS

FAO = Food and Agriculture Organization of United Nations

FACT= Field Advance Civilian Team (US, DOD)

FDRE=Federal Democratic Republic of Ethiopia

IKEA= Inguar Kamprad Elmtarad Agunnaryd

MoYSC= Manchaca Optimist Youth Sport Complex

OECD= Organization for Economic Cooperation and Developmen

PASDEP= Plan for Accelerated and Sustainable Development to End Poverty

SMEs=Small and Medium Enterprises

SNNPRS= south nation nationalities and people regional state

SSA= Sub Sara African

UNFPA= United Nation Fund for Population Activities

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CHAPTER ONE

INTRODUCTION

The absolute size of the youth population and its proportion to the percentage of the total population has grown over the last two decades. This significant segment of the country's population has been at the forefront of economic production and in the process of social change in the country. It has also been both the direct and indirect victim of the various problems. Above all massive unemployment, under-employment and lack of social support have compounded the problems of youth and led to the expansion and worsening of the challenging issue. The government, the public, and development partners have a special responsibility to address the growing challenges of unemployment and underemployment, deficiencies in education, health, and social welfare system in an integrated and sustainable manner.

This study, therefore, will contribute to the future resolution of youth-related problems to get in the focus of programmers and local leaders to strengthen the initiative that already existed within the broader policy and program frameworks. It is also the belief of the researcher that the study may give some basic information and clues about the current trend and the real situations to programmers and local leaders to give due attention to youth problems in the study areas.

In this chapter, the study introduces the nature of the problem from broader perspectives and provides detailed explanations, of the need, significance, and its justifications, the objectives and universe of the study, the limitations, and organization of the study, and gave operational definitions for important words, terms, and phrases used in the study.
(MULUGETA, 2013)

1.1. Background of the Study

Now a time, it is the basic issue of the government to create a job for unemployed youth.

Because most of the youth are unemployed and need work.

According to Abebe Fikire, unemployment is one of the major challenges facing today's world. Coupled with population growth and increased poverty, it has a significant impact on growth and development at large. It causes a waste of economic resources such as the productive labor force and affects the long-run growth potential of an economy. Unemployment gives rise to private and social problems in society such as increased crimes, suicides, poverty, alcoholism, and prostitution (Rafik et al., 2010 and Eita and Ashipala,2010) »(Abebe, 2012).

According to the ILO, 160 million people in the world today are unemployed, and many more subsist on the margins of the economy or have jobs that do not provide them with adequate means to ensure their survival. Nearly 40% of those without work are young people, and levels of unemployment tend to be two to three times higher for this group than for the adult population. For those young people who are employed, many find themselves in low-paying temporary jobs with few protections. (WYR, 2003)

According to the World Bank, Iraq has one of the youngest populations in the world, with 60% of the population being below the age of 25 years. As is often the case in countries with a youth bulge and high unemployment rates, there is an increased risk of radicalization and renewed conflict. Unemployment, which had steadily decreased before both the ISIS and oil crises, increased to 10% in 2017/18.

Furthermore, almost 17% of the economically active population is unemployed. In addition to this, the crisis has further eroded any progress in women's employment; the female unemployment rate rose from 11% percent before the crisis, to 21% in 2017.

As of 2017, when the last comprehensive Household Socio-Economic Survey was completed, the unemployment rate across Iraq was found to be 14%. Among those unemployed, 41% are youth between the ages of 15-24 years who are neither employed nor in education. The situation in Mosul appears to be worse compared to other parts of the country. In East Mosul, for example, the unemployment rate is estimated to be at 56% and youth employment is even higher. The high unemployment rate is the result of the low purchasing power of households, which consequently affects the profits of businesses and limits their opportunities to expand and hire staff (Giz 2019).

According to (Dr. Onyeizugbe Chinedu Uzochukwu, 2015), the demand for white-collar jobs has increased more than the possible available job opportunities and that has created unexpected unemployment. The recruitment and exercise of most ministries, departments, and agencies of the federal government like that of the Nigeria Immigration Service attest to the fact that there is a high rate of unemployment in Nigeria. Consequently what strategies to adopt to tame the high rate of unemployment in the country is now a serious issue. (Dr. Onyeizugbe Chinedu Uzochukwu, 2015)

The first precondition for this is for policymakers to recognize that youth are not a homogeneous group. Two aspects of their heterogeneity need to be recognized: not all young workers are entrepreneurial and many do not want a job in agriculture (Mount Meru Hotel, 2017).

Youth unemployment is a problem that affects most countries. The ability of youth to engage in productive activities has both social and economic consequences for an economy. Youth unemployment is often higher than the unemployment rate for adults highlighting the concerns that many countries face in facilitating the transition from school to work. In developing countries, youth face not only the challenge of obtaining productive employment, but also obtaining safe and acceptable works (Broussard, 2012).

According to FAO (2016), Youth empowerment in agriculture and food systems has a huge potential to end poverty and hunger. It is because youth are the major resource base for any country that wants to get on any meaningful development. Therefore, investment in the youth is the only way to ensure the future growth and development of any country. Based on Ogbeide, and Francis Oluwaseun (2013), these youth must be developed, intellectually, morally, socially, and with relevant skills to face a rapidly advancing technological world (Francis, 2013). Based on FAO to lead efforts for youth in agriculture and the rural economy (2016), 88 % of the world's 1.2 billion youth live in developing countries. In Africa, young people are an increasing ratio of the population, with 70% of the total population in the age bracket of 30 years or below. However, there is evidence that many young people are not interested in pursuing agriculture, and this may affect the national and international goals of achieving economic growth through agricultural investments. According to MoYSC (2005), the Ethiopian youth population comprises 21.6 million and nearly 81.35% of the youth population is living in a rural area while the remaining lives in urban areas.

According to FACT (2017), Ethiopia's youthful population is an incredible asset and untapped resource for the positive growth of Ethiopia's population, estimated at 104 million, and 41% are under the age of 15. More than 28% are aged 15 to 29. Youth unemployment is estimated at nearly 27%. One reason for the high youth unemployment rate is low literacy (68%).

The prospects of youth employment creation are the ones that the attention of all countries.

According to Dhruv

Gandhi (2021), as the world's youngest region, improving employment opportunities is especially important in sub-Saharan Africa (SSA), for several reasons. First, 43% of the population under the age of 15 mostly depends on the incomes that their parents earn for

their own survival, growth, and personal development. At the same time, 41% of the population lives in poverty, and the children who grow up in these households risk permanent physical and social damage and even death owing to malnutrition and childhood illness, and lack of quality education and other opportunities to build human capital (Beegle & Christiansen, 2019). Second, owing to past high fertility, SSA has the fastest growing labor force in the world, and every year many young people struggle to enter employment and find a livelihood. Third, sustained economic growth, needed to finance the investments to build more resilient economies and societies, requires steady increases in output per person working (labor productivity). This outcome means producing and selling more, in part by employing more people more productively and taking advantage of new opportunities emerging in a globalizing world, without succumbing to the risks to sustained growth that such a strategy involves.

For all these reasons, SSA leaders and policymakers have set enhancing employment opportunities as one main objective of their development strategies.

The good news is that, as incomes and level of economic development and transformation improve in SSA, youth and adult employment outcomes improve. In other words, when countries achieve balanced economic growth and transformation, better employment opportunities follow (Gandhi, 2021).

According to Barudin (2019), the issues of youth empowerment have gained increasing attention. According to Yemis (2010), the world has given recognition to both developed and developing countries whose participation of youth has a significant effect on ensuring national development and promoting democracy. The government of the FDRE has formulated a national youth policy, aimed at enabling the youth to fully participate in and benefit from the ongoing efforts to bring about development and build a democratic system (MoYSA, 2005). The Ethiopian government is encouraging young people to start

the creation of job programs in order to reduce the rate of youth unemployment. Due to the low level of the economy that is complied with lack of leadership, commitment, and low capacity in implementing youth policies, and youth package, the empowerment of the youth has been at a minimal level little by way of education and job opportunity (Getinet, 2003). The prospects are the availability of a national youth policy, availability of long and short-term Plans and strategies related to youth, availability of a Youth development package, availability of natural resources, availability of basic facilities (including quality of education, Concerning the roads, electricity, portable water), and availability of youth development group. (Barudin, 2019).

According to Mohammed Getahun, (2016), despite all the challenges facing Small-scale enterprise plays very important roles in the economic growth and development of a nation. It provides employment opportunities, encourages and sustains self-reliance, provides technical inventions and innovations promotes competition in the market which acts as a check on the activities of monopolists, and utilize waste product from a big firm for further production. The small-scale business has emerged as a powerful tool in providing a relatively large employment base for a given unit of investment, equitable wealth distribution, and removal of regional economic disparities. (Mohammed, 2016)

In the same way, Yem special Woreda youth have been suffering from related economic/unemployment problems. To solve these problems the government of the Yem special Woreda organizes the youth in their interest and creates employment. In the same way, the government provides revolving funds and another financing system to them. But they are not successful due to one of the following reasons; lack of knowledge of factors related to the feasibility study, factors related to marketing, source of finance to start a business, financial management skills, factors related to managerial skills, factors related to technical skills, and other challenges related to success.

1.2. Statement of the Problem

According to the world youth report (2003), around the globe, the boundaries between the formal and the informal economy are becoming increasingly distorted, and much of the economic activity of young people is taking place in the intermediary zone. The formalization of work is a global phenomenon, with an increasing number of new jobs in both developed and developing countries being created in the informal economy. The explosion of informal sector employment is problematic in that these jobs tend to be characterized by lower wages and productivity as well as unsafe working conditions. According to the ILO, wages in the informal economy are 44% lower than those in the formal sector. The reality, though, is that the majority of young people worldwide work in the informal sector. In 1999, 78% of Ghana's labor force was engaged in this type of employment; the same was true for 57% in Madagascar and 56% in Bolivia. The ILO has estimated that in Africa 93% of new jobs are in the informal sector, while in Latin America virtually all new jobs for young people are being created in this sector of the economy. (WYR, 2003)

In industrialized countries, more than 50% of young people obtain university degrees, and the demand for educated workers lags far behind the supply, leading to qualification inflation. Offering their observations on the situation in the Republic of Ireland, Richard Breen and Christopher Whelan note that "although the average level of educational attainment has increased during successive decades, there has been a simultaneous decline in the returns to higher credentials". In the transitional economies of Eastern Europe, it has been argued that with around half of all graduates either unemployed or working in the informal sector, education has only a modest impact on success in the labor market. In most countries, many qualified young people are now forced to "trade down" and accept inferior forms of employment. (WYR, 2003)

As David Woollcombe (2016), few countries include entrepreneurship education in their national, assessed curriculum. Many donors finance general education for basic and vocational skills, but students know that they are not learning what they really need. Rahul from Bangladesh complained: “They tell me – start a company! Create your own job! – but nothing in my 12 years of schooling gives me one clue how to do this.” An OECD study found that 83% of youth seeking jobs in Sub-Saharan Africa will not find them in the formal, waged sector. So it is vital to teaching them income-generating enterprise-creation skills. And the seeds of those skills can be sown in Primary Schools. Austria, Germany, and Switzerland have, for years, kept youth unemployment under 10% through their dual system of school + apprenticeships. Others, like the UK, include entrepreneurship education in experimental initiatives like Studio Schools. (Woollcombe, 2016)

According to UNFPA (2007), African youths are facing the problem of economic empowerment. Because the high rate of youth challenge to economic empowerment in Africa at large can be recognized to slow economic growth and undersized proper labor markets, and also according to the young leaders think tank for policy alternatives high population growth rate, lack of adequate experience, and skills, lack of decent work, the rigid education system, rural-urban migration, limited social networks, youth’s limited access to capital support system, etc (NEC, 2009).

According to (Dr. Onyeizugbe Chinedu Uzochukwu, 2015), the unemployed in Enugu State permanently depends on the Government as the only source of job creation (Anyadike et al 2012). The youths of Enugu State after acquiring entrepreneurial skills in school dump the acquired knowledge which leads to massive unemployment as is seen in Enugu State where the majority of healthy individuals are idle looking up to the government to provide job opportunities to them. As a result of the fact that government at

all levels seems to be the sole employer of labor, the unemployment rate continues to increase at an alarming rate or proportionate to the number of people who graduate from the various institutions of learning in the country. Statistical reports from the National Bureau of Statistics and the Central Bank of Nigeria for various years show that the unemployment rate in Enugu State was 8% in 2006, 14.9% in 2008, and 25.2% in 2011 (Eme, 2014). (Dr. Onyeizugbe Chinedu Uzochukwu, 2015)

Employment provides an important linkage between economic growth and poverty reduction by allowing the poor to generate income. As asserted in the Plan for Accelerated and Sustainable Development to End Poverty (PASDEP), the Government of Ethiopia gives due emphasis to employment creation, both in the context of poverty reduction through creating employment opportunities and using labor resources for growth as one of the most important resources the country is endowed with (NEC, 2009).

The concern is whether there will be substantial growth and job creation in urban areas to absorb new labor market participants. This calls for a careful study of the profile of youth labor market participants, educational investments, trends in employment by sector, labor market information systems, the main barriers to youth employment, and the socio-economic challenges of youth (Broussard, 2012).

Ethiopia is not alone in Africa in confronting a high level of youth unemployment. The demographic transition from high fertility-high mortality to low fertility and longer life expectancies implies a spike in the dependency ratio. Young entrants to the labor market, who are generally better educated than their parents and have higher expectations for employment, face difficulty securing jobs in many parts of the world. Ethiopia has not yet entered its demographic transition, and the fertility rate is so high that the population continues to grow at a rapid pace. Particularly as land degradation and scarcity act as push

factors for migration from rural to urban areas, urban youth unemployment is becoming an increasingly major concern (PREMUAR, 2007).

For youth, who comprise almost one-fourth of the urban population, unemployment rates range from 16% for 15-19-year-olds to 23% for 20-24 year-olds. This reflects much lower activity rates for the younger group (38% versus 69% labor market participation). Disaggregating by gender reveals even larger differences: males in the younger group have a 14% unemployment rate, while the rate for females in the older group is 12% points higher. Of course, the unemployment rate alone does not fully capture the challenges youth face in securing productive employment, in particular the quality of jobs held (PREMUAR, 2007).

In Yem special Woreda from 1997 E.C – 2013 E.C 400 group employment was created in manufacturing, construction, merchandise, service, and urban and rural agriculture that have male 1241 females 339 total 1580 members with starting capital 8,973,137 Birr. The capital growth in this 16 year was around 6,859,696 Birr.

Table 1, Rural-Urban Job Created Groups, Their Member, Starting Capital & Capital Growth

Year	No Of Job Created Groups/ Enterprise	Members			Starting Capital	Capital Growth	Remark
		Male	Female	Total			
1997	1	4	0	4	110,000	626,350	
2000	1	6	1	7	70,000	92,200	
2001	1	0	4	4	110,000	200,500	
2003	2	2	1	3	139,000	324650	
2004	2	1	1	2	105,000	350,000	
2005	3	10	1	11	196,000	214,200	
2006	37	182	19	201	1,167,387	350,000	
2007	23	70	20	90	728,360	108,300	
2008	16	26	8	34	378,000	230,000	

2009	58	194	38	232	1,675,550	1,684,016	
2010	69	165	46	211	2,199,300	146,890	
2011	106	132	53	185	1,488,200	1,169,590	
2012	81	110	33	143	606,340	1,093,000	

Source: *Yem special Woreda Enterprise development office report (2021)*

Among job-created groups in 2007 in urban 12 groups, only 3 are in function now. From 2008 in 14 jobs created groups in urban only 2 are on work. From 2009 among 33 jobs created groups in urban only 18 groups are in function. In addition from 2010, 33 job-created groups in urban 18 are organized in service among them only 7 are alive at this time. In 2011, 88 job-created groups in urban 28 are organized in service from this only 4 groups are in function.

According to Ranjit Kumar (2011), «broadly speaking, any question that you want to be answered and any assumption or assertion that you want to challenge or investigate can become a research problem or a research topic for your study » (Kumar, 2011).

From the above point, the researcher selects the problem from what the researcher observed in his lifetime. Because as we all know government is struggling to create a job for the youth but it is not successful. On the other hand, the revolving fund that speared is not returned properly. Hence further studying the problem is the basic issue. That is identifying the factors that affect the success of the youth like knowledge of factors related to feasibility study, factors related to marketing, factors related to managerial skills, factors related to technical skills, source of finance to start business, and financial management style and their effect is the basic issue that the study was investigate.

1.3. Objective of the Study

1.3.1. General Objective

The general objective of this study is to assess the major challenges of managing the success of the employment-created youth in the case of Yem special Woreda.

1.3.2. Specific Objectives

The study has the following specific objectives:

- To show the level of gaps in success of employment created youth in Yem special Woreda.
- To identify the existing challenges in the success of employment created youth in Yem special Woreda.
- To look at the future prospects with regard to success of employment created youth in yem special Woreda.
- To find out the possible strategies to improve the success of employment Created youth in Yem special Woreda.

1.4. Research Question

1. What is the level of gaps in success of employment created youth in Yem special Woreda?
2. What are the existing challenges in the success of employment created youth in Yem special Woreda?
3. What are the future prospects with regard to success of employment created youth in Yem special Woreda?
4. What are the possible strategies to improve the success of employment Created youth in Yem special Woreda?

1.5. Scope of the Study

The scope of this study was limited both geographically and conceptually. Geographically it was limited to Yem special Woreda, SNNPRS. Conceptually, the study was try to include; independent variables like lack of knowledge of factors related to marketing, factors related to the feasibility study, source of finance to start a business, financial

management skill/style, factors related to managerial skills, and factors related to technical skills and the prospects were availability of national youth policy, availability of long and short term Plans and strategies related with youth, availability of Youth development package, availability of basic facilities (include quality of education, Concerning the roads, electricity, portable water), availability of youth development group. It covers employment-created groups from 1997 E.C up to 2013 E.C.

The scope of methodology was limited to employing descriptive, qualitative, quantitative, and survey study methods. The scope of this study was also limited and analyzed the near 16 years of data between 1997- 2013 E, C. The research was conducted between the 1997 and June 2013 E.C. The respondents in the study were focused on employment-created youths, their members' stakeholders, and enterprise development office specialists in Yem special Woreda. In terms of the study population, the study is also limited to youth whose age is from 20- 39 both male and female. The data collection instrument is limited to the questionnaire, interview questions, and survey.

1.6. Significance of the Study

This study tries to assess the challenges and prospects of the success of employment created youth in Yem special Woreda. This study may have various contributions. It can be used by individuals and communities to develop knowledge and create awareness of the challenges and prospects of the success of employment created youth. The study can be used by Policymakers -to strengthen policy issues and by other researchers as reference material for further studies, as useful material for academic purposes, and as added literature to the existing knowledge to indicate its relevance to the youth. Generally, it has significant political, economic and social aspects in the area.

1.7. Limitations of the Study

While conducting the study, the researcher encountered some limitations. The first problem was the lack of well-organized secondary data. This includes the limitation of organized data/ document on time in the study area, Secondly, Respondents were not given direct and specific answers to the questions about the challenges and prospects of the success of employment created youth, Thirdly, interview (leader and expert of the Woreda and kebele) was busy because of different meeting and field work, Fourthly, there was challenge from the respondents, to provide responses timely as researcher need. However, the researcher was tried to overcome these obstacles with great effort.

The researcher attempted to overcome this problem by arranging a convenient time for an interview with the Woreda and kebele leaders and experts to get the organized document and arrange a time. In case of secondary data scarcity, the researcher was search articles, reports, and other discussion documents from different areas to reduce the limits of secondary sources of data.

1.8. Definition of Key Terms

Employment: the situation in which people have work. (Oxford advanced learner's dictionary)

Employment Creation: Outcomes relate to the creation of more jobs for project target beneficiaries at an individual level. The jobs can either be created for employees or for the self-employed, either as employers or as own-account workers. Another key outcome refers to business development, as self-employment and entrepreneurship are the main focus of many youth employment interventions. (ILO, 2018)

Employment Access: Outcomes relate to activating young people to enter the labor market, improving the performance of the labor market, and measuring the demand for labor and skills by employers. Outcomes allow the targeting of specific vulnerable or

traditionally disadvantaged groups in the labor market, especially women and youth. (ILO, 2018)

Employment skills: Outcomes relate to measuring the supply side of the labor market, young people's skills, and competencies. Key employability skills to be measured are interrelated and include basic skills including literacy and numeracy, technical skills or the ability of individuals to perform various tasks, and core work skills which are also known as soft skills. (ILO, 2018)

Youth: youth as part of the society of Ethiopia who is between 15-29 years irrespective of their gender national studies physical or mental disability.

According to the Federal Democratic Republic of Ethiopia (FDRE) (Ministry of Youth, Sports and Culture 2004), youth means the age between periods of 15–29 years. Therefore, in this paper youth constitutes individuals who are found between lower ages limits of 14 years old and 29 years old or above the age limit. (Barudin, 2019)

Rural Youth Employment:- In this report, we draw on the definition of youth provided by the AU African Youth Charter – that is, people between the ages of 15 and 35. Considering that employment in rural areas is mostly informal, casual, or seasonal in nature, employment is defined as either wage-remunerated or self-employment and can be either formal or informal. (Knobloch, 2020)

Youth Employment: is the right of youth to use all the economic key resources, right to be employed in income generating activities, right to save and accumulate money and other assets, equally and to have equal employment opportunities without distinction or discrimination, to have full right to make a decision on economic issues, personal assets, and common resources, and to own properties. It is in this context that youth employment is used in this study. (Barudin, 2019)

Job Opportunity Creation Program: - it is one of the youth package developments which is prepared youth for meaningful economic development in the current and future. *Job creation* strategies are to stimulate the healthy economic *growth of youth*. (Barudin, 2019)

Challenges: - indicate the constraints that hold back the success and sustainability of youths' economic empowerment. (Barudin, 2019)

1.9. Organization of the Study

This research study had five chapters. The first chapter covers the introductory part which includes the background of the study, statement of the problem, objective, research questions, scope, significance, limitations, and definition of the terms and concepts of the study are included. The second chapter deals with a review of related works of literature on challenges and prospects of youth employment creation. The third chapter deals with the research methodology and data collection methods. The fourth chapter deals with data presentation, analysis, and interpretation. Finally, the last chapter presents the discussion of the major findings, conclusions, and recommendations of the study.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

The chapter aims at reviewing important literature related to the research topic. It consists of a theoretical, empirical review, and Conceptual framework. In the theoretical literature review, the researcher will use the theoretical review on how different authors have defined them, and the empirical literature review which provides the different findings from a different researcher who has done a similar study (Barudin, 2019).

There is a shortage of, empirical studies on the challenges and prospects of rural youth economic empowerment in Africa, and even few for youth in rural areas (Leavy and Smith 2010). To the researcher's information, there are only a few studies that address employment creation in rural youth in Ethiopia too. Nevertheless, most of the existing literature has come from work done globally and in other African countries. However, the researcher has tried to see the existing literature related to challenges and prospects of rural-urban youth employment by giving more emphasis to the African context in general and the Ethiopian context in particular (Barudin, 2019).

2.2. Theoretical Literature

“Speech marks” stated in the Fact sheet (2017) “We cannot always build the future for our youth, but we can build our youth for the future.” Former U.S. President Franklin D (Barudin, 2019).

2.2.1. Definition and Concepts of youth

There is no agreed definition of “youth”. Youth is often understood to be the period of adolescence during which young people make the transition from childhood to adulthood. Youth become mature sexually and increase social experience and economic autonomy. It

can also be seen as a social class that is historically and culturally constructed (Thorsen, 2007). There may be social or cultural ‘events’ that are understood to define the transition from childhood to ‘youthhood’ to adulthood. In policy, youth is usually defined with reference to age brackets (Barudin, 2019).

According to the Federal Democratic Republic of Ethiopia (FDRE) (Ministry of Youth, Sports and Culture 2004), youth means the age between periods of 15–29 years. Therefore, in this paper youth constitutes individuals who are found between lower age limits of 14 years old and 29 years old or above age limit (Barudin, 2019).

Job opportunity creation program:- Job opportunity creation program is one of youth package development which is prepared youth for meaningful economic development in the current and future. *Job creation* strategies are to stimulate the healthy economic *growth of youth*. (Barudin, 2019)

2.2. 2. Youth Employment in Ethiopia

Ethiopia is one of the most equal countries in the world as a result of a very equal consumption distribution in rural areas. Additionally, low levels of inequality have, by and large, been maintained throughout this period of economic development. In urban areas, all measures of inequality show a substantial increase in inequality from 1996 to 2005 and a substantial reduction in urban inequality from 2005 to 2011. In rural areas, all measures of inequality suggest there has been little change in inequality over time although inequality fell marginally from 1996 to 2005 and increased from 2005 to 2011. Nationally, urban and rural trends offset each other and many measures suggest inequality has stayed quite stable from 2005 to 2011. However, measures of inequality that give more weight to poorer households show that national inequality has steadily increased from 2000 until 2011. This progress is not without its challenges, poverty remains widespread and the very poorest have not seen improvements—to the contrary, even a worsening—in consumption

since 2005, which poses a challenge to achieving shared prosperity in Ethiopia. Prior to 2005, the growth in consumption of the bottom 40% was higher than the growth in consumption of the top 60% in Ethiopia, but this trend was reversed from 2005 to 2011 with lower growth rates observed among the bottom 40% (DWBO D. o., 2015).

Youth employment presents a particular challenge to Ethiopia; the country faces growing youth landlessness in rural areas and insignificant rural job creation, potentially leading to an increase in migration to urban areas (World Bank, 2007). The concern is whether there will be substantial growth and job creation in urban areas to absorb new labor market participants. This calls for a careful study of the profile of youth labor market participants, educational investments, trends in employment by sector, labor market information systems, the main barriers to youth employment, and the socio-economic challenges of youth (Broussard, 2012).

Almost 90% of the world's youth are residents in countries where they can hardly access adequate education, capital, paid employment, and health services. As the size of the younger population in Africa steadily swells to account for being the single largest category of age groups, the likelihood of the majority of these youth being absorbed within the formal economy becomes nearly nonexistent. (DS, 2011).

Encouraging the integration of young people at work and improving their situation in the labor market are two of the main priorities of the Ethiopian government (Talent Youth Association or Taya, 2014).

This hard fact has a strong reflection on the demographic and socioeconomic reality of Ethiopia. More than half of the population in Ethiopia is made up of young people under the age of 25 (DSW, 2011). In addition, women constitute slightly more than half the population of Ethiopia. This greater number of youth and women who are mostly engaged

in the informal sector to earn their living (Central Statistical Agency) makes them vulnerable to conditions that deprive them of securing material well-being.

In the context of Ethiopia, all persons aged ten years and above who were productively engaged or available to be engaged during the reference period were included as economically active persons. In other words, the economically active population comprises all persons aged ten years and above who were employed or unemployed during the reference period. Those who were neither engaged nor provided their labor, on the other hand, constitute the economically inactive population. (Central Statistical Agency, 2005).

The age range that the study considers as youth is from 15-29 years old. This age range has been set by the Ethiopian Ministry of Youth and Sports (Abel, 2017).

According to Abebe (2012), the rural population of Ethiopia makes up about 83% of the total population but this paper focuses on urban rather than rural unemployment. Even though the urban population makes up only about 17% of the total population, its absolute size is big at 15,448,536 (Central Intelligence Agency, 2011). Moreover, most of the educated labor force is concentrated around cities in search of better opportunities and infrastructure, and the rural agricultural sector employs a relatively unskilled labor force. The urban sector is also characterized by both skilled and unskilled private sector employment which will all make the analysis of the education effect of unemployment convenient (Abebe, 2012).

According to Abebe (2012), another explanation may be that urban unemployment might be more serious than rural unemployment for example in creating political instability. For instance, the recent uprising in the Middle East especially in Egypt and Tunisia which toppled the respective regimes is motivated by major socioeconomic problems such as rising unemployment (Behr and Aaltola, 2011). It is also vital that the obstacles to

productivity (which unemployment can be one) should be studied not only in the agricultural sector but also in the urban non-agricultural sector so as for both to contribute to the growth and job creation. Unlike most African countries where poverty incidence differs and is relatively higher in rural than urban areas, it is almost similar both in urban and rural Ethiopia. Urban poverty stood at 37% and rural poverty at 45% in 2005 (World Bank, 2005). Growth, unemployment, and job creation in urban areas, therefore, require equal attention for poverty alleviation.

The Ethiopian rural labor market is characterized by disguised unemployment (Denu et al., 2005/07). Disguised unemployment exists when few jobs are filled by many people in which case productivity will be low (Abebe, 2012).

2.2.3. Challenges in Success of Employment Created Youth

As mentioned above Yem special Woreda organized youths to provide a fund that they will start their business. In addition to that work, the place is also provided. But most of them are not productive in their business. The reason is in business there are different factors that affect success. For these matters, different authors write different ideas about the challenges of the success of employment-created youth.

2.2.3.1. Lack of Knowledge of Feasibility Study

According to Don Hofstrand (2020), a feasibility study, as the name suggests, is designed to reveal whether a project/plan is feasible. It is an assessment of the practicality of a proposed project/plan. A feasibility study is part of the initial design stage of any project/plan. It is conducted in order to objectively uncover the strengths and weaknesses of a proposed project or an existing business. It can help to identify and assess the opportunities and threats present in the natural environment the resources required for the project and the prospects for success. It is conducted in order to find answers to the following questions.

Does the company possess the required resources and technology?

Will the company receive a sufficiently high return on its investment? (goo1)

The growth and recognition of project management during the last few years have raised the need for feasibility studies. Quickly stated, a feasibility study is the initial design stage of any project or plan. As the name implies, a feasibility study is an analysis of the viability of an idea.

Feasibility studies help answers the essential question, “should we proceed with the proposed idea?” The objective study may be completed in conjunction with a SWOT planning process, which looks at the strengths, weaknesses, opportunities, and threats that may be present externally (the environment) or internally (resources). Feasibility studies help determines:

- a) Does the company possess the required resources or technologies; and
- b) Does the proposal offer a reasonable return vs. risk from the investment?

Feasibility studies can be used in many ways but primarily focus on proposed business ventures. Farmers and others with a business idea should conduct a feasibility study to determine the viability of their idea before proceeding and incurring upfront development costs. Determining early that a business idea will not work saves time, money, and heartache later. A feasible operating change or business restructure is one where the business will generate adequate cash flow and profits to withstand (a) the short-term risks it will encounter, and (b) remain viable in the long-term to meet the goals of the owner/founders. The venture might be an investment start-up or the purchase/expansion of an existing business, beyond its present business footprint or enterprise. A feasible operating change or business restructure is one where the business will generate adequate cash flow and profits to withstand (a) the short-term risks it will encounter, and (b) remain viable in the long-term to meet the goals of the owner/founders. The venture

might be an investment start-up or the purchase/expansion of an existing business, beyond its present business footprint or enterprise (Hofstrand, 2020).

According to Masanja (2020), everyone wants to open and operate a successful business or project. This is the sole intention of any project developer or entrepreneur. However, these are confronted with a serious reality. This reality is that not all businesses or projects are viable or feasible. In other words, these projects or businesses are faced with the difficult issue of long-term sustainability. This is a critical challenge or question confronting all businesses or projects. In this case, it is important to conduct a feasibility study to determine the viability or sustainability of the project in the future. A feasibility study provides a blueprint to determine the feasibility of a business endeavor or a planned project. A feasibility study is a systematic plan and analysis of the sustainability of a project taking into consideration factors such as marketing, production or technical issues, organizational and management aspects, and financial implications. In other words, a feasibility study is the evaluation and assessment of a proposed project or business. This is an important endeavor before any further action can be taken. On the hand, it influences the decision or course of action to be taken by an investor, financier, or management of an organization. There are several benefits of conducting a feasibility study. One of the major benefits is that a feasibility study identifies the merits and demerits of projects. In reality, it provides a cost-benefit analysis of undertaking a specific activity, project, or business. Therefore, someone can make an informed decision about a specific activity or project. At the same time, a feasibility study also minimized risks by taking actions without understanding and comprehending their financial, legal, or reputational ramification to an organization or a business. For this reason, a feasibility study provides a comprehensive understanding of a project or plan. Furthermore, a feasibility study identifies potential challenges and problems while executing the plan or project. Moreover, a feasibility study

takes into consideration all relevant factors to be considered in the implementation of the project or plan (Masanja, 2020).

According to Roy (2017), the feasibility study is the procedure to predict the outcome of an investigation examination, or assessment of a planned scheme along with possible gain. These studies allow proper investigating and evaluation of any production of a plant or business prospect and also on the essential requirement to commence the project. A feasibility study is important and essential to evaluate whether any proposed project is feasible or not. There are two main motivations regarding this are location assessment of the desired project and cost expectation. A proper plant is one of the essential criteria for proposing sequential operation and environment to deliver any products or services. The organization's accounting declaration, information management procedure, proper advertising, different economic condition, local and international laws, etc. considerations are mandatory. The necessities and different excise responsibilities also consider in the feasibility studies. Usually, these studies appeared first in terms of technological development and implementation. A proper feasibility study is essential for probable achievement. This study also helps the project manager to see the viability of the particular idea which gives the fruitful deliverable from the project within optimal cost, time, and resources and also justifies the factors like legal, technical & economic. The purpose of the feasibility study is not to provide an exact solution to any problem related to the design and layout of the plant but to provide a sense of its desired scopes. During the study of the scope different aspects of the organization and its implementation costs and desired benefits are estimated with proper accuracy (Roy, 2017).

2.2.3.2. Lack of Knowledge of Proper Marketing

According to Kotler (2011), marketing is about identifying and meeting human and social needs. One of the shortest good definitions of marketing is “meeting needs profitably.” When eBay recognized that people were unable to locate some of the items they desired most, it created an online auction clearing house. When IKEA noticed that people wanted good furnishings at substantially lower prices, it created knockdown furniture. These two firms demonstrated marketing savvy and turned a private or social need into a profitable business opportunity. The American Marketing Association offers the following formal definition: Marketing is the activity, set of institutions, and processes for creating, communicating, delivering, and exchanging offerings that have value for customers, clients, partners, and society at large. Coping with these exchange processes calls for a considerable amount of work and skill. Marketing management takes place when at least one party to a potential exchange thinks about the means of achieving desired responses from other parties. Thus we see marketing management as the art and science of choosing target markets and getting, keeping, and growing customers through creating, delivering, and communicating superior customer value. We can distinguish between a social and a managerial definition of marketing. A social definition shows the role marketing plays in society; for example, one marketer has said that marketing’s role is to “deliver a higher standard of living.” Here is a social definition that serves our purpose: Marketing is a societal process by which individuals and groups obtain what they need and want through creating, offering, and freely exchanging products and services of value with others (Kotler, 2011).

As Kotler (2011), managers sometimes think of marketing as “the art of selling products,” but many people are surprised when they hear that selling is *not* the most important part of marketing! Selling is only the tip of the marketing iceberg. Peter Drucker, a leading

management theorist, puts it this way: There will always, one can assume, be a need for some selling. But the aim of marketing is to make selling superfluous. The aim of marketing is to know and understand the customer so well that the product or service fits him and sells itself. Ideally, marketing should result in a customer who is ready to buy. All that should be needed then is to make the product or service available. When Nintendo designed its Wii game system when Canon launched its ELPH digital camera line, and when Toyota introduced its Prius hybrid automobile, these manufacturers were swamped with orders because they had designed the right product, based on doing careful marketing homework (Kotler, 2011).

The first decade of the 21st century challenged firms to prosper financially and even survive in the face of an unforgiving economic environment. Marketing is playing a key role in addressing those challenges. Finance, operations, accounting, and other business functions won't really matter without sufficient demand for products and services so the firm can make a profit. In other words, there must be a top line for there to be a bottom line. Thus financial success often depends on marketing ability (Kotler, 2011).

Marketing's broader importance extends to society as a whole. Marketing has helped introduce and gain acceptance of new products that have eased or enriched people's lives. It can inspire enhancements in existing products as marketers innovate to improve their position in the marketplace. Successful marketing builds demand for products and services, which, in turn, creates jobs. By contributing to the bottom line, successful marketing also allows firms to more fully engage in socially responsible activities (Kotler, 2011).

Social Definition:

Marketing is a societal process by which individuals and groups obtain what they need and want through creating, offering, and freely exchanging products and services of value with others. (One marketer said that marketing's role is to deliver a high standard of living)

Managerial Definition: - Often described as the art of selling. Marketing is not just selling. Selling is only the tip of the iceberg!

Peter Drucker: The aim of marketing is to make selling superfluous. The aim of marketing is to know and understand the customer so well that the product or service fits him and sells itself.

American Management Association: Marketing (management) is the process of planning and executing the conception, pricing, promotion, and distribution of ideas, goods, and services to create exchanges that satisfy individual and organizational goals.

Kotler: We see marketing management as the art and science of choosing target markets and getting, keeping, and growing customers through creating, delivering, and communicating superior customer value (Subhank Rajguru PGDM).

A customer is an individual or business that purchases another company's goods or services. Customers are important because they drive revenues; without them, businesses cannot continue to exist. All businesses compete with other companies to attract customers, either by aggressively advertising their products, lowering prices to expand their customer bases, or developing unique products and experiences that customers love (Kenton, 2021).

According to Bailey (2006), nowadays, quantity is being replaced by quality. Every interaction with a customer or potential customer is an opportunity for gathering feedback, searching out needs, and implementing changes that can make your organization more customer-centric. For service champions, the idea of

converting transaction *buyers* (customers whose sole purchasing criterion is price and who have no vendor loyalty) into *relationship buyers* (those who value a long-term vendor partnership) is possibly the most important service development since Carlzon's moments of truth. Simply put, a customer-focused company is one that listens to the needs of its customers and then does whatever it can to satisfy those needs. Focused organizations care little about the needs of their customers and focus on what is convenient and expedient to them. Because customer-focused companies have more respect for and more understanding of their customers, they foster more customer loyalty, garner more positive word-of-mouth from their customer base, and enjoy a high level of service initiative from their staff. Part I of this book tells you everything you need to know about how to transform your organization from in-focused to customer-focused (Bailey, 2006).

According to Kotler (2011), the cornerstone of well-conceived holistic marketing orientation is strong customer relationships. Marketers must connect with customers—informing, engaging, and maybe even energizing them in the process. Customer-centered companies are adept at building customer relationships, not just products; they are skilled in market engineering, not just product engineering. A pioneer in customer relationship management techniques is Harrah's Entertainment. Creating loyal customers is at the heart of every business. As marketing experts, Don Peppers and Martha Rogers said: The only value your company will ever create is the value that comes from customers—the ones you have now and the ones you will have in the future. Businesses succeed by getting, keeping, and growing customers. Customers are the only reason you build factories, hire employees, schedule meetings, lay fiber-optic lines, or engage in any business activity. Without customers, you don't have a business (Kotler, 2011).

According to Karen Leland and Keith Bailey (2006), customers love and cherish companies that treat them the way they want to be treated. They'll even pay more to get good service. Just look at these survey statistics that prove the point:

- _ Customers spend up to 10% more for the same product with better service.
- _ A customer will tell anywhere from 9 to 12 people when he or she gets good service.
- _ When that customer receives poor service; he or she will tell up to 20 people!

So, how well you communicate and establish a relationship with your customers is the essence of customer service. This relationship doesn't have to take a long time — it can often happen in an instant. For example, your customers will feel more recognized (and thus more connected) if they're greeted with smiles and are addressed by name. Simple actions such as these keep customers coming back for more (Bailey, 2006).

According to Vaughan, Ingrid; Business Writer, Dolinsky, Karla;(2011), sometimes the key to your customer's heart lies not so much in giving them what they ask for, but in anticipating what they will need and giving it to them before they ask (Vaughan,2011).

The Internet has had a tremendous impact on the way business is done in today's world (Middleton et al., 2009). It has lifted geographical barriers and provided its users with new forms of interactive media (Gay, Charlesworth, & Esen, 2007). The tourism industry, in particular, has benefited from these new opportunities that the Internet offers (Zhou, 2004). This literature review is organized and presented in terms of web presence and online marketing, and social media and tourism.

Online marketing is defined as describing the process of using digital media, as well as information and communications technologies (ICT) in order to deliver marketing messages. According to Mohammed et al. (2001, cited in Gay et al. 2007), it is "the process of building and maintaining customer relationships through online activities to facilitate the exchange of ideas, products, and services that satisfy the goals of both

parties” (p. 6). Consequently, compared with traditional marketing, online marketing offers today's businesses new opportunities to promote and distribute their products and services (Howisona G. F., 2014).

For many businesses in an online world, establishing a website often represents the first contact with online marketing and, according to Zhou (2004), the website of a business is often its most powerful online marketing tool, as it is a tool to create awareness. Moreover, it allows the business to present itself, as well as its products and services to potential customers. Particularly, for Small and Medium Enterprises (SMEs), this provides a chance to overcome geographical barriers, and market and budget limitations (Middleton et al., 2009). However, the main objective of a commercial website is the generation of sales and revenues (Gay et al., 2007). Therefore, it is important to consider one's web presence from the point of view of a website visitor because he or she is the one needed to be converted into a customer (Howisona, 2014).

According to Howisona (2014), therefore, having a web presence provides a platform for online marketing. There has been an identifiable trend that had its origins in early website design, which was largely static and did not promote return visitations and/or interactivity to more dynamic websites which have enhanced the web presence of tourism operators and enabled online marketing. Traditional marketing strategies evolve around the concept of 'pushing' a marketing message to a broad audience (Zhou, 2004). This means that the consumer is directly exposed to marketing messages such as messages conveyed through television and radio advertising. However, the online marketing approach differs from this, as it focuses on the customer itself and becomes customer driven. As Internet users can access information whenever, and wherever they like, they are able to decide for themselves when, how, and where they access information or marketing messages. Content can be pulled by consumers according to their needs, demands, wishes, and

interests. In other words, the customer has control of access and brings with it new expectations of tourism operators. Importantly, because the consumer can choose the information that will be accessed, received, and used to inform decisions by consumers, this leads to a new marketing approach called the 'pull'-strategy (Howisona,2014).

According to Muhamad Sham Shahkat Ali & Menatullah Nasr (2016), "For consumers to start any form of contact with a brand, they first have to know about the brand's existence. This is what is known as brand awareness. Basically, brand awareness is achieved when a customer is able to recognize a certain brand on sight and recall it at will. It can range from vaguely recognizing a brand's name or logo as familiar, for example, to knowing a brand and its products well and associating certain perceptions and ideas with that brand (Aaker, 2009). A study of Linen Me, a Danish brand, found that the internet can be a very effective tool in increasing brand awareness and that brands that utilize the online tools effectively can easily achieve that (Galvez, 2014). A study on the effects of social media on brand awareness that focused on examining the Facebook page of international car brand MINI further emphasizes the previous claim. The study found that social media engagement of a brand has a clear positive impact on brand awareness, and can generate affirmative word-of-mouth about the brand (Hutter, Hautz, Dennhardt, & Füller, 2013). A study conducted in Malaysia found that elements of a brand's social media presence, such as a brand's Facebook page, play a crucial role in creating brand awareness among Malaysian consumers (Haque, Momen, Sultana, & Yasmin, 2013). After a consumer has been in contact with a brand, he or she begins to form perceptions and attitudes, and even emotions towards the brand. If the consumer starts a purchasing relationship with a certain brand, he/she becomes one of its customers. With repeated purchases, the customer develops what is known as customer loyalty towards a brand. Customer loyalty or brand loyalty is a customer's commitment or attachment to a brand that drives him/her to

continuously purchase the product or service of the said brand. Hence, it can be said that the customer is “loyal” to that brand. Customer loyalty is often seen as one of the major profit drivers for any business, and “keeping the customer” is always a priority (Alrubaiee & Al-Nazer, 2010). Customer loyalty has been found to be connected to customer satisfaction; i.e. if a customer is satisfied with a brand’s performance and product/service, he/she is more likely to become loyal to that brand (Maharaj, 2008). A recent study of Facebook users has found that when brands engage their customers in an online community, their customer loyalty increases. This emphasizes the importance of online communication between brand and customer in order to maintain that loyalty (Zheng, Cheung, Lee, & Liang, 2015) (Nasr, 2016).

According to David Glogoza (2018), as social media becomes a more prevalent and expected aspect of everyday communication, it is important for both traditional mental health programs and peer-operated services to take advantage of online and social media opportunities. By taking advantage of these opportunities, agencies can further their reach, awareness, and engagement. This can in turn strengthen community inclusion efforts and the participation of those living with mental illnesses. Developing an online and social media presence will not only strengthen the visibility of your program but will also highlight consumer participation in local community activities; further promoting community inclusion. This guide provides an initial consideration of how local agencies can build, implement, and maintain an online media presence through the use of agency websites, electronic newsletters, and social media networks such as Facebook, Twitter, and Instagram (Glogoza, 2018).

According to Roberto E. Montalvo, Ph.D. (2016), social media are fundamentally scalable communications technologies that turn Internet-based communications,(i.e., smartphones, PCs, tablet computers, portable media players, etc.) into an interactive dialogue platform.

Social media platforms, such as; Delicious, Digg, Facebook, Flickr, LinkedIn, My Space, Reddit, Second Life, StumbleUpon, Twitter, Wikis, and YouTube all exist as a result of Web 2.0 (Kaplan & Haenlein, 2010). Web 2.0 is the second evolutionary stage of the World Wide Web that collaboratively harnesses the collective intelligence of its users and emerged soon after the turn of the new millennium. The inherent value of Web 2.0 is based on its users who co-create its content that in effect increases its value with increased use. The more users a social media platform such as Facebook or YouTube has, the more useful it becomes to its community, (Karlgaard, 2005). Web 2.0 is all about the collaboration and participation between its users rather than about the developers as Web 1.0 was (Roberto, 2016).

According to Maria Giovanna Confetto & Alfonso Siano (2018), social media's interactive and multimedia dimensions can offer the ideal ground for complete expression (Smith, 2009; Laurita & Venturini, 2014). Thanks to social media, companies can connect themselves with other people and choose the style and approach most suited for direct discussions with these communities of users (Hanna, Rohm & Crittenden, 2011) with no restrictions in terms of space or time. In this perspective, communications through social media become the preferred tool to generate and foster personalized and continuative interactions (contacts) between organizations and stakeholders in order to focus users' attention on specific themes of shared interest, stimulate positive emotions and perceptions, and enhance the brand's reliability and authority (Siano, 2018).

2.2.3.3. Lack of Knowledge of Financial Management Skill

According to Elizabeth Kiss, (2016), money is a part of our life every day. What we wear, what we eat, where we live, and the fun things we do are only a few money-related decisions we make.

For some people, having a million dollars wouldn't be enough to satisfy their wants. Millions of other people manage to pay their bills, save for the future and enjoy life while still living within their income. Managing money takes time and effort.

The way you spend or save money today will help determine what you have and whether you can pay your bills in six months, a year, or many years from now. For example, if you spend your money as fast as it comes in, you may find yourself in debt when unplanned expenses occur.

Do you have control over how you spend money? Can you live within your income — meeting expenses and putting some money aside for emergencies, unanticipated expenses, and meeting long-term goals?

Budgeting is a way to get the most out of your dollars. It is not just about saving money or being a tightwad or doing without. Budgeting is about deciding where your money will go and making spending and savings plan to achieve your financial goals (Kiss, 2016).

According to Robert C. Higgins (2007), the financial effect of high profitability and stalling sales is the rapid buildup of excess cash. Growth requires continuing investment in receivables, inventories, and fixed plants to support added sales, and when this growth diminishes, cash that would otherwise go to financing these investments begins to accumulate. Harley-Davidson clearly illustrates this dynamic. The firm's cash flow statement tells us that since 2003, when sales growth first began to slow, Harley-Davidson has added \$78 million to dividends and repurchased \$668 million of company stock; yet despite these outflows, cash and marketable securities have still more than doubled to over \$ 1 .6 billion. Harley-Davidson is clearly generating much more cash than it knows what to do with. Newly designated Chief Executive Officer Jim Ziemer's principal financial challenge as he takes office will be to find a productive use for this cash by rekindling internal growth, expanding into new markets, or returning the cash to shareholders in an

orderly manner. Spending excess cash might sound like fun, but Mr. Ziemer knows better. He realizes that failure to make productive use of this cash flow will further depress Harley-Davidson's stock price, antagonize his board of directors, and potentially invite a hostile takeover attempt. We will say much more about how best to address Mr. Ziemer's challenge in coming chapters (Higgins-, 2007).

2.2.3.4. Lack of Knowledge of Managerial skill

According to Brian Tracy (2013). Your ability to manage your time, as much as any other practice in your career as an executive, will determine your success or failure. Time is the one indispensable and irreplaceable resource of accomplishment. It is your most precious asset. It cannot be saved, nor can it be recovered once lost. Everything you have to do requires time, and the better you use your time, the more you will accomplish, and the greater will be your rewards. Time management is essential for maximum health and personal effectiveness. The degree to which you feel in control of your time and your life is a major determinant of your level of inner peace, harmony, and mental well-being. A feeling of being “out of control” of your time is the major source of stress, anxiety, and depression. The better you can organize and control the critical events of your life, the better you will feel, moment to moment, the more energy you will have, the better you will sleep, and the more you will get done (TRACY, 2013).

According to Patrick Forsyth (2009), time is a resource like any other. And an important one is respect which can boost effectiveness and profitability—so time management is a crucial skill. It can enhance personal productivity, allow you to focus on priorities, and ultimately act directly to improve your effectiveness and hence the overall success of the organization (Forsyth, 2009).

According to MTD Training (2010), in the business world of today, time is increasingly at a premium. We spend time commuting to work, then filling up the work day before commuting home again and facing whatever time issues are posed when trying to fulfill our duties outside of the office. There is a principle known as the Pareto principle, also called the 80:20 rule. It says that of all the results that we produce in the day, 80 percent of those results are generated with 20 percent of our efforts. The remaining 80% of our efforts only generate 20% of our results.

This poses an interesting question when it comes to time management; how can we take the 80% of our efforts that are currently only producing 20% of our results and become more effective with that time? What would be able to do if we were as effective with that time as we are with the 20% of our time that produce 80% of our result? Chances are we will never get to 100% productivity. We are only human, after all. There will always be distractions and time wasters that tempt us away from being our most productive. However, if you use the tools available in the eBook, you will be able to have more control over your time and produce more results with the time that you do have at your disposal.

However, successful time management will help you to become more effective in completing the task that you have to complete so there is more time available for you to spend on the things that are important to you (Training, 2010).

According to Marc Mancini (2003), time is finite. We have only so many hours available in a day to live our lives, accomplish the tasks that we need to accomplish, and enjoy our lives. Every minute we waste in frustration over a task that seems overwhelming is a minute subtracted from the time we've allotted to enjoy life. Even our jobs should provide us with pleasures—a sense of accomplishment, the gratification of recognition for a job well done, and financial rewards, too—that enable us to enjoy our personal lives even

more. It can be done. Less stress, more confidence, reduced frustration, and greater fulfillment— are all benefits that flow from leading a time-managed life. Our hope is that Time Management will help you achieve all these things and more (Mancini, 2003).

According to Brian Tracy (2013), time management is essential for maximum health and personal effectiveness. The degree to which you feel in control of your time and your life is a major determinant of your level of inner peace, harmony, and mental well-being. A feeling of being “out of control” of your time is the major source of stress, anxiety, and depression. The better you can organize and control the critical events of your life, the better you will feel, moment to moment, the more energy you will have, the better you will sleep, and the more you will get done. It is possible for you to gain two productive hours each working day, or even double your output and your productivity, by using the ideas and methods taught in this book (Tracy, 2013).

According to Robinson (2004), a team is “a small number of people with complementary skills who are committed to a common purpose, performance goals, and approach for which they hold themselves mutually accountable.”² Groups become teams when they meet the following conditions:

- Team members share leadership.
- Both individuals and the team as whole share accountability for the work of the team.
- The team develops its own purpose or mission.
- The team works on problem-solving continuously, rather than just at scheduled meeting times.
- The team’s measure of effectiveness is the team’s outcomes and goals, not individual outcomes and goals (Robinson, 2004).

According to Hanne Keiling (2021), teamwork is an essential part of workplace success. Like a basketball team working together to set up the perfect shot, every team member has

a specific role to play in accomplishing tasks on the job. Although it may seem as if one player scored the basket, that basket was made possible by many people's planning, coordination, and cooperation to get that player the ball. Employers look for people who not only know how to work well with others but who understand that not every player on the team can or will be the one who gets the ball. When everyone in the workplace works together to accomplish goals, everyone achieves more (Keiling, 2021).

According to Bills (2008), teamwork involves building relationships and working with other people using a number of important skills and habits:

- Working cooperatively
- Contributing to groups with ideas, suggestions, and effort
- Communication (both giving and receiving)
- Sense of responsibility
- Healthy respect for different opinions, customs, and individual preferences
- Ability to participate in group decision-making

When employees work together to accomplish a goal, everyone benefits. Employers might expect to “see” this in action in different ways. For example, team members in the workplace plan ahead and work cooperatively to assign tasks, assess progress, and deliver on time. They have professional discussions during which differing approaches and opinions might be shared and assessed in a respectful manner. Even when certain employees end up with tasks that were not their first choices, jobs get done with limited complaints because it is in the spirit of teamwork and with the overall goal in mind. A leader or manager may often serve as the teamwork facilitator. In this case, team members participate respectfully in the discussion, carry out assigned tasks, and defer to the leader in the best interest of the goal. Consensus is wonderful, but not always possible, and an

assigned leader will often support and facilitate the decision-making necessary for quality teamwork to exist (Bills, 2008).

According to Honne Keiling (2021), teamwork skills are essential to your success at work, no matter your industry or job title. Working well with clients, colleagues, managers and other people in your workplace can help you complete tasks efficiently while creating an enjoyable environment both for yourself and others. An organization that emphasizes good teamwork skills is typically a healthy, high-functioning workplace (Keiling, 2021).

According to Mascaro (2021), the importance of teamwork cannot (and *should* not) be underestimated. It's the bedrock on which all successful businesses are built. As a manager, you should never take teamwork for granted. To do so invites a dysfunctional team, and eventual disaster.

At its most basic, teamwork is a sense of unity. It's an enthusiasm that a group of people shares for their common interests and responsibilities. (Macro, 2021).

Business organizations are continuously and rapidly expanding. Gone are the days when only an individual's talent and abilities were counted upon. Business organizations today have found out that the key factor in achieving more and better results at work is when individuals of diverse abilities are formed into a team. This ability to work as part of a team is one of the most imperative skills today. Business organizations are looking for individuals who can not only furnish their own ideas but also who would like to create and develop projects and plans with equally talented people. This paper emphasizes the need and importance of working in a team-based organizational setting (Tripathy, 2018).

2.2.3.5. Lack of Technical Skills

As stated by ILO, (2005a), In order for the people of a country or district to achieve their individual aspirations and collectively contribute toward development they need to be

entrepreneurial. This requires some form of training and education in order to develop the relevant skills, knowledge, and attitudes requisite for meaningful employment. Even though insufficient funds (economic factor) may impede entrepreneurial training, Personality Traits Theory, a Psychological Theory, suggests that regardless of variations in economic development, entrepreneurs with high motivation always maximize economic achievement. The Theory pays attention to the traits, motives, and incentives of an individual and concludes that entrepreneurs have a strong need for achievement (McClelland, 1961; McClelland & Winter, 1971). Deducing from the locus of control theories, the entrepreneur believes in his or her capabilities to undertake activities and complete them through his or her own actions (Amit, Glosten & Muller, 1993; Low & MacMillan, 1988). Entrepreneurs are people with high goals to achieve, control their destiny, prefer to be independent and responsible for their actions, feel that they can create and be apt to innovate challenges, and trust their ability to manage risk (Scheré, 1982). Although the Personality Traits Theory seems to work, it is important that it should be linked with society as a whole, since the individual is a social being, living in a particular environmental context with its unique social and cultural processes. Consequently, the decisions that are taken in the broader context of national development are likely to have an effect on individuals' entrepreneurial decision-making, depending upon their personality traits but also socio-cultural and economic milieu.

Whether ascribed or achieved, entrepreneurial capabilities are dependent upon the societal context. Capabilities for economic initiatives are a reflection of society and its culture, as such economic activities in general and entrepreneurial activities in particular, are part of socio-cultural structures (Johannisson, 1984). However, the ability to use sophisticated modern technologies requires a high level of numeracy skills (Lall, 1999), in addition to entrepreneurial skills such as technical skills and business management skills (Hisrich and

Peters (2002). These skills may be acquired through formal education, vocational training, in-firm training, specialized employee training outside the firm, and learning on the job.

Entrepreneurship is a highly creative economic process. It differentiates entrepreneurs from the rest of the population. It requires the youth to be creative, innovative, and knowledgeable to cope with the changing needs of the market. Garavan and O’Cinneide (1994) suggest that it should be part of secondary school syllabuses and undergraduate programs in order to increase participant awareness of the industry. They recognize, however, that most entrepreneurs are specialists and not general managers and that the real entrepreneur organizes others and taps into the knowledge and expertise required in all aspects (Garavan & O’Cinneide, 1994; Vesper, 1982). Gibb (1987) suggests that the educational system emphasizes a set of values and abilities which is inimical to entrepreneurial skills development, and thus hinders the prospects of creating jobs or entrepreneurs.

Entrepreneurship has the potential to create youth employment and integrate the youth into the economic mainstream while addressing some of the socio-psychological and delinquency problems that arise from joblessness (Chigunta, 2002; Curtain, 2001). Youth enterprises provide marginalized youth with a sense of ‘meaning’ and ‘belonging’, shape their identity and encourage others to treat and accept them as equal members of society, and also promote innovation and resilience as they are encouraged to find new solutions, ideas and methods of doing things through experience-based learning (OECD, 2001; White & Kenyon, 2000 cited in Chigunta, 2002). This requires the youth to be resourceful, and have initiative, imagination, enthusiasm, dash, ambition, energy, vitality, boldness, and courage (Schnurr & Newing, 1997:2 cited in Chigunta, 2002) in order to fight global youth unemployment. It is estimated that youth unemployment constitutes 47 percent (88

Million) of global unemployment, making the youth vulnerable to social exclusion (ILO, 2005a).

Globally, self-employment is an important source of employment, livelihood, and economic dynamism (OECD, 2001). Effective youth entrepreneurship education prepares young people to be responsible, enterprising individuals who become entrepreneurial thinkers and contribute to economic development and sustainable communities (Chigunta, 2002). One important thing is that young entrepreneurs gain a sense of accomplishment that comes from knowing that they did something useful with little or no supervision (Johanson & Vahlne, 2003), and is the greatest reason to raise a young entrepreneur. (Enu-Kwesi, 2012)

2.3. Empirical Literature

As the literature shows the research is conducted by survey method. It used both quantitative and qualitative methods.

The research is to show the financial support provided by the Sweden-ILO Partnership (2009-2013) that has been contributing to the attainment of ILO's outcome: More women and men have access to productive employment, decent work, and income opportunities. It is also closely related to the work envisaged by the ILO on the areas of critical importance included in the program and budget for the next biennium (2014-2015), namely promoting more and better jobs for inclusive growth and jobs and skills for youth. The conclusion of the key finding of this study is that there is no unlimited supply of labor in rural areas, or more precisely in the agricultural sector. The amount of labor currently available in the agricultural sector as a whole is already at a very low level (just 1.6 workers per hectare), almost as low as in countries with high agricultural mechanization such as Thailand and the Republic of Korea. This suggests that drawing labor out of the agricultural sector could negatively affect agricultural production (Liv, 2013).

The methodology that the study used is the descriptive method. Because the presentation shows all the things presented by description. Besides these, it uses survey, qualitative and quantitative methods. The rate of urbanization in Tanzania has accelerated over the past few years creating new opportunities for rural migrants. This has helped to moderately improve their living conditions. However, more can be achieved through the proper management of this phenomenon by (i) the development and implementation of safety net systems for the migrants who do not succeed; (ii) the improvement of the business environment for individual and small and medium enterprises operating in cities; and (iii) the implementation of innovative mechanisms to encourage financial and technological transfers from urban to rural areas. There is no single blueprint for the achievement of socio-economic transformation that applies to all countries and each country, including Tanzania, needs to define its own path. Indeed, although urbanization has been a major driver of the development process in many emerging countries, including China and South Korea, others like Vietnam, India, and Thailand have defied this trend. These have instead continued to expand their rural labor force over the past few decades and have achieved significant economic growth in the process. However, based on its natural endowments and its enormous agricultural potential, Tanzania can find inspiration in the experiences of successful countries. Learning from these countries will help Tanzania to define its own path to a successful socio-economic transformation (WBPREMUAR, 2012).

2.3.1. Research in Ethiopia

The research is done by the descriptive method. Because the literature said that “This report provides a comprehensive description of the main characteristics of the youth labor market in Ethiopia.” This paper uses descriptive analysis using nearly nationally representative data collected at four points in time: 1999/00, 2004/05, 2009, and 2011, to provide a comprehensive description of the main characteristics of youth labor market

participants in Ethiopia. Youth unemployment is a problem that affects most countries. The ability of youth to engage in productive activities has both social and economic consequences for an economy. Youth unemployment is often higher than the unemployment rate for adults highlighting the concerns that many countries face in facilitating the transition from school to work. In developing countries, youth face not only the challenge of obtaining productive employment, but also obtaining safe and acceptable work. The findings of the study are Youth employment presents a particular challenge to Ethiopia; the country faces growing youth landlessness in rural areas and insignificant rural job creation, potentially leading to an increase in migration to urban areas (World Bank, 2007)³. The concern is whether there will be substantial growth and job creation in urban areas to absorb new labor market participants. This calls for a careful study of the profile of youth labor market participants, educational investments, trends in employment by sector, labor market information systems, the main barriers to youth employment, and the socio-economic challenges of youth. Effective youth employment policies and interventions require a thorough understanding of who the unemployed youth are, where they are located, and the types of jobs youth are engaged in (Broussard, 2012).

2.4 Literature gap

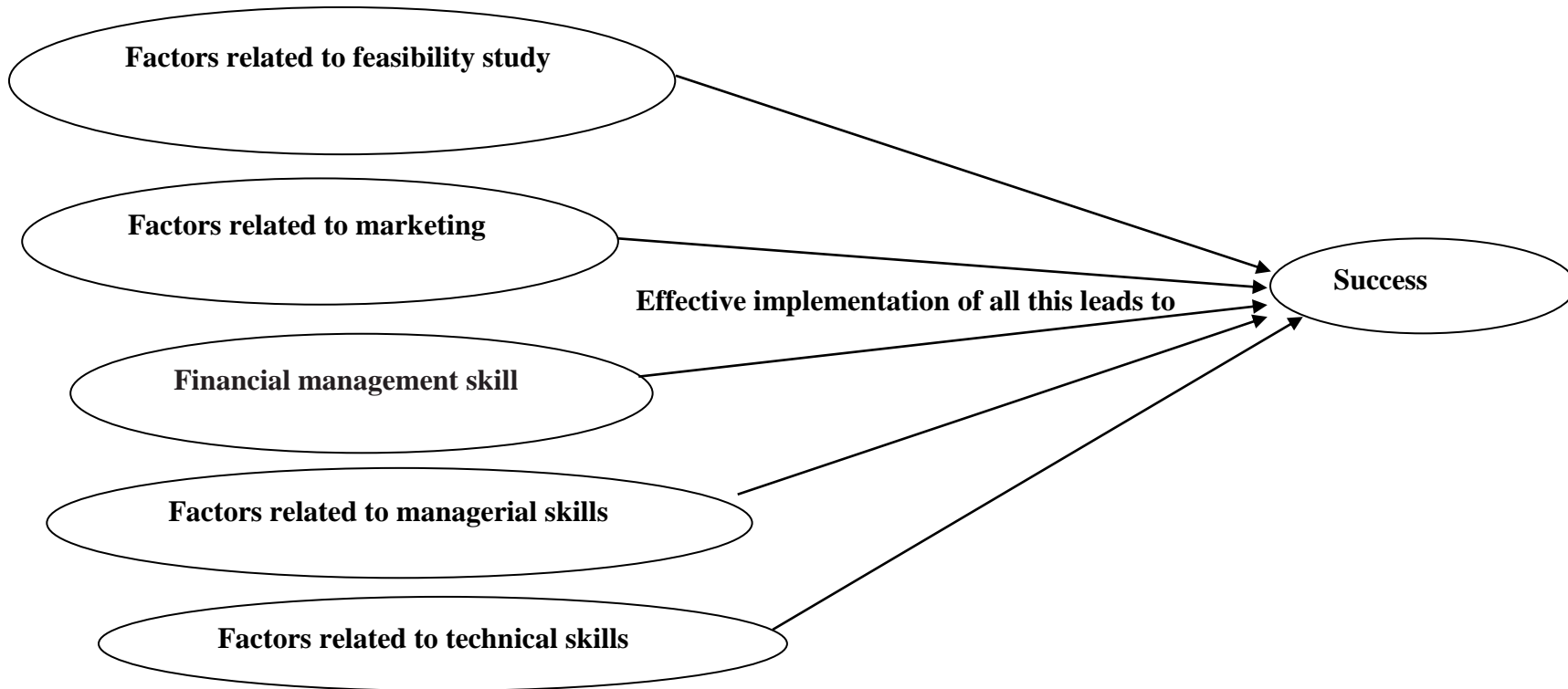
From the above theoretical and empirical literature reviewed, it can be understood that most of the studies focused on identifying the importance of the labor market, credit access, and the type the job they involve. Etc. ; but none of them have identified and evaluated the impact of the feasibility study, marketing elements, source of finance to start a business, financial management style, managerial and technical skills, and other challenges related to success. So this study has designed to examine the impact of the feasibility study, marketing elements, source of finance to start a business, financial management style, managerial and technical skills, and other challenges related to success

in the study area. Through these, it was intended to contribute and fill the knowledge gap regarding its impact on employment creation.

2.5. Conceptual Framework

The major problem of the study is to identify the major impacts of proper management of the employment-created firms on their success., which will consequently provide a better understanding of how the final output (yields) of success was affected .and what adaption practice to this major problem, will also require more effective coping mechanisms after investigating.

Figure 1:- conceptual frame work



CHAPTER THREE

RESEARCH METHODOLOGY

3.1. Introduction

This chapter is an outline of how the research was conducted and presented. It further indicates the sources of the data and types of the data which collected. The research design, the methodology for data collection, the approach, and the data analysis was presented in this section.

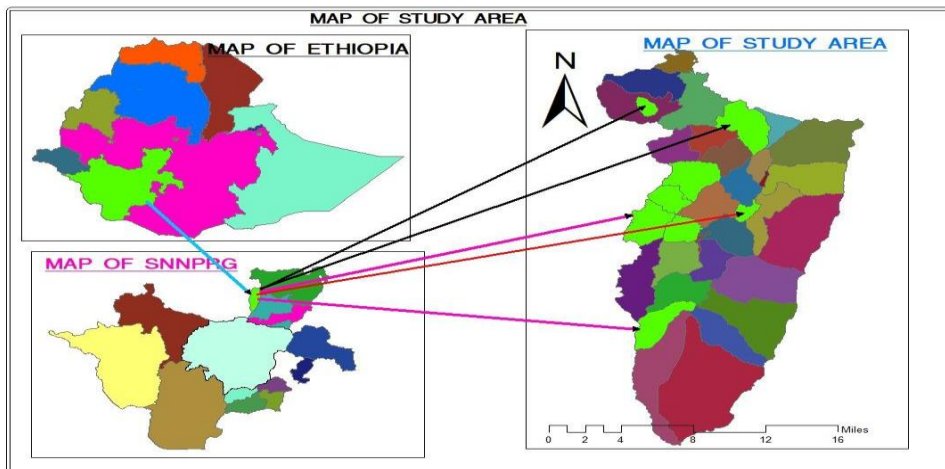
3.2. Description of the Study Area

Yem special Woreda is located 242 Km from Addis Ababa, in South Nations Nationalities and Peoples Regional State. The special Woreda shares boundaries with the Hadiya zone in the East and southeast, the Gurage zone in the northeast, and with Oromia regional state in the North, West, and southwest. The total area of Yem special Woreda is 724.5 square kilometers. Geographically, Yem special Woreda lies between 7°37'00''_8°0'27'' N latitude and 37°24'20''_37°36'54''E longitude. The Woreda is situated on the main road from Addis Ababa to Jimma. The Woreda is administratively divided into 37 kebeles out of 33 rural and 4 urban. The Woreda is Agro ecologically 73% mid-altitude (Woinadega), 16% high land (Dega), and 11% lowland (kola). The Woreda receives 801-1400 mm rainfall annually. The mean annual temperature ranges from 15.1-22.50c.

The total population of the Yem special Woreda is male 60,640 females 61,779 total of 122,419. From this, the number of youth aged from 15-39 years is male 26,946 female 28,312 total 55,258. In the special Woreda, there are many rural and urban employment-created firms that are organized with the help of the government. Their starting capital is also provided. Not

only that most of the firms given their workplace. But they are not successful. This is the issue that initiates the researcher to study this problem.

Figure: 2 Administrative map of Yem Special District



(Source: Yem Special district agriculture office)

3.3. Research Design

A research design is simply the framework or plan for a study that is used as a guide in collecting and analyzing the data. It is the blueprint for the collection measurement and analysis of data and completing a study. Actually, it is a map that is usually developed to guide the research.

“Research design is a master plan specifying the methods and procedures for collection and analyzing the needed information.” William Zikmund

“Research design is the plan, structure, and strategy of investigation conceived so as to obtain answers to research questions and to control variance.” Kerlinger (Pandey, 2015)

This study applied a descriptive study design. According to Ranjit Kumar (2011), A research study classified as a descriptive study attempts to describe systematically a situation, problem, phenomenon, service, or program, provides information about, say, the living conditions of a

community, or describes attitudes towards an issue. The main purpose of such studies is to describe what is prevalent with respect to the issue/problem under study.

To address the main objective of the study, descriptive research type, cross-sectional studies, both qualitative and quantitative research approaches, and survey research strategy were employed. The descriptive research type was more appropriate because it investigates and describes the existing impact of proper management on the success of the rural and urban employment-created youths under the study area.

3.4. Research Approach

In the research approach, both qualitative and quantitative approaches were used to provide precise summaries and comparisons. The combinations of these two approaches were used to overcome the limitations of using only one of the approaches and to increase the validity of cross-checking the information. In this case, the qualitative approach was employed in order to identify the proper management of the sample members for the focus group's participants from the communities and key informants from the relevant offices, whereas the quantitative approach was used to generate statistics and figures of the relevant data from the sample youths of the study area

3.5. Target Population

The target population of the research covered all the youths in Yem special Woreda age range from 20-39 male 18,050 female 18,464 total 36,514, government office and stock holders found in the Yem special Woreda.

3.6. Sampling Frame

The sampling frame was a frame from which a sample to be drawn. It contains the names of all items of a universe in the case of the finite universe. The sample frames of this study included

the Employment created youths registered in the Yem special Woreda. That is male=1241 female=339 total=1,580, Enterprise development office experts and stakeholders found in the Yem special Woreda.

3.7. Sample Size

The total population of the study was obtained from the enterprise development office and the sample size for the study was determined using simplified formula. According to Yamane (1967), with 95% confidence level and 0.05 sampling errors are assumed for the following equation.

$$n = \frac{N}{1 + Ne^2}$$

Where n is the sample size

N is population size and

e= error term

$$\text{Members } n = 1580 / (1 + (1580 * 0.05^2))$$

$$n = 319$$

Table 2: Distribution of sample respondent probability proportional to size by Enterprise they belongs

Name of enterprise	population			Sample		
	male	female	total	male	female	total
Manufacturing	123	65	188	26	13	39
Service	130	40	170	26	8	34
Construction	79	12	91	16	2	18
Trade	29	62	91	6	12	18
Urban and rural Agriculture	880	160	1040	178	32	210
Total	1241	339	1580	252	67	319

Source: Computed based on data obtained from Yem Special *woreda* Enterprise development Office.

3.8. Sampling Technique

In order to draw a sample from the employment-created youths of this special Woreda, both probability and nonprobability sampling techniques were used. Probability sampling was based on the concept of random selection, whereas non-probability samplings were ‘non-random’ sampling. In order to easily collect data and manage it, the respondents who participate in the study from the special Woreda for surveying purpose was selected by using a simple random sampling technique with a lottery method. This is a type of probability sampling in which every sample in the list was selected for inclusion in the sample without biasness. Simple random sampling ensures the law of statistical regularity which states that if on average the sample chosen is a random one, the sample has the same composition and characteristics as the universe. This is the reason why simple random sampling was considered the best technique for selecting a representative sample in this study.

According to (Kumar, 2011), for a design to be called **random sampling** or **probability sampling**, it is imperative that each element in the population has an equal and *independent* chance of selection in the sample. Equal implies that the probability of selection of each element in the population is the same; that is, the choice of an element in the sample is not influenced by other considerations such as personal preference. The concept of independence means that the choice of one element is not dependent upon the choice of another element in the sampling; that is, the selection or rejection of one element does not affect the inclusion or exclusion of another. (Kumar, 2011)

The nonprobability sampling technique was also employed to gather important data from relevant governmental offices in the special Woreda. The type of non-probability sampling that was used in this case was purposive sampling. Regarding participants that take part in the study from the relevant offices such as the office of enterprise development and municipality office, the experts were selected using the purposive sampling technique. Additionally, focal groups' members from the residents were also selected purposefully from the community based on their importance to the study. Because they are experts and know about the enterprise activities.

According to (Kumar, 2011), Non-probability sampling designs do not follow the theory of probability in the choice of elements from the sampling population. Non-probability sampling designs are used when the number of elements in a population is either unknown or cannot be individually identified. In such situations, the selection of elements is dependent upon other considerations. (Kumar, 2011)

3.9. Sources of Data and Data type

In order to generate the necessary data for this study, both primary and secondary data was collected from primary and secondary sources of data respectively.

Primary sources Primary data was collected from concerned offices and firms through surveys focus group dissection, key informant interviews, field observations, and questionnaires.

Secondary Sources: Secondary data was collected from different sources such as reviewed documents in the enterprise development office, records of enterprises, Strategic plans, Annual reports, etc., used as sources of secondary data in this study.

3.10. Instrument Development

As a research strategy, the survey research strategy was employed for this study due to the fact that this strategy enables the researcher to picture social reality on proper management of the

employment created youths in the study area from sample respondents using data collection methods.

The research tools that the researcher used were questionnaires, interviews, and a documente survey. A researcher wants to use these tools because these instruments are used commonly and they are easy to collect primary and secondary data which are accessible.

Questioner: - a structured questionnaire that was developed based on Likert scale theory was dispatched to small business firms in the Woreda and Members of the firms was given a question to be filled in secret.

Interview: - it is important to get firsthand information. Because the interviewer can shape the respondent to tell issues to the target.

Document survey: - the other tool to collect information is a documente survey. It is the tool that provides data from a secondary source.

3.11. Data Analysis and Presentation

After collecting, editing, and coding the data, the researcher proceeds to the next process which was data analysis. Data analysis was the critical part of the study by which the researcher would extract information from collected data. It provides the researcher with the process for investigating questions. Data were analyzed with reference to the purpose or to the objective of the study, and in reference to the research problem at hand or the hypothesis. The process of data analysis includes steps like categorization, coding, statistically adjusting the data, and tabulation. The quantitative data analysis involves descriptive statistics such as percentage and frequency distribution. Inferential statistics such as the chi-square test (for categorical variables) were applied. In addition to this, this study also needed Models to do analysis, based on the objective. In this regard, a binary logistic regression model was used for this study. The model

helped to describe the relationship between the outcome variable and a set of explanatory variables. Finally, the software Statistical package for social science (SPSS) version26 software was used for the analysis of quantitative data.

3.12. Model specification

The respondents were stratified as those in employment-created youths, office experts, and stockholders. In total, therefore, the sample was composed of 319 respondents which were also representative of the target population of the study. The study applied **correlation** and **regression** analysis to establish the relationship between the dependent and the independent variables. The following Binary Regression Model was used to analyze the factors influencing employment creation in Yem special woreda.

$$Y (\ln p/1-p) = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + \varepsilon,$$

Where: $Y (\ln p/1-p)$ = success of job created youths

β_0 = Constant Term

$\beta_{(1-6)}$ = Beta coefficients

X_1 = Factors related to feasibility study

X_2 = Factors related to marketing

X_3 = Financial management skill

X_4 = Factors related to managerial skills

X_5 = Factors related to Technical skills

ε = Error Term

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS, AND INTERPRETATION

This section consists of two sub-sections. The first one was data presentation and analysis. In this sub-section description of the sample respondent's characteristics is applied. Under descriptive statistics, important characteristics of dependent and independent variables were analyzed with appropriate statistical tools like frequency and percentages. The second sub-section was an estimation of results which include the result of binary logistic regression presented in detail. In so doing, there were a total of 319 respondents' ages 20 - 39 years were planned to study. But 291 employment-created youths participated in the study in five areas of work. The remaining 28 sample is not present in the district due to different reasons. The chosen age range includes youth and adults who were job created. Furthermore, a total of 20 key informants participated. Detailed explanations and discussions were made on qualitative data collected from the interviewer prospects and strategies presented in the last section of this chapter.

4.1.1. Socioeconomic characteristics of sample respondents

Table 3:- Demographic characteristics

		Frequency	Percent
Status of the employment created citizens	Success	92	31.6
	Failure	199	68.4
	Total	291	100.0
Respondent residence area	urban	121	41.6
	Rural	170	58.4
	Total	291	100.0
Name of the enterprise you belongs to	Manufacturing	28	9.7
	Service	36	12.3
	Construction	15	5.2
	Trade	31	10.8
	Urban & rural Agriculture	181	62.1
	Total	291	100.0

Sex of the respondents	male	242	83.3
	Female	49	16.7
	Total	291	100.0
Age of the respondents	18-23	49	16.7
	24-29	182	62.5
	30-35	48	16.7
	above 35	12	4.1
	Total	291	100.0
Experience in the enterprise	1-5	272	93.3
	6-10	18	6.3
	11-15	1	.4
	Total	291	100.0
marital status of respondents	single	94	32.3
	married	196	67.3
	Divorced	1	.4
	Total	291	100.0
Education level	Illiterate	18	6.3
	1-5	51	17.5
	6-8	113	38.7
	9-12	70	24.2
	certificate	12	4.1
	Diploma	13	4.5
	Degree	14	4.8
	Total	291	100.0

From the table 3 above with regards to the success of employment created citizen 31.6% said they are successful. But 68.4% respond they are unsuccessful. Thus most of the employments created citizens are not successful. So government and respective bodies need to support them to become successful.

With regards to the place of residence in table 3 above, 41.6% of respondents are urban residents. The other 58.4% of respondents live in the rural area. This might reflect most of the employment created citizens living in rural areas. On the other hand most of the citizens who had an opportunity to get a job were rural dwellers.

When the results of the survey in terms of each study site were considered, as shown in Table 3 above, employment-created citizens who were engaged in urban and rural Agriculture constituted a higher proportion, accounting for 62.1%. The second preferred type of business

was service, with 12.3%. The third preferred business was trade, with 10.8%. While the respondents in the manufacturing sector numbered 9.7%. Again, 5.2% of the respondents were in the construction sector business. From the above idea most of the respondents were involved in agricultural activities. So government and stackholders need to focus other field of activities. To bring wholesome growth youth need to involve in all activities.

Information in Table 3 above shows that the answered and returned questionnaires include a total of 291 respondents, 83.3% of the respondents in this study are male, while 16.7% are female. This result indicates those males are more involved in employment creation opportunities than females. So females need much affirmative action.

Table 3 above shows that 16.7% of the respondents are within the age bracket of 18- 23 while 62.5% of the respondents are in the 24-29 age bracket. 16.7% of the respondents are in the 30-35 age brackets. 4.1% of the respondents were above the 35 age bracket. The information suggests that most of the people participating in employment creation opportunities are middle-aged and young people who are trying to invest in the business to become their boss. In this case one of the objectives of government is achieved.

Table 3 shows that 93.3% of the respondents are within the experience bracket of 1- 5 in enterprise while 6.3% of the respondents are in the 6-10 experience bracket. 0.4% of the respondents are in the 11-15 experience brackets. The information suggests that most of the participants have 1-5 years of experience in the enterprise they are involved in. So government and other stackholders should have to emphasize to retain the youth in their enterprise long last.

The marital status of the employment-created citizens in table 3 above shows that 67.3% of the respondents were married and 32.3% and 0.4%, of them, were single and divorced, respectively. Therefore, Married citizens are mostly engaged in employment creation opportunities than

others. This could be because married people have more pressure and responsibility to earn income for their family than unmarried ones.

This section of table 3 discusses the educational level of the respondents. An illiterate respondent who had employment creation opportunities was 6.3%. Respondents whose education level was 1-5 17.5% that participate in employment creation opportunities. The other whose education level 6-8 was 38.7% that participated in employment creation opportunities. On the other hand, participants whose education level 9-12 was 24.2%, certificate 4.1%, diploma 4.5%, and degree 4.8% had employment creation opportunities.

Generally employment created youth's level of education was also assessed; the level of education of the majority in the study area was below grade 12. A high level of education is a significant criterion if one is to be able to make strategically important business decisions, carry reasonable costs and take calculated risks. Furthermore, high levels of education increase operational efficiency, profitability and the success of business operations. However, the results of the study indicated that operation of employment created youth were generally less educated, and that they were lacking in the skills and knowledge that were derived from higher formal education. This may endanger employment created youth's operational efficiency, unless the necessary training and other interventions are made.

Table 4:- Factors that affect the success of employment created citizens

Descriptive statistics														
Items	strongly disagree		Disagree		Neutral		Agree		Strongly agree		Total		med	Std. Dev
	Fr	%	Fr	%	Fr	%	Fr	%	Fr	%	Fr	%		
Factors related to feasibility study	10	3.3	41	14.1	14	4.8	133	45.7	93	32	291	100	3.89	1.107
Factors related to marketing	1	.4	18	6.3	6	2.2	81	27.5	185	63.6	291	100	4.48	0.849
Factors related to managerial skills	6	2.2	141	48.3	38	13	62	21.2	44	15.2	291	100	2.75	1.082
Factors related to technical skills	3	.87	5	1.6	7	2.4	99	34.1	177	61.1	291	100	4.53	.703

As shown in Table 4 above, respondents who said I haven't knowledge about the feasibility study, Before commencing our enterprise feasibility study wasn't conducted, I believe that feasibility study has much impact on business success and I believe that the feasibility study document is important for performing day to day operation of our enterprise was the main challenges that hinder the operation of employment created citizens. It shows a mean score of 3.89 with a standard deviation of 1.107 for engagement in employment creation. Therefore, the average score of the respondents about I haven't knowledge about the feasibility study, Before commencing our enterprise feasibility study wasn't conducted, I believe that feasibility study has much impact on business success and I believe that the feasibility study document is important for performing day to day operation of our enterprise associates indicates the highest challenge of employment created citizen. In addition to this 45.7% of the respondents agree with the necessity of the feasibility study. Before starting any business feasibility study is essential and important. Because it show whole things that face in future activitiars. In general majority of employments created youths/citizens have no knowledge about feasibility study. On the other hand they believe in the importance of the feasibility study. So to support and sustain the employment created youths concerned bodies need to give different types of trainings.

As shown in Table 4 above, We produce products/ offer services that we need, Our enterprise hasn't a good market access, Our customers aren't satisfied with the products/ service we offer, We don't use the different promotional mix to promote our service and products, Different social media, like Facebook, telegram, and others aren't used for advertising our service/products, Getting customer for our product isn't easy, we have a large customer for our product and Retaining customers isn't easy is the main marketing related challenges that delay the operation of employment created citizens. It shows a mean score of 4.48, with a standard

deviation of 0.849 for those involved in employment creation. Therefore, the average score of the respondents about We produce products/ offer services that we need, Our enterprise hasn't good market access, Our customers aren't satisfied with the products/ service we offer, and We don't use the different promotional mix to promote our service and products, Different social media, like Facebook, telegram and others aren't used for advertising our service/products, Getting customer for our product isn't easy, we have a large customer for our product and Retaining customers isn't easy indicates the highest challenges of employment created citizen. In summary large proportion of respondents regarded marketing challenges as a "severe problem". A significant proportion of respondents referred to it as a major problem". The result, therefore, confirms that almost all employment created youths were badly affected by marketing related challenges

As shown in Table 4 above, lack of good organizational structure that facilitates the success of our enterprise, a lack of Communication system in our enterprise, a Lack of clear division of duties and responsibility among employees, and a Lack of low-cost and Adequate and timely training offered by the concerned government bodies and other stakeholders, the Lack of strategic business planning, and poor selection of associates in business were the main challenges that hinder the operation of employment created citizen. It shows a mean score of 2.75 with a standard deviation of 1.082 for engaged employment-created citizens. Therefore, the average score of the respondents concerning We have a good organizational structure that facilitates the success of our enterprise, Communication system in our enterprise is effective, Lack of clear division of duties and responsibility among employees, and Lack of low cost and Adequate and timely training offered by the concerned government bodies and other stakeholders, the Lack of strategic business planning, and poor selection of associates in

business indicates the highest hinder on the operation of employment created citizen. Thus in group to be success full there must be clear division of duties and responsibilities. On the other hand to be success full proper organizational structure is mandatory. Communication system in an organization is basic and selection of associates in business affects success. In contrast there is no adequate and timely training offered by concerned government bodies and stakeholders. So proper organizational structure that facilitate their business, effective communication, a selection of appropriate associates, adequate and timely training and having strategic plan needs managerial skills. Thus concerned bodies should have to equip them.

In table 4 above:- Regarding factors related to technical skills like innovativeness, risk-taking, and change orientation were one of the challenges affecting the success of employment created youths. It shows a mean score of 4.53 with a standard deviation of 0.703 for engaged employment-created citizens. Therefore, the average score of the respondents about innovativeness, risk-taking, and change orientation indicates the highest challenge of employment created citizen. The majority of the respondents in the study had said that innovativeness, risk taking and change orientation affects employment creation. So providing trainings related to innovativeness, risk taking and change orientation improves the success of employment created citizens.

Table 5:- Source of Finance to start business

Descriptive Statistics																
Items	Self-sponsored		Family		Friends		Loan		Self-sponsored & Loan		Missing		Total		med	Std. Dev
	Fr	%	Fr	%	Fr	%	Fr	%	Fr	%	Fr	%	Fr	%		
What is the source of your capital structure?	76	26.0	8	2.6			111	38.3	94	32.3	2	.7	291	100	3.49	1.593
If the capital structure is mixed how much is their share? is it high?	80	27.5	13	4.5	4	1.5	74	25.3	94	32.3	26	8.9	291	100	3.49	1.593
If your capital structure is mixed which capital mix should be greater to be profitable?	202	69.5	13	4.5	8	2.6	48	16.4	1	.4	19	6.7	291	100	3.49	1.593
Average															3.49	1.593

As shown in Table 5 above, most of the respondents 38.3% reply that the source of their capital is loans. Next to loans 32.3% of the respondents said the source of their capital is both self-sponsored and loan. The other 26% of the respondents respond that their starting capital is self-sponsored. From this the source of the starting capital is the main challenge that blocks the operation of employment-created citizens. It shows a mean score of 3.49, with a standard deviation of 1.593, for engaged employment-created citizens. Therefore, the average score of the respondents with regard to the source of the starting capital indicates the highest hinder to the operation of employment-created citizens. The study explored the main sources of finance for starting business; these were revealed as loan. The proportion of employment created youth that had received credit from microfinance institutions was 111(38.3%) which is very large from the other options. Thus concerned bodies should have to provide credit access. So respective government bodies need to provide it.

With regarding the structure of starting capital 32.3% said the proportion of the mixture of self-sponsored and loans is high. The other 27.5% said self-sponsored, Next 8.9% said not anything.

It shows a mean score of 3.49 with a standard deviation of 1.593. Therefore, the average score of the respondents with regard to the mixture of the starting capital indicates the highest hinder to the operation of the employment-created citizen. To be profitable appropriate proportion of capital is mandatory.

On the other hand on the question if your capital structure is mixed which capital mix should be greater to be profitable? 69.5% of respondents said self-sponsored. 16.4% of the respondents said loan, 4.5% of the respondents said family share, 2.6% of the respondent said friend support, and 6.7% of the respondents said not anything. It shows a mean score of 3.49 with a standard deviation of 1.593. Therefore, the average score of the respondents with regard to the question if your capital structure is mixed which capital mix should be greater to be profitable?, is Self-sponsored. As the study explored to be successful in business; even if loan is basic the share of self sponsored capital should have to be higher. So every youth that involve in business need to increase their self sponsored capital.

Table 6:- Financial management style

Items	High		Medium		Low		Missing		Total			Std. Dev.
	Fr	%	Fr	%	Fr	%	Fr	%	Fr	%	med	
How much is important to improve the financial management skill?	184	63.2	76	26.0	24	8.2	7	2.6	291	100	1.44	0.644
What is your saving habit with its amount?	29	10.0	188	64.7	73	24.9	1	.4	291	100	2.15	0.574
If your capital structure is not self-sponsored what is your repayment habit?	38	13.0	141	48.7	64	21.9	48	16.4	291	100	2.11	0.639

As shown in Table 6 above, most of the respondents 63.2% replay that the importance of improving financial management skills is high. Next to this 26% of the respondents said the importance of improving financial management skills is medium. The other 8.2% of the respondents respond that the importance of improving financial management skills is low. The rest 2.6% of the respondent said not anything. Improving financial management skills is the main challenge that blocks the operation of employment-created citizens. It shows a mean score

of 1.44, with a standard deviation of 0.644, for engaged employment-created citizens. Therefore, the average scores of the respondents with regard to the Improving their financial management skill indicates the highest hinder to the operation of employment-created citizens. So government and other stakeholders need to provide necessary trainings.

With regarding saving habits 64.7% of respondents said the saving habit of the employment-created citizen is medium. The other 24.9% of respondents said the saving habit of the employment-created citizen is low. Next 10% of respondents said high. The other 0.4% of respondents said not anything. It shows a mean score of 2.15 with a standard deviation of 0.574. Therefore, the average score of the respondents with regard to the saving habit indicates the highest hinder to the operation of the employment-created citizen. Saving is one of the back bones in business success. So youths need to improve their saving habit.

On the other hand on the repayment of loans, 48.7% of respondents said our repayment habit is medium. 21.9% of the respondents said our repayment habit is low, 13% of the respondents said our repayment habit is high, and 16.4% of the respondents said not anything. It shows a mean score of 2.11 with a standard deviation of 0.639. Therefore, the average score of the respondents with regard to the repayment habit was medium. Loan repayment habit can make youth loyal to financial institutions. If they not pay loan on time their loyalty become questionable. That may leads them not to get loan. So concerned government bodies need to support youth to be loyal to pay their loan. The majority of the respondents responded they had had need to improve their financial management style, saving and repaying loan. This indicated that formal financial management style training is mandatory to respective body.

4.2. Inferential Result

The binary logistic regression model is used to assess the strength of a relationship between one dependent and independent variable(s). It helps in predicting the value of a dependent variable from one or more independent variables. Regression analysis helps in predicting how much variable is being accounted for in a single response (dependent variable) by a set of the independent variable.

Linear regression analysis requires the outcome/criterion variable to be measured as a continuous variable. However, there may be situations when the researcher would like to predict an outcome that is dichotomous/binary.

In such a situation, a scholar can use binary logistic regression to assess the impact of one or more predictor variables on the outcomes. Logistic regression analysis is a method to determine the reason-result relationship of the independent variable(s) with the dependent variable.

The logistic regression predicts group membership. Since logistic regression calculates the probability of success over the probability of failure, the result of the analysis is in the form of an odds ratio.

Logistic regression determines the impact of multiple independent variables presented simultaneously to predict the membership of one or other of the two dependent variable categories. In logistic regression, the expected outcome is represented by 1 while the other is coded as 0.

4.2.1 Assumption test

The first assumption in binary logistic regression is the dependent variable is dichotomous. In this case, the dependent variable is dichotomous because it measures the two cases of success or failure.

Second checking mullity collinearity

Table 7:- table of collinearity statistics

Coefficients		Collinearity Statistics	
Model		Tolerance	VIF
1	Factors related to feasibility study	.908	1.101
	Factors related to marketing	.855	1.170
	Financial management style	.878	1.139
	Factors related to managerial skills	.904	1.106
	Factors related to technical skills	.922	1.084
a. Dependent Variable: Success of employment created citizen			

Before proceeding with impact estimation Variance Inflation Factor (VIF) was conducted to test for the presence of a strong multicollinearity problem among the independent variables. Moreover, by using contingency coefficients multicollinearity between discrete variables was checked all discrete independent variables are greater than the critical value. There was no independent variable dropped from the estimated model since no serious problem of multicollinearity was detected from the result of VIF shows less than the cut-off point which is 10. On the other hand, the value of tolerance is greater than 10%.

Table 8:- Dependent variable encoding

Dependent Variable Encoding	
Original Value	Internal Value
Success	0
Failure	1

The dependent variable encoding table 8 shows the coding for the criterion variable, in this case those who would be failure are classified as 1, while those who would be success are classified as 0.

Table 9:- classification of block zero table

Classification Table					
	Observed	Predicted	Success of employment created citizen		Percentage Correct
			Success	Failure	
Step 0	Success of employment created citizen	Success	0	71	.0
		Failure	0	158	100.0
Overall Percentage					69

Block 0:- the next section of the output, headed block 0 is the results of the analysis without any of the researcher's independent variables in the model. This was serving as a baseline later for

comparing the model with the researchers' predictor variables included. Without including the independent variable success of employment created citizen/youth classification predicted 69%. The goodness of fit statistics helps the researcher to determine whether the model adequately describes the data. From block 1 we have to see Omnibus tests of model coefficients, Hosmer and Lemeshow tests, and model summary.

Table 10:- Omnibus test of model coefficient

		Chi-square	df	Sig.
Step 1	Step	55.088	5	.000
	Block	55.088	5	.000
	Model	55.088	5	.000

Interpreting the results

Here assuming the null hypothesis is: - Adding independent variables (Factors related to feasibility study, Factors related to marketing, financial management style, Factors related to managerial skills and, Factors related to technical skills) to the model has not significantly change on our ability to predict the decisions made by the respondents.

An alternative hypothesis is: - Adding independent variables (Factors related to feasibility study, Factors related to marketing, Financial management style, Factors related to managerial skills and, Factors related to technical skills,) to the model has significantly change on our ability to predict the decisions made by the respondents.

The full model has a significant prediction performance ($\chi^2 = 55.088$.df =5 and sig =0.000)

From these, the null hypothesis is rejected because the Shapiro Wilk p-value calculated is less than 0.05($p < 0.05$).

Then we accept the alternate hypothesis Adding independent variables (Factors related to feasibility study, Factors related to marketing, Financial management style, Factors related to managerial skills and, Factors related to technical skills) to the model has significantly increased our ability to predict the decisions made by the respondents.

Table 11:- Hosmer and Lemeshow Test

Hosmer and Lemeshow Test			
Step	Chi-square	df	Sig.
1	9.292	8	.318

H₀= the model adequately fit the data

The Hosmer and Lemeshow test also attests to model fit. The Hosmer and Lemeshow statistics indicate a poor fit if the significance value is less than 0.05, here the model adequately fits the data. From table 11 above Hosmer and Lemeshow test, we see the model has also a good fit since the Hosmer and Lemeshow test could not reject the null hypothesis of the model appropriateness, as the chi-square value is 9.292 and p= 0.318.

Contingency Table for Hosmer and Lemeshow Test

The model adequately fits the data. As the researcher can see, there is no difference between the observed and predicted model as shown in table 12 below. Both the value is approximately equal.

Table 12:- Contingency Table for Hosmer and Lemeshow Test

Contingency Table for Hosmer and Lemeshow Test						
		Success of employment created citizen = Success		Success of employment created citizen = Failure		
		Observed	Expected	Observed	Expected	Total
Step 1	1	17	17.555	7	6.445	24
	2	8	9.630	8	6.370	16
	3	14	11.105	9	11.895	23
	4	11	9.241	12	13.759	23
	5	8	7.035	17	17.965	25
	6	2	6.555	25	20.445	27
	7	5	4.242	15	15.758	20
	8	4	3.203	18	18.797	22
	9	2	1.240	12	12.760	14
	10	0	1.194	35	33.806	35

Table 13:- Model summary

Model Summary			
Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	228.476 ^a	.214	.301

The model summary shows the pseudo-R-square. Pseudo means that it is not technically explaining the variation. But they can be used as an approximated variation in the criterion variable. Normally used is Nagelkerke R-square. This is an adjusted version of the cox & snell

R- square that adjusts the scale of the statistics to cover the full range from 0 to 1. In this case, the researcher can say that a 30.1% change in the criterion variable can be accounted to the predictor variables in the model.

Table 9:- classification of zero table

Classification Table					
	Observed		Predicted		
			Success of employment created citizen		Percentage Correct
			Success	Failure	
Step 0	Success of employment created citizen	Success	0	71	.0
		Failure	0	158	100.0
	Overall Percentage				69

Table 14:- classification table

Classification Table					
	Observed		Predicted		
			Success of employment created citizen		Percentage Correct
			Success	Failure	
Step 1	Success of employment created citizen	Success	25	48	35.2
		Failure	15	143	90.5
	Overall Percentage				73.4

The next classification table provides an indication of how well the model is able to predict the correct category once the predictors are added to the study. The researcher can compare this with the classification table shown in table 9, to see how much improvement there is when the predictor variables are included in the model. The model correctly classified 73.4% of cases. Overall (sometimes referred to as the percentage accuracy in classification, PAC). In other words, this is the rate of correct classification if researchers always predict that a respondent would fall. Specificity, presents information on the degree to which the observed outcomes are predicted by your model. The percentage in the first two rows provides information regarding the specificity and sensitivity of the model in terms of predicting group membership on the dependent variable.

Specificity (also called true negative rate) refers to the percentage of cases observed to fall into the non-target or reference category (e.g. success) that were correctly predicted by the model to fall into that group (e.g. failure). The specificity for this model is 30.1%.

Sensitivity (also called true positive rate) refers to the percentage of cases observed to fall in the target group (failure=1, e.g. those who was select failure) who were correctly predicted by the model to fall into that group (e.g. predicted to select failure). The sensitivity for the model is 90.5%.

Overall, the accuracy rate was very good, at 73.4%. The model exhibits good sensitivity since, among those persons who was chosen failure over success, 90.5% was correctly predicted to choose failure based on the model.

Table 15:- Variables in the Equation

Variables in the Equation									
							95% C.I.for EXP(B)		
		B	S.E.	Wald	df	Sig.	Exp(B)	Lower	Upper
Step 1 ^a	Factors related to feasibility study	.076	.039	3.943	1	.047	1.079	1.001	1.163
	Factors related to marketing	.034	.011	9.067	1	.003	1.034	1.012	1.057
	Financial management style	.324	.100	10.453	1	.001	1.383	1.113	1.683
	Factors related to managerial skills	.068	.028	6.124	1	.013	1.070	1.005	1.130
	Factors related to technical skills	.208	.082	6.367	1	.012	1.231	1.018	1.449
	Constant	-7.601	1.580	23.130	1	.000	.001		

a. Variable(s) entered on step 1: Factors related to feasibility study, Factors related to marketing, Financial management style, Factors related to managerial skills, Factors related to technical skills.

$$Y(\ln p/1-p) = -7.601 + 0.076(\text{feasibility study}) + 0.034(\text{factors related to marketing}) + 0.324(\text{financial management style}) + 0.068(\text{factors related to managerial skill}) + 0.208(\text{factors related to technical skill}) + \epsilon,$$

Odds is the ratio of probability – $p(A)/p(B)$

Table 15 shows the relationship between the predictors and the outcomes. B(Beta) is the predicted change in log odds for 1 unit change in the predictor, there is Exp(B) change in the

probability of the outcomes. The beta coefficients can be negative or positive and have a t-value and significance of the t-value associated with each.

Odds ratio = 1

The probability of falling into failure is equal to the probability of falling into success.

Odds ratio >1 (probability of occurring success)

The probability of falling into success is greater than the probability of falling into failure. The probability is likely to occur.

Odds ratio <1 (probability of event occurring Decreases)

The probability of falling into success is less than the probability of falling into failure. The event is unlikely to occur.

The odds of a respondent choosing failure offering factors related to the feasibility study is 0.076 times higher than those choosing success, with a 95% ci of 1.001 to 1.163.

The odds of respondents choosing failure offering factors related to marketing is 0.034 times higher than those choosing success, with a 95% ci of 1.012 to 1.057.

The odds of respondents choosing failure offering financial management style is 0.324 times higher than those choosing success, with a 95% ci of 1.136 to 1.683.

The odds of a respondent choosing failure offering factors related to managerial skill is 0.068 times higher than those choosing success, with a 95% ci of 1.014 to 1.130.

The odds of a respondent choosing failure offering factors related to technical skill is 0.208 times higher than those choosing success, with a 95% ci of 1.047 to 1.446 and

(<http://bookdown.org/chua/ber642-advanced-regression/binary-logistic-regression.html>)

In another way

Exp(B) for the variable factors related to feasibility study: 1.079, the chance that a feasibility study influence the failure is 7.9% higher than for success.

The probability of success for the variable feasibility study

Who has fallen to do feasibility study is $p = O/1+O, 1.079/1+1.079=51.9\%$

Who have done feasibility study is $1-51.9\%= 48.1\%$

Exp(B) for the variable factors related to marketing: 1.034, the chance that a marketing influences the failure is 3.4% higher than for success.

Who has fall to apply proper marketing is $p = O/1+O, 1.034/1+1.034=50.8\%$

Who has applied proper marketing is $1-50.8\%= 49.2\%$

Exp(B) for the variable financial management style: 1.383, the chance that a financial management style influences the failure is 38.3% higher than for success.

The probability of success for the variable financial management style who has fall to implement modern financial management style is $p = O/1+O, 1.383/1+1.383=58\%$

Who have to implement modern financial management style is $1-58\%= 42\%$

Exp(B) for the variable factors related to managerial skill: 1.070, the chance that a factors related to managerial skill influences failure is 7% higher than for success.

The probability of success for the variable factors related to managerial skill

Who have no well-organized managerial skill is $p = O/1+O, 1.070/1+1.070=51.69\%$

Who have well-organized managerial skill is $1-51.69\%= 48.31\%$

Exp(B) for the variable factors related to technical skill: 1.231, the chance that a factors related to technical skill influences the failure is 23.1% higher than for success.

The probability of success for the variable factors related to technical skill

Who has not to have enough technical skill is $p = \frac{O}{1+O} = \frac{1.231}{1+1.231} = 55.2\%$

Who has enough technical skill is $1 - 55.2\% = 44.8\%$

In general, a logistic was performed to ascertain the effect of the feasibility study, marketing, financial management style, managerial skill and, technical skill on the success of employment created youths/citizens.

The logistic regression model was statistically significant, ($\chi^2 = 55.088$, $df = 5$, $p < 0.05$). The model explained 30.1% (Nagelkerke R^2) of the variance in employment-created youths and correctly classified 73.4% of cases.

Feasibility study, marketing, financial management style, managerial skill and, technical skill significantly determine respondents' success. Employment created youth/citizens with the greatest chance to do a feasibility study, use proper marketing, improve financial management style, have organized managerial skills and, have technical skills have good opportunity to be successful.

4.3. Data analysis of interview

As the Enterprise development office mentioned most enterprises are not success full. Because they were not, conduct a feasibility study, apply marketing elements, apply proper financial management style, organized managerial skills and, much technical skills. In addition to the above, they have a market problem, they start their business from what their friends do without checking whether they are profitable or not. The quality of their product also influences its success. Most of the youths organized to get loans not to do it together. This also has an impact on success. They also have the problem of attitudes. They do not state their goal or where to go. In rural cases when youths do their job, they were stopped by the law. When giving working places to youth in rural cases they take them too far from their place of residence. In addition to

these giving legal place to them is rare. Incoordination of stakeholders. About information, most employment-created youth/citizen does not know who gives what type of information. There is a shortage of support. Shortage of training and not to apply what they trained.

To do the feasibility study there is a lack of knowledge about the feasibility study. But they believe in the importance of documenting the study and use in daily activities. Concerning marketing elements, they produce what they desire not what their customer needs. Because of this, their customers are not satisfied and they do not have enough customers. Due to this, they have a challenge in retaining their customers. There is no way they promote their products. These are also other challenges that affect their business success.

Concerning the financial source to start a business most youths use loans. Besides this the financial management style of them is poor. Their saving habit is also not these much.

In a managerial case, there is no clear division of duties and responsibilities among the members. The organizational structure is poor and the communication system in the organization is ineffective. The process of selecting associates in most groups is based on getting loans not to do together, which is also another challenge. In addition to this, they have no plan for their future activities. The training opportunities provided were not enough to improve their activities.

Innovativeness is one of the engines in employment creation. But the youths that we organize are not innovative. Because they come to the organization to get the loan and what they see in their nearby. The other is they free to take risks and resistive to change. Taking risks and readiness to change is the basic element of employment creation.

Concerning prospects, the Enterprise development office said the following. There are opportunities/prospects in employment creation. These are

- If they work hard they have a chance to be an investor.
- The presence of lease machine opportunities
- The presence of policies and strategies that support employment creation.
- The presence of working and selling place.
- The presence of different natural resources in the special district. Like sand, stones used in construction, wildlife, etc.
- The improvement of market conditions
- Improvement of saja town to town administration has a chance to the enterprise.
- Improvement of experience in enterprise
- Improvement of taking loan and loan delivery system.
- The expansion of financial institutions and
- It is a focus of government

In the case of strategies, interviewers said different strategies help in employment creation.

Some of the strategies are

- ✓ Expansion of working places with different infrastructure
- ✓ Making loan delivery fast and appropriate
- ✓ Delivering skill training on time and adequately.
- ✓ Delivering improved technology and adopting them with the technology.
- ✓ Improving co-operative action of stakeholders and
- ✓ Supporting above mentioned activities by law is some of the strategies in the district.

4.4. Secondary data analysis

Table16. Rural-Urban Job Created Groups, Their Member, Starting Capital & Capital Growth

Year	No Of Job Created Groups/ Enterprise	Members			Starting Capital	Capital Growth	Remark
		Male	Female	Total			
1997	1	4	0	4	110,000	626,350	
2000	1	6	1	7	70,000	92,200	
2001	1	0	4	4	110,000	200,500	
2003	2	2	1	3	139,000	324650	
2004	2	1	1	2	105,000	350,000	
2005	3	10	1	11	196,000	214,200	
2006	37	182	19	201	1,167,387	350,000	
2007	23	70	20	90	728,360	108,300	
2008	16	26	8	34	378,000	230,000	
2009	58	194	38	232	1,675,550	1,684,016	
2010	69	165	46	211	2,199,300	146,890	
2011	106	132	53	185	1,488,200	1,169,590	
2012	81	110	33	143	606,340	1,093,000	

Source: *Yem special district Enterprise development office report (2021)*

Among job-created groups in 2007 in urban 12 groups, only 3 are in function now. From 2008 in 14 jobs created groups in urban only 2 are on work. From 2009 among 33 jobs created groups in urban only 18 groups are in function. In addition from 2010, 33 job-created groups in urban 18 are organized in service among them only 7 are alive at this time. In 2011, 88 job-created groups in urban 28 are organized in service from this only 4 groups are in function.

Table 17:- Data of employment created youths that alive now and their starting capital, capital progress,

Name	Starting year	Area they organized	Total organized	Alive now	Starting capital	Capital progress	Remark
Sum total	2007	manufacturing	12	3	26,360	108,300	
Beza	2007		1	1	20,000	45,000	
Gedewa	2007		1	1	1,360	13,000	
Eliroe	2007		1	1	5,000	50,300	
Sum total	2008	construction	14	2	30,000	230,000	
Gelila	2008		1	1	10,000	80,000	

Brihan	2008		1	1	20,000	150,000	
Sum total	2009	Agriculture urban	19	7	314,000	548,000	
Betesb	2009	Agriculture	1	1	25,000	25,000	
Yemni chima kema	2009	Agriculture	1	1	64,000	104,000	
Liya	2009	Agriculture	1	1	15,000	67,500	
Keseran yalfal	2009	Agriculture	1	1	88,000	8,000	
Tamrat	2009	Agriculture	1	1	60,000	247,500	
Lemlem	2009	Agriculture	1	1	12,000	16,000	
Elshadai	2009	Agriculture	1	1	50,000	80,000	
Sum total	2009	construction	11	8	41200	616185	
We can	2009	construction	1	1	5,000	100,000	
Ashu	2009	construction	1	1	25,000	300,185	
Yem hibret	2009	construction	1	1	6,000	100,000	
Tsisir	2009	construction	1	1	5,000	50,000	
Chora	2009	construction	1	1	200	8,000	
Lewut kaba	2009	construction	1	1		13,000	
Dicha kaba	2009	construction	1	1		8,000	
Abro Adeg	2009	construction	1	1		37,000	
Sum total	2010	Srvice	8	7			
Hidase restaurant	2010	Srvice		1	14,000	100,000	
Bereket tea & coffee	2010	Srvice		1	5,000	20,890	
Yenege tesfa	2010	Srvice		1		10,000	
Nahom parts maintenance	2010	Srvice		1	50,000	16,000	
Gee'z printing	2010	Srvice		1	80,000	1,000,00 0	
Gechshoe maintenance	2010	Srvice		1	1,700	17,000	
FTSAT garage	2010	Srvice		1	50,000	300,000	
Sum total	2011	trade	28	4			
Kokeb stationary	2011	trade		1	5,000	137,250	
Abdo	2011	trade		1	15,000	38,700	
Erkata creal	2011	trade		1	20,000	105,000	
Tafesech stationay	2011	trade		1	300	300	
Sum total	2011	manufacturing	11	11			
Girma wood work	2011	manufacturing		1	5,000	200,000	
Yemisrach wood work	2011	manufacturing		1	60,000	100,000	
Yenege brihan	2011	manufacturing		1	8,000	50,000	
Admas autho mech	2011	manufacturing		1	10,000	50,000	
Beteseb wood work	2011	manufacturing		1	6,000	50,000	
Fana waving	2011	manufacturing		1	400	80,000	
Zatere kabu	2011	manufacturing		1	10,000	100,000	
Tao bakery	2011	manufacturing		1	150,000	200,000	

Lemlem Enjera	2011	manufacturing		1	10,000	30,000	
Mekides baltina	2011	manufacturing		1	500	15,000	
Egnan Eyu	2011	manufacturing		1	300	10,000	

From the total data the researcher tried to show a little. The detail is attached in Appendix. As the data shows most of the employment created youths leave their work. The reason behind is as mentioned before. But most of the individual entrepreneurs are sustained in their business. This implies in group work the factors that mentioned in the questioner have direct influence on their success.

CHAPTER FIVE

SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

5.1 Introduction

Chapter five summarizes and concludes the general findings of the study and makes recommendations to policymakers, researchers, and practitioners of employment-created youths.

5.2 Summary

This might reflect most of the employment created by citizens living in rural areas. On the other hand, most of the citizens who had an opportunity to get a job is rural dwellers and engaged in rural Agriculture

About sex males are more involved in employment creation opportunities than females.

According to age, 16.7% of the respondents are within the age bracket of 18- 23 while 62.5% of the respondents are in the 24-29 age bracket. 16.7% of the respondents are in the 30-35 age brackets. 4.1% of the respondents were above the 35 age bracket. The information suggests that most of the people participating in employment creation opportunities are middle-aged and young people who are trying to invest in a business to become their boss.

In the case of experience, 93.3% of the respondents are within the experience bracket of 1- 5 in enterprise while 6.3% of the respondents are in the 6-10 experience bracket. 0.4% of the respondents are in the 11-15 experience brackets. The information suggests that most of the participants have 1-5 years of experience in the enterprise they are involved.

The marital status of the employment created citizens 67.3% of the respondents were married and 32.3% and 0.4%, of them, were single and divorced, respectively. Therefore, Married citizens are

mostly engaged in employment creation opportunities than others. This could be because married people have more pressure and responsibility to earn income than unmarried ones.

The educational level of the respondents, an illiterate respondent who had employment creation opportunities was 6.3%. The respondents, whose education level was 1-5 17.5% that participates in employment creation opportunities, the other whose education level was 6-8 was 38.7% that participated in employment creation opportunities,. On the other hand, participants whose education level was 9-12 24.2%, certificate 4.1%, diploma 4.5%, and degree 4.8% had employment creation opportunities.

In the conclusion, most of the employment created citizens' education level was 6-8 38.7%. Next education level 9-12 is the most employment created citizen.

Factors that affect the success of employment created citizens

Concerning feasibility study respondents who said I haven't knowledge about the feasibility study, Before commencing our enterprise feasibility study wasn't conducted, I believe that feasibility study has much impact on business success and I believe that the feasibility study document is important for performing day to day operation of our enterprise was the main challenges that hinder the operation of employment created citizens. It shows a mean score of 3.89 with a standard deviation of 1.107 for engagement in employment creation. Therefore, the average score of the respondents about I haven't knowledge about the feasibility study, Before commencing our enterprise feasibility study wasn't conducted, I believe that feasibility study has much impact on business success and I believe that the feasibility study document is important for performing day to day operation of our enterprise associates indicates the highest challenge of employment created citizen. In addition to this 45.7% of the respondents agree with the necessity of the feasibility study.

In the case of marketing, We produce products/ offer services that we need, Our enterprise hasn't a good market access, Our customers aren't satisfied with the products/ service we offer, We don't use the different promotional mix to promote our service and products, Different social media, like Facebook, telegram, and others aren't used for advertising our service/products, Getting customer for our product isn't easy, we have a large customer for our product and Retaining customers isn't easy is the main marketing related challenges that delay the operation of employment created citizens. It shows a mean score of 4.48, with a standard deviation of 0.849 for those involved in employment creation. Therefore, the average score of the respondents about We produce products/ offer service that we need, our enterprise haven't good market access, Our customers aren't satisfied with the products/ service we offer, and We don't use the different promotional mix to promote our service and products, Different social media, like Facebook, telegram, and others aren't used for advertising our service/products, Getting customer for our product isn't easy, we have a large customer for our product and Retaining customers isn't easy indicates the highest challenges of employment created citizen.

As shown in Table 4 above, lack of good organizational structure that facilitates the success of our enterprise, a lack of Communication system in our enterprise, a Lack of clear division of duties and responsibility among employees, and a Lack of low-cost and Adequate and timely training offered by the concerned government bodies and other stakeholders, the Lack of strategic business planning, and poor selection of associates were the main challenges that hinder the operation of employment created citizen. It shows a mean score of 2.75 with a standard deviation of 1.082 for engaged employment-created citizens. Therefore, the average score of the respondents concerning We have a good organizational structure that facilitates the success of our enterprise, Communication system in our enterprise is effective, Lack of clear division of duties

and responsibility among employees, and Lack of low cost and Adequate and timely training is offered by the concerned government bodies and other stakeholders, the Lack of strategic business planning, and poor selection of associates indicates the highest hinder on the operation of employment created citizen.

In table 4 above:- Regarding factors related to technical skills like innovativeness, risk-taking, and change orientation were one of the challenges affecting the success of employment created youths. It shows a mean score of 4.53 with a standard deviation of 0.703 for engaged employment-created citizens. Therefore, the average score of the respondents about innovativeness, risk-taking, and change orientation indicates the highest challenge of employment created citizen.

The result presented in table 4 with respect to other challenges related to success shows that lack of working promises, lack of raw materials, lack of information, high price of raw materials, Pressure from government regulation, inadequate skills, lack of sufficient capitals, and lack of credit facilities affects the success of employment created citizen/youth. The mean score of the lack of working promises, lack of raw materials, lack of information, high price of raw materials, Pressure from government regulation, inadequate skills, lack of sufficient capitals, and lack of credit facilities are 4.55, with standard deviations of 0.759 for employment created citizen/youth in Yem special district.

In the case of the Source of Finance to start a business, most of the respondents 38.3% replay the source of their capital is loans. Next to loans 32.3% of the respondents said the source of their capital is both self-sponsored and loan. The other 26% of the respondents respond that their starting capital is self-sponsored. The source of the starting capital is the main challenge that blocks the operation of employment-created citizens. It shows a mean score of 3.49, with a

standard deviation of 1.593, for engaged employment-created citizens. Therefore, the average score of the respondents about the source of the starting capital indicates the highest hinder to the operation of the employment-created citizen. Concerning the structure of starting capital, 32.3% said the proportion of the mixture of self-sponsored and a loan is high. The other 27.5% said self-sponsored, Next 8.9% said not anything. It shows a mean score of 3.49 with a standard deviation of 1.593. Therefore, the average score of the respondents regarding the mixture of the starting capital indicates the highest hinder to the operation of the employment-created citizen. On the other hand on the question if your capital structure is mixed which capital mix should be greater to be profitable? 69.5% of respondents said self-sponsored. 16.4% of the respondents said loan, 4.5% of the respondents said family share, 2.6% of the respondent said friend support, and 6.7% of the respondents said not anything. It shows a mean score of 3.49 with a standard deviation of 1.593. Therefore, the average score of the respondents concerning the question if your capital structure is mixed which capital mix should be greater to be profitable?, is Self-sponsored.

Regarding financial management style, most of the respondents 63.2% replay that the importance of improving financial management skills is high. Next to this 26% of the respondents said the importance of improving financial management skills is medium. The other 8.2% of the respondents respond that the importance of improving financial management skills is low. The rest 2.6% of the respondent said not anything. Improving financial management skills is the main challenge that blocks the operation of employment-created citizens. It shows a mean score of 1.44, with a standard deviation of 0.644, for engaged employment-created citizens. Therefore, the average score of the respondents regarding improving financial management skills indicates the highest hinder to the operation of employment-created citizens. Regarding saving habits, 64.7% of respondents said the saving habit of the employment-created citizen is medium. The other

24.9% of respondents said the saving habit of the employment-created citizen is low. The next 10% of respondents said high. The other 0.4% of respondents said not anything. It shows a mean score of 2.15 with a standard deviation of 0.574. Therefore, the average score of the respondents concerning the saving habit indicates the highest hinder to the operation of the employment-created citizen. On the other hand on the repayment of loans, 48.7% of respondents said our repayment habit is medium. 21.9% of the respondents said our repayment habit is low, 13% of the respondents said our repayment habit is high, and 16.4% of the respondents said not anything. It shows a mean score of 2.11 with a standard deviation of 0.639. Therefore, the average score of the respondents concerning the repayment habit was medium.

Feasibility study, marketing, source of finance to start business, financial management style, managerial skill, technical skill, and other challenges related to success significantly determine the respondent's success. Employment created youth/citizens with the greatest chance to do a feasibility study, use proper marketing, improve financial management style, have organized managerial skills, have the technical skill, and organize other challenges related to success have good opportunity to be successful.

About data analysis on the interview, As the Enterprise development office mentioned most enterprises are not success full. Because they were not, conduct feasibility study, apply marketing elements, apply proper financial management style, organized managerial skills, much technical skills and consider other challenges related to success. In addition to the above, they have a market problem, they start their business from what their friends do without checking whether they are profitable or not. The quality of their product also influences their success. Most of the youths organized to get loans not do it together. This also has an impact on success. They also have the problem of attitudes. They do not state their goal or where to go. In rural cases when

youths do their job, they were stopped by the law. When giving working places to youth in rural cases they take them too far from their place of residence. In addition to these giving legal place to them is rare. In coordination with stakeholders. Concerning information, most employment-created youth/citizen does not know who gives what type of information. There is a shortage of support. Shortage of training and not to apply what they trained.

To do the feasibility study there is a lack of knowledge about the feasibility study. But they believe in the importance of documenting the study and use in daily activities. Concerning marketing elements, they produce what they desire not what their customer needs. Because of this, their customers are not satisfied and they do not have enough customers. Due to this, they have a challenge in retaining their customers. There is no way they promote their products. These are also other challenges that affect their business success.

Concerning financial sources to start a business most youths use loans. Besides this the financial management style of them was poor. Their saving habit is also not these much.

In a managerial case, there was no clear division of duties and responsibilities among the members. The organizational structure was poor and the communication system in the organization was ineffective. The process of selecting associates in most groups was based on getting loans not to do together, which was also another challenge. In addition to this, they have no plan for their future activities. The training opportunities provided were not enough to improve their activities.

Innovativeness was one of the engines in employment creation. But the youths that we organize were not innovative. Because, they come to the organization to get the loan and what they see in their nearby. The other was they free to take risks and resistive to change. Taking risks and readiness to change was the basic element of employment creation.

In the case of other challenges related to success lack of premises, raw materials and information have much influence on the success of employment-created youths. In addition to the above high price of raw materials, pressure from government regulation and inadequate skills affect employment creation. The other was lack of sufficient capital and credit facilities affect the success of job creation.

Concerning prospects, the Enterprise development office said the following. There are opportunities/prospects in employment creation. These were

- If they work hard they have a chance to be an investor.
- The presence of lease machine opportunities
- The presence of policies and strategies that support employment creation.
- The presence of working and selling place.
- The presence of different natural resources in the special district. Like sand, stones used in construction, wildlife, etc.
- The improvement of market conditions
- Improvement of saja town to town administration has an enterprise chance.
- Improvement of experience in enterprise
- Improvement of taking loan and loan delivery system.
- The expansion of financial institutions and
- It is a focus of government

In the case of strategies, interviewers said different strategies help in employment creation. Some of the strategies were

- a. Expansion of working places with different infrastructure
- b. Making loan delivery fast and appropriate
- c. Delivering skill training on time and adequately.

- d. Delivering improved technology and adopting them with the technology.
- e. Improving co-operative action of stakeholders and
- f. Supporting above mentioned activities by law was the same as the strategies in the district.

On the analysis of secondary data among job created groups in 2007 in urban from 12 groups only 3 were in function now. From 2008 in 14 jobs created groups in urban only 2 were on work. From 2009 among 33 jobs created groups in urban only 18 groups were in function. In addition from 2010, 33 job-created groups in urban 18 were organized in service among them only 7 were alive at this time. In 2011, 88 job-created groups in urban 28 were organized in service from this only 4 groups were in function.

5.3 Conclusion

Employment-created citizens/youths in the study area were heterogeneous across different sectors and homogeneous within each sector. Each sector was used randomly probability which the required samples were drawn to represent the whole population, using a random sampling technique. To determine the sample size, the study applied a simplified formula provided by Yamane (1967), to achieve the minimum required sample size at a 95% confidence level, 0.05 degrees of variability. Using these techniques, 297 respondents were randomly selected from the study area. Of these 269 were involved in the study. The other 28 are not present in the district due to different reasons.

5.3.1 Demographic Characteristics and employment created youths' Prospects

In assessing and comparing the general characteristics and prospects of the employment created youths in the study, variables such as sex, age, experience, marital status, and level of education were discussed.

In general, most of the employment created citizens/youths lives in rural areas. That is from the 269 respondents 58.4%) who live in rural areas.

Most of the youths involved in rural-urban Agriculture, service sector, trade, manufacturing, and construction. That is 62.1%, 12.3%, 10.8%, 9.7%, and 5.2% respectively. Thus most of the employment created citizens participated in Agriculture. To upgrade the other sector government should have to emphasize it.

The study found that females' participation in employment creation was relatively low. Most employment-created citizens/youths were male which comprises 83.3% out of 269 participants. This implies that female job creation encounters more operational and strategic impediments than males. Showing such impairments and without the proper interventions by the bodies concerned, the participation of females in employment creation and the growth of enterprises seems a distant reality.

The discussions revealed that most of the small enterprises were owned and run by a youthful labor force. This meets one of the objectives of the government, that of creating employment opportunities for the youth. However, being predominantly staffed by the working age group alone will not fulfill the sector's" important requirement of growth in small to medium and large enterprises.

For small enterprise sectors to play a significant role in the economy, other issues such as capital requirements, training, availability of business premises, and markets for products/services are of paramount importance. Despite these reservations, however, it can be deduced that the majority of the entrepreneurs were young people with the energy and motivation to be more productive and consequently accelerate the realization of the country's desired economic development plan.

As the data represents almost 93.3% of the employment created youths have an experience below 5 Years. The other 6.3 % have 6-10 years of experience. So it needs much devotion to retaining the enterprise in their long last. In general, employment created youths with experience in the sector or prior small enterprise experience as owners/managers tended to correlate with greater enterprise growth. The study result revealed that there were only 6.3% of entrepreneurs who had had previous occupations. Thus, most entrepreneurs have no experience in their current occupations, a fact which in turn affects the performance of their current business. As the majority of the respondents lacked the relevant experience to expand and grow their businesses, there is a need to enhance the support given to them in each sector through various business development services.

A high proportion of the employment-created youth 67.3% out of 269 respondents was married. This implies that married respondents are more participants as opportunities to create employment and generate income.

Employment created youth's level of education was also assessed; the level of education of the majority in the study area was below grade nine. A high level of education is a significant criterion if one is to be able to make strategically important business decisions, carry reasonable costs and take calculated risks. Furthermore, high levels of education increase operational efficiency, profitability, and the success of business operations. However, the results of the study indicated that the operation of employment created youth was generally less educated and that they were lacking in the skills and knowledge that were derived from higher formal education. This may endanger employment-created youth's operational efficiency unless the necessary training and other interventions were made.

5.3.2 Factors that affect employment created youth's success

About the research objectives of assessing and comparing the factors that affect employment created youth's success, features such as feasibility study, marketing, source of finance to start a business, financial management style, managerial skill, technical skill, and other challenges related to success were considered.

The majority of employment-created youths/citizens do not know feasibility studies. On the other hand, they believe in the importance of the feasibility study. So to support and sustain the employment created youths concerning bodies need to give different types of training.

A large proportion of respondents regarded marketing challenges as a "severe problem". A significant proportion of respondents referred to it as a major problem". The result, therefore, confirms that almost all employment created youths was badly affected by marketing-related challenges

The study explored the main sources of finance for starting a business; these were revealed as loans. The proportion of employment-created youth that had received credit from microfinance institutions was 38.3% which is very large from the other options. Thus concerned bodies should have to provide credit access.

The majority of the respondents 63.2% responded they needed to improve their financial management style. Concerning saving and repaying loans 64.7% and 48.7% of respondents had medium saving and repaying loan habits respectively. This indicated that formal financial management style training is mandatory for the respective body.

The study shows that 39% of the respondents said there was no clear division of duties and responsibilities. Thus for the group to be successful full, there must be a clear division of duties and responsibilities. On the other hand, to be successful full proper organizational structure was

mandatory. Concerning this 60.2% of the respondents respond there was no well-organized organizational structure that facilitates their business. The communication system in an organization is basic. In this regard 55.8% of the respondents said that the communication system in their organization is ineffective. In another way, 62.1% of the respondent's reply selection of associates in business affects success. In contrast, 56.5% of the respondents respond that there is no adequate and timely training offered by concerned government bodies and stakeholders. At last 59.9% of the participants said that they have no strategic business plan. So proper organizational structure that facilitates their business, effective communication, a selection of appropriate associates, adequate and timely training, and having strategic plan need managerial skills. Thus concerned bodies should have to equip them.

The majority of the respondents in the study had said that innovativeness, risk-taking, and change orientation affect employment creation. So providing training related to innovativeness, risk-taking, and change orientation improves the success of employment-created citizens.

The results of the study showed that almost 60% of the respondents strongly agree that lack of working premises, raw materials, information, sufficient capital, credit facilities, the high price of raw materials, pressure from government regulation and inadequate skill affects business success. Thus improving working premises, supply of raw material, delivery of information, providing sufficient capital, and credit facilities, adjusting the price of raw materials, reducing pressure from government regulation, and providing adequate skill training improve the success of employment created youths.

Concerning prospects, there are many things mentioned above. So coordinating them and making awareness among youths can improve their attitude toward them. Their fore government and other stakeholders should have to emphasize that.

On the other hand in the case of strategies in our country, there are many strategies developed. Government and other respective bodies should have to implement them as stated.

5.4 Recommendations

The findings of the study have important implications for appropriate interventions of Yem special district and in other similar sites in Ethiopia in general. Hence, based on the findings, the conclusions, and the relevant literature, the researcher proposes the following recommendations for policymakers, researchers, and practitioners of employment-created youth to increase their growth and expansion.

Female entrepreneurs encounter more operational and strategic impediments than their male counterparts. Therefore, the government should emphasize affirmative action to support female entrepreneurs. Creating awareness of such schemes is also important as the lack of promotion and a participatory approach delays the effective realization of such schemes.

Most entrepreneurs have low educational status. Hence, to make the employment-created youths more competitive and profitable, improving the capacity and skills of the operators through continuous training and provision of business advice and consultancy is crucial. This can be achieved by the interaction between employment-created youths and Technical and Vocational Education and Training (TVET) institutions, in addition making university study more accessible to the youth. Experience sharing by successful entrepreneurs is also desirable.

Employment-created youths in the study area lacked the relevant and practical experience that is gained from entrepreneurial family backgrounds and relevant previous occupations. In addition to linking with TVET, the government should establish training institutions for employment-created youths to provide short and long-term training to develop their entrepreneurial and managerial capacity. Furthermore, as migrants from rural areas or agrarians prefer to move to urban, the

municipality should constantly strive to make the necessary infrastructure and other facilities available to these migrants and provide them with entrepreneurial training as operators of businesses.

It is also advisable to create and capitalize on opportunities for sharing the best experiences of small enterprises at the national level through bazaars and trade fairs as this would inspire others to obtain better access to markets, technology, experience, knowledge, and managerial skills.

The majority of the employment-created youths did not have access to the feasibility study. To overcome these chronic problems, more innovative guarantee schemes should be designed to support employment-created youths in small enterprises.

To this effect, several innovative mechanisms could be implemented, including planned and increasing training. As has been outlined in the small enterprise development strategy, the support frame includes a series of programs to help this sector overcome specific business obstacles. In line with this, regular evaluation of the supporting institutions and their programs should be conducted to ensure their continued relevance and effectiveness to the target enterprises.

Marketing elements are an important aspect and should be provided to potential employment-created youths before they start a particular type of business. To resolve the problem of limited access to the market, i.e., few customers coupled with high competition, small enterprises should have access to differentiated market segments, which will help them to operate without stiff competition. This would allow them to increase their turnover at lower transaction costs and, hence, achieve higher profits. As a result, small enterprises with access to differentiated markets would be encouraged to upgrade their production as they could expect to earn more income.

As the majority of employment-created youths serve customers who live and work in the same area, the indication of competition as a challenge was frequent. With globalization, employment

created youths need to look beyond their local catchment areas. Globalization is a reality, that presents both opportunities and challenges, which employment-created youths have to struggle with. Employment-created youths should consider global trends and look for a gap they might be able to fill. This may be a challenge to employment-created youths but the government can help here by providing timely and current information on various business opportunities, threats, and trends. Hence, as much as employment created youths engage in the local market, they should also consider global markets beyond their regional boundaries. There is no magic bullet in achieving business success; it is the result of accepting the whole extent of strategies to succeed.

From the financial source perspective, most of the employment created citizens/youths depends on the loan. Thus the government and other stakeholders should have to arrange the way they get the loan on time.

Financial management style was the basic element in business activities. Thus the government and stakeholders should have to aware how to improve their financial management, saving money, and loan repayment. Different type of training is mandatory for this.

Managerial and technical skills were the most important element of business success. Thus respective bodies that were government and stakeholders should have to develop managerial and technical skills for the employment created youths. Awareness is basic in the improvement of enterprises.

Other challenges related to success can accelerate the success of the employment created citizens/youths/. Therefore government and other responsible bodies should have to rearrange these things to be economically success full in employment creation.

Concerning prospects, there are many things mentioned above. So coordinating them and making awareness among youths can improve their attitude toward them. Their fore government and other stakeholders should have to emphasize that.

On the other hand in the case of strategies in our country, there are many strategies developed. Government and other respective bodies should have to implement them as stated.

5.5 Future Research Areas

The field of employment creation was large, diverse and an interesting area with many unresolved issues that have attracted the interest of researchers. This study dealt with the contextual, internal, and external factors that affect the performance and growth of employment creation: specifically, issues related to the feasibility study, marketing, source of finance to start a business, financial management style, managerial skill, technical skill and other challenges related to success.

It is the researcher's view that future research undertakings could investigate more deeply the issues of these employment creations, for instance, the income and expenditure, why males dominate in participation, rural or urban youths who more participate in job creation, etc. Future studies could also target medium and large-scale enterprises that have „graduated“ from small enterprises.

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APENDEEX

WOLKITE UNIVERSITY

COLLEGE OF BUSINESS AND ECONOMICS

DEPARTMENT OF MANAGEMENT

Questionnaire to be filled by employment created members

Dear respondent!

I am second year MBA student in wolkite University College of Business and Economics in Management department. I am struggling to fulfill my thesis. Therefore this study “challenges and prospects of employment creation in case of yem special Woreda” is initiated to understand the existed challenges and prospects in the study area and suggest solution for concerned bodies. To achieve the objective of the study this questionnaire is designed to collect relevant data from job created youths. As a job created youth valuable information you give in this questionnaire is used for research purpose only and will be kept anonymous. Therefore feel free and respond the reality.

Thank you very much in advance for your cooperation!

Yours faithfully

Getachew Woldie (0913875044)

I. General information

1. Respondent residence area _____
2. Name of the enterprise you belongs to _____

II. Demographic factors of the respondents

1. Sex; Female Male
2. Age, 18-22 23- 27 28- 32 33-37 38-42
3. Experience in the enterprise 1-5 6-10 11-15 16-20
4. Marital status: Single Married Divorced
5. Education level. Illiterate 1-5 6-8 9-12 certificate diploma
degree

III. Main questionnaire

- 1) As employment created citizen, do you think that you are successful?
Yes I am success full No I am not successful

2) Feasibility study related questions

S.No	Items	Level of agreement				
		Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
1	I haven't knowledge about feasibility study.					
2.	Before commencing our enterprise, feasibility study wasn't conducted.					
3	I believe that, feasibility study has much impact on business success.					
4	I believe that the feasibility study document is important for performing day to day operation of our enterprise.					

3) Marketing related questions

S.No	Items	Level of agreement				
		Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
1	We produce products/ offer service that we need.					
2	Our enterprise haven't good market access					
3	Our customers aren't satisfied by the products/ service we offer.					
4	We don't use different promotional mix to promote our service and products.					
5	Different social medias, like Facebook, telegram and others aren't used for advertising our service/products.					
6	Getting customer for our product isn't easy					
7	we haven't large customer for our product					
8	Retaining customers isn't easy					

If there any market related challenges your business faces? Mention it.

4) What is the source of your capital structure? Self-sponsored family friend loan

5) If the capital structure is mixed how much is their share?

Self-sponsored family friend loan

6) If your capital structure is mixed which capital mix should be greater to be profitable?

Self-sponsored family friend loan

7) How much is important to improve the financial management skill?

High Medium Low

8) What is your saving habit with its amount? High Medium Low

9) If your capital structure is not self-sponsored what is your repayment habit with its amount?

High Medium Low

10) Managerial skill related factors

S.No	Items	Level of agreement				
		Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
1	There is clear division of duties and responsibility among members.					
2	We have good organizational structure that facilitates the success of our enterprise.					
3	Communication system in our enterprise is effective.					
4	Selection of associates in business affect success					
5	Adequate and timely training is offered by the concerned government bodies and other stakeholders.					
6	We have strategic business plan.					

Mention managerial related challenges, if any _____

11) Technical skills related factors

S.No	Items	Level of agreement				
		Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
1	Innovativeness affects employment creation					
2	Risk Taking affects employment creation					
3	Change Orientation affects employment creation					

WOLKITE UNIVERSITY
COLLEGE OF BUSINESS AND ECONOMICS
DEPARTMENT OF MANAGEMENT

Interview Questionnaire to be answered by Enterprise development Office members

Dear respondent!

I am second year MBA student in wolkite University College of Business and Economics in Management department. I am struggling to fulfill my thesis. Therefore this study “challenges and prospects of employment creation in case of yem special Woreda” is initiated to understand the existed challenges and prospects in the study area and suggest solution for concerned bodies. To achieve the objective of the study this questionnaire is designed to collect relevant data from job created youths. As a job created youth valuable information you give in this questionnaire is used for research purpose only and will be kept anonymous. Therefore feel free and respond the reality.

Thank you very much in advance for your cooperation!

Yours faithfully

Getachew Woldie (0913875044)

I. General information

1. Respondent residence area _____
2. Name of the enterprise you belongs to _____

II. Demographic factors of the respondents

3. Sex; Female Male

III. Main questionnaire

- 1) As employment created citizen, do you think that you are successful?

Yes I am success full am not success full

- 2) If you say no for the above question, from the following factors which may be causes for the unsuccessfulness? You can tick more than one.

Feasibility study marketing financial management managerial skills Technical skill

You can mention additional factors if any, _____

3) Feasibility study related questions

S.No	Items	Level of agreement				
		Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
1	I have knowledge about feasibility study.					
2.	Before commencing our enterprise, feasibility study was conducted.					
3	I believe that, feasibility study has much impact on business success.					
4	I believe that the feasibility study document is important for performing day to day operation of our enterprise.					

4) Marketing related questions

S.No	Items	Level of agreement				
		Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
1	We produce products/ offer service that customers need.					
2	Our enterprise have good market access					
3	Our customers are satisfied by the products/ service we offer.					
4	We use different promotional mix to promote our service and products.					
5	Different social medias, like Facebook, telegram and others are used for advertising our service/products.					
6	Getting customer for our product is easy					
7	we have large customer for our product					
8	Retaining customers is easy					

If there any market related challenges your business faces? Mention it.

-
- 5) What is the source of your capital structure? Self-sponsored family friend loan
- 6) If the capital structure is mixed how much is their share?
Self-sponsored family friend loan
- 7) If your capital structure is mixed which capital mix should be greater to be profitable?
Self-sponsored family friend loan
- 8) How much is important to improve the financial management skill?
High Medium Low
- 9) What is your saving habit with its amount? High Medium Low
- 10) If your capital structure is not self-sponsored what is your repayment habit with its amount?
High Medium Low

11) Managerial skill related factors

S.No	Items	Level of agreement				
		Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
1	There is clear division of duties and responsibility among members.					
2	We have good organizational structure that facilitates the success of our enterprise.					
3	Communication system in our enterprise is effective.					
4	Selection of associates in business affect success					
5	Adequate and timely training is offered by the concerned government bodies and other stakeholders.					
6	We have strategic business plan.					

Mention managerial related challenges, if any _____

12) Technical skills related factors

S.No	Items	Level of agreement				
		Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
1	Innovativeness affects employment creation					
2	Risk Taking affects employment creation					
3	Change Orientation affects employment creation					

13) Are there any prospects that have in future? Yes No

14) If your response for the question No 11 is yes, what are those prospects?

15) Are there any strategies that can solve the problem? Yes No

16) If your response for the question No 13 is yes, what are those strategies?

ወልቂጤ ዩንቨርሲቲ
ቢዚነስና ኢኮኖሚክስ ኮሌጅ
ማናጅሜንት ዲፓርትሜንት

ሥራ ዕድል የተፈጠረላቸው ወጣቶች የሚሞላ መጠይቅ

የተከበሩችሁ የመጠይቁ ተሳታፊዎች!

ሁኔታዎች እንደሚያሳዩት የም ልዩ ወረዳ ለወጣቶች ሥራ ዕድል ለመፍጠር ሲታገል ይታያል። ነገር ግን የተደራጁት ወጣቶች ከዉጤታማነት አንጻር እና ከገበያ ጋር ሲቸገሩ እናያለን። ስለዚህ ይህ “ሥራ ዕድል የተፈጠረላቸው ወጣቶች የዉጤታማነት ችግራቸውና የወደፊት ተስፋቸው በየም ልዩ ወረዳ» የሚለው ጥናት የተፈለገበት ዓላማ ያሉ ችግሮችንና ቀጣይ ተስፋቸውን በማወቅ ለሚመለከተው አካል አማራጭ ዘዴዎችን ለመጠቀም ነው። የጥናቱን ዓላማ ለማሳካት ስነ ሕዝባዊ፣ ማህበራዊ፣ ኢኮኖሚያዊና ሌሎች ጠቃሚ መረጃዎችን ሥራ ዕድል የተፈጠረላቸው ወጣቶች ለመሰብሰብ የሚከተሉት መጠይቆች ተዘጋጅተዋል። እንደ ሥራ ዕድል የተፈጠረላቸው ወጣቶች በዚህ መጠይቅ የሚትሰጡት የተጣራ መረጃ ለጥናቱ ዓላማ ብቻ የሚዉል ይሆናል። ስለዚህ ያለምንም ፍራቻ በነፃነት ትክክለኛውን መረጃ እንድትሰጡኝ እጠይቃለሁ። ስለሚታደርጉት ትብብር ከወዲሁ አመሰግናለሁ። የመረጃዉ ምስጢራዊነት የተጠበቀ ይሆናል።

ለበለጠ መረጃ ጌታቸው ወልዴ(0913875044)

I. አጠቃላይ መረጃ

1. መጠይቁን የሞላው ሰው መኖሪያ አድራሻ _____
2. የተሳተፉበት ኢንተርኒት ገጽ ዓይነት _____

II. መጠይቁን የሚሞላው ሰው ሁኔታ

- 1) ያታ; ሴት ወንድ
- 2) ዕድሜ 18-23 24- 29 30- 35 36-42
- 3) በኢንተርኒት ያሉት ልምድ _____
- 4) የጋብቻ ሁኔታ: ያላገባ ያገባ አግብቶ የፈታ/ታች
- 5) የትምህርት ሁኔታ: ያልተማረ 1-5 8 2 ተፈኪት
 ዲፕሎማ ዲግሪ

III. Main questionnaire

- 1) ሥራ እንደተፈጠረ ወጣት ዉጤታማ ነኝ ብለህ/ሽ ታስባለህ/ሽ?
አዎ አላስብም

2) ከአዋቂነት ጥናት ጋር የተገናኘ መጠይቅ

ተ. ቁ	መጠይቅ	የተግባቦት ደረጃ				
		በጣም አልሰማም	አልሰማም	አልወሰንኩም	እስማማለሁ	በጣም እስማማለሁ
1	ስለአዋቂነት ጥናት ዕውቀቱ የለኝ።					
2.	ሥራውን ከመጀመራችን በፊት የአዋቂነት ጥናት አላጠናንም።					
2	የአዋቂነት ጥናት በንግድ ላይ ከፍተኛ አስተዋፅኦ እንዳለው አምናለሁ					
3	በየቀኑ ለሚንሰራው ሥራ የአዋቂነት ጥናት መረጃ ወሳኝ እንደሆነ አምናለሁ።					

3) ከግብይት ጋር የተገናኘ መጠይቅ

ተ. ቁ	መጠይቅ	የተግባቦት ደረጃ				
		በጣም አልሰማም	አልሰማም	አልወሰንኩም	እስማማለሁ	በጣም እስማማለሁ
1	የሚናቀርበው ምርት/አገልግሎት እኛ የሚንፈልገውን ነው።					
2	ድርጅታችን በቂ የግብይት አማራጮች የሉትም።					
3	ደንበኞቻችን በሚናቀርበው ምርት/አገልግሎት ደስተኞች አይደሉም።					
4	ምርቶቻችንንና አገልግሎቶቻችንን ለማስተዋወቅ የተለያዩ ቴክኖሎጂዎችን አንጠቀምም።					
4	ምርቶቻችንንና አገልግሎቶቻችንን ለማስተዋወቅ የተለያዩ ማህበራዊ ሚዲያዎችን ማለትም ፌስቡክ፣ቴሌግራምና ሌሎችን አንጠቀምም።					
6	ለምርቶቻችን/ለአገልግሎቶቻችን ደንበኛ ማግኘት ቀላል አይደለም።					
7	ለምርቶቻችን/ለአገልግሎቶቻችን ብዙ ደንበኞች የሉንም።					
8	ደንበኛን ማቆየት ቀላል አይደለም።					

ከተጠቀሱት ሌሎች ከግብይት ጋር የተገናኙ ችግሮች ካሉ ዘርዝሩ

4) የካፒታል ምንጫችሁ ከየት ነው? ከግል ከሌተሰብ ከንደኛ ብድር ከብድር ተቋማት

- 5) የካፒታል ምንጮቻችሁ ቅይጥ ከሆነ የእያንዳንዱ ድርሻ ስንት ነው?
 ከግል ከቤተሰብ ከጓደኛ ብድር ከብድር ተቋማት
- 6) የካፒታል ምንጮቻችሁ ቅይጥ ከሆነ ትርፋማ ለመሆን የየትኛው ድርሻ ከፍ ማለት አለበት?
 ከግል ከቤተሰብ ከጓደኛ ብድር ከብድር ተቋማት
- 7) የገንዘብ አስተዳደር ክህሎትን ማሻሻል ምን ያህል አስፈላጊ ነው? ከፍተኛ
 መካከለኛ ዝቅተኛ
- 8) የቁጠባ ልምዳችሁ ከነመጠኑ ምን ያህል ነው? ከፍተኛ
 መካከለኛ ዝቅተኛ
- 9) መነሻ ካፒታላችሁ የግል ካልሆነ ብድር የመክፈል ልምዳችሁ ከነመጠኑ ምን ያህል ነው?
 ከፍተኛ መካከለኛ ዝቅተኛ
- 10) ከአስተዳደር ክህሎት ጋር የተገናኙ መጠይቆች

ተ. ቁ	መጠይቅ	የተግባቦት ደረጃ					
		በጣም	አልሰማማም	አልሰማማም	አልወሰንኩ	እስማማለሁ	በጣም
1	በአባላት መካከል ግልፅ የሥራና የኃላፊነት ክፍፍል አለ።						
2	የድርጅታችንን ወጤታማነት የሚደግፍ ጥሩ ድርጅታዊ መዋቅር አለብን።						
3	በድርጅታችን ውስጥ ያለው ተግባቦት ወጤታማ ነው።						
4	የአባል/የአጋር ምርጫ በንግድ/በሥራ ወጤታማነት ላይ ከፍተኛ ተፅዕኖ አለው።						
5	ተመጣጣኝና ወቅታዊ ሥልጠና በመንግስትና በአጋር አካላት ይሰጣል።						
6	ስትራቴጂካዊ የንግድ ዕቅድ አለን።						

ከዚህ ሌላ ከአስተዳደራዊ ክህሎት ጋር የተገናኙ ችግር ካለ ግለፁ።

11) ከቴክኒካል ክህሎት ጋር የተገናኘ መጠይቅ

ተ. ቁ	መጠይቅ	የተግባቦት ደረጃ				
		በጣም	አልሰማማም	አልወሰንኩም	እስማማለሁ	በጣም እስማማለሁ
1	የፈጠራ ክህሎት በሥራ ዕድል ፈጠራ ላይ አስተዋፅኦ አለው።					
2	ችግርን ኃላፊነት መወሰድ በሥራ ዕድል ፈጠራ ላይ አስተዋፅኦ አለው።					
3	ለውጥን መሰረት ያደረገ እንቅስቃሴ በሥራ ዕድል ፈጠራ ላይ አስተዋፅኦ አለው።					

ወልቂጤ ዩንቨርሲቲ
ቢዚነስና ኢኮኖሚክስ ኮሌጅ
ማናጅሜንት ዲፓርትሜንት

ለጽ/ቤት ኃላፊዎች፣ ለማለሙያዎችና ለሚመለከታቸው አካላት የተዘጋጀ ቃለ መጠይቅ የተከበራችሁ የመጠይቁ ተሳታፊዎች!

ሁኔታዎች እንደሚያሳዩት የም ልዩ ወረዳ ለወጣቶች ሥራ ዕድል ለመፍጠር ሲታገል ይታያል። ነገር ግን የተደራጁት ወጣቶች ከዉጤታማነት አንፃር እና ከገበያ ጋር ሲቸገሩ እናያለን። ስለዚህ ይህ “ሥራ ዕድል የተፈጠረላቸው ወጣቶች የዉጤታማነት ችግራቸውና የወደፊት ተስፋቸው በየም ልዩ ወረዳ» የሚለው ጥናት የተፈለገበት ዓላማ ያሉ ችግሮችንና ቀጣይ ተስፋቸውን በማወቅ ለሚመለከተው አካል አማራጭ ዘዴዎችን ለመጠቀም ነው። የጥናቱን ዓላማ ለማሳካት ስነ ሕዝባዊ፣ ማህበራዊ፣ ኢኮኖሚያዊና ሌሎች ጠቃሚ መረጃዎችን ሥራ ዕድል ከተፈጠረላቸው ወጣቶች ለመሰብሰብ የሚከተሉት መጠይቆች ተዘጋጅተዋል። እንደ ሥራ ዕድል የተፈጠረላቸው ወጣቶች በዚህ መጠይቅ የሚትሰጡት የተጣራ መረጃ ለጥናቱ ዓላማ ብቻ የሚወልድ ይሆናል። ስለዚህ ያለምንም ፍራቻ በነፃነት ትክክለኛውን መረጃ እንድትሰጡኝ እጠይቃለሁ። ስለሚታደርጉት ትብብር ከወዲሁ አመሰግናለሁ። የመረጃዉ ምስጥራዊነት የተጠበቀ ይሆናል።

ለበለጠ መረጃ ጌታቸው ወልዴ (0913875044)

I. አጠቃላይ መረጃ

1. መጠይቁን የሞላው ሰው መኖሪያ አድራሻ _____
2. የተሳተፉበት ኢንተርፕራይዝ ዓይነት _____

II. መጠይቁን የሚሞላው ሰው ሁኔታ

- 1) ያታ; ሴት ወንድ
 - 2) ዕድሜ 18-23 24- 29 30- 35 36-42
 - 3) በኢንተርፕራይዙ ያሉት ልምድ 1-5 6-10 11-15
 - 4) የጋብቻ ሁኔታ: ያላገባ ያገባ አግብቶ የፈታ/ታች
 - 5) የትምህርት ሁኔታ: ያልተማረ -5 6-8 9-12
- ሴርተፊኬት ዲፕሎማ ዲግሪ

III. Main questionnaire

- 1) ሥራ እንደተፈጠረ ወጣት ዉጤታማ ነኝ ብለህ/ሽ ታስባለህ/ሽ?
 አዎ አላስብም

2) በጥያቄ 1 መልስህ/ሽ አላስብም ከሆነ ከሚከተሉት ዉስጥ የዉጤታማነት ችግር ነዉ የሚትለዉ/የሚትይዉ የቱ ነዉ? ከአንድ በላይ መምረጥ ይቻላል።

የአዋቂነት ጥናት የግብይት ችግር የገንዘብ አስተዳደር ችግር የአስተዳደር ክህሎት ችግር ተክኒካል ክህሎት ችግር

ተጨማሪ ካለ መጨመር ይቻላል, _____

3) ከአዋቂነት ጥናት ጋር የተገናኘ መጠይቅ

ተ.ቁ	መጠይቅ	የተግባቦት ደረጃ				
		በጣም አልሰማም	አልሰማም	አልወሰንኩም	እስማማለሁ	በጣም እስማማለሁ
1	ስለአዋቂነት ጥናት ዕውቀቱ የለኝ።					
2	ሥራዉን ከመጀመራችን በፊት የአዋቂነት ጥናት አላጠናንም።					
3	የአዋቂነት ጥናት በንግድ ላይ ከፍተኛ አስተዋፅኦ እንዳለዉ አምናለሁ					
4	በየቀኑ ለሚንሰራዉ ሥራ የአዋቂነት ጥናት መረጃ ወሳኝ እንደሆነ አምናለሁ።					

4) ከግብይት ጋር የተገናኘ መጠይቅ

ተ.ቁ	መጠይቅ	የተግባቦት ደረጃ				
		በጣም አልሰማም	አልሰማም	አልወሰንኩም	እስማማለሁ	በጣም እስማማለሁ
1	የሚናቀርበዉ ምርት/አገልግሎት እኛ የሚንፈልገዉን ነዉ።					
2	ድርጅታችን በቂ የግብይት አማራጮች የሉትም።					
3	ደንበኞቻችን በሚናቀርበዉ ምርት/አገልግሎት ደስተኞች አይደሉም።					
4	ምርቶቻችንንና አገልግሎቶቻችንን ለማስተዋወቅ የተለያዩ ቴክኖሎጂዎችን አንጠቀምም።					
4	ምርቶቻችንንና አገልግሎቶችን ለማስተዋወቅ የተለያዩ ማህበራዊ ሚዲያዎችን ማለትም ፌስቡክ፣ቴሌግራምና ሌሎችን አንጠቀምም።					
6	ለምርቶቻችን/ለአገልግሎቶቻችን ደንበኛ ማግኘት ቀላል አይደለም።					
7	ለምርቶቻችን/ለአገልግሎቶቻችን ብዙ ደንበኞች የሉንም።					
8	ደንበኛን ማቆየት ቀላል አይደለም።					

ከተጠቀሱት ሌሎች ከግብይት ጋር የተገናኙ ችግሮች ካሉ ዘርዝሩ

- 5) የካፒታል ምንጫችሁ ከየት ነው? ግል ተሰብ ኛ
ብድር ከብድር ተቋማት
- 6) የካፒታል ምንጫችሁ ቅይጥ ከሆነ የእያንዳንዱ ድርሻ ስንት ነው?
ከግል ከቤተሰብ ከጓደኛ ብድር ከብድር ተቋማት
- 7) የካፒታል ምንጫችሁ ቅይጥ ከሆነ ትርፋማ ለመሆን የየትኛው ድርሻ ከፍ ማለት አለበት?
ከግል ከቤተሰብ ከጓደኛ ብድር ከብድር ተቋማት
- 8) የገንዘብ አስተዳደር ክህሎትን ማሻሻል ምን ያህል አስፈላጊ ነው? ከፍተኛ
መካከለኛ ዝቅተኛ
- 9) የቁጠባ ልምዳችሁ ከነመጠኑ ምን ያህል ነው? ከፍተኛ
መካከለኛ ዝቅተኛ
- 10) መነሻ ካፒታላችሁ የግል ካልሆነ ብድር የመክፈል ልምዳችሁ ከነመጠኑ ምን ያህል ነው?
ከፍተኛ መካከለኛ ዝቅተኛ
- 11) ከአስተዳደር ክህሎት ጋር የተገናኙ መጠይቆች

ተ ቁ	መጠይቅ	የተግባቦት ደረጃ				
		በጣም አልሰማማ	አልሰማማ	አልወሰንኩ ም	እሰማማለሁ	በጣም እሰማማለሁ
1	በአባላት መካከል ግልፅ የሥራና የኃላፊነት ክፍፍል አለ::					
2	የድርጅታችንን ወጤታማነት የሚደግፍ ጥሩ ድርጅታዊ መዋቅር አለብን::					
3	በድርጅታችን ውስጥ ያለው ተግባቦት ወጤታማ ነው::					
4	የአባል/የአጋር ምርጫ በንግድ/በሥራ ወጤታማነት ላይ ከፍተኛ ተፅዕኖ አለው::					
5	ተመጣጣኝና ወቅታዊ ሥልጠና በመንግስትና በአጋር አካላት ይሰጣል::					
6	ስትራቴጂካዊ የንግድ ዕቅድ አለን::					

ከዚህ ሌላ ከአስተዳደራዊ ክህሎት ጋር የተገናኙ ችግር ካለ ግለፅ::

12) ከቴክኒካል ክህሎት ጋር የተገናኙ መጠይቅ

ተ ቁ	መጠይቅ	የተግባቦት ደረጃ				
		በጣም አልሰማማ	አልሰማማ	አልወሰንኩ ም	እሰማማለሁ	በጣም እሰማማለሁ
1	የፈጠራ ክህሎት በሥራ ዕድል ፈጠራ ላይ አስተዋፅኦ አለው::					
2	ችግርን ኃላፊነት መወሰድ በሥራ ዕድል ፈጠራ ላይ አስተዋፅኦ አለው::					
3	ለወጥን መሰረት ያደረገ እንቅስቃሴ በሥራ ዕድል ፈጠራ ላይ አስተዋፅኦ አለው::					

13) ከሥራ ዕድል ፈጠራ ጋር ቀጣይ መልካም ነገር አለ?

አዎ አለ

የለም

14) በጥያቄ 13 ላይ መልሶት አዎ አለ ከሆነ እነዚህ መልካም ነገሮች/አጋጣሚዎች ምን ምን ናቸው?

15) ከሥራ ዕድል ፈጠራ ጋር ያሉ ችግሮችን ለመቅረፍ ስትራቴጂዎች ይኖራሉ?

አዎ ይኖራሉ

አይኖሩም

16) ለጥያቄ 15 መልሶት አዎ ይኖራሉ ከሆነ እነዚህ ስትራቴጂዎች ምን ምን ናቸው?

Urban dweller employment created citizens/youths

ተ.ቁ	የኢንዱስትሪው ስም	አድራሻ	የተመሰረተበት ዓ.ም	የተሰማራበት የሥራ ዘርፍ	የተሰማራበት የሥራ መስክ	የመነሻ ከፕሮጀክት መጠንና ምንጭ		የተጠቃሚው ስም	አባላት ብዛት		
			ዓ.ም			መጠን	ምንጭ		ጾታ		
									ወ	ሴ	ድ
1	2	3	7	8	9	12	13	14	17	18	19
1	ፀጋ-ዘአብ	ሳጃ	2009	ማኑፋክቸሪንግ	እንጨትናብረታ ብረት	50000	ከግል	59500	2		2
2	የወጣቶች	ሳጃ	1997	ማኑፋክቸሪንግ	ልብስ ስፔትና ዲዛይን	110000	ከብድር	626350		4	4
3	ኮኬቲ	ሳጃ	2000	ማኑፋክቸሪንግ	እንጨት ሥራ ማህበር	170000	ከብድር	92200	6	1	7
4	ጥረት ለዕድገት	ሳጃ	2001	ማኑፋክቸሪንግ	ጥልፍ ስራ	110000	በድጋፍ	200500		4	4
5	ኢ- ዋይ	ሳጃ	2003	ማኑፋክቸሪንግ	እንጨት ሥራ ማህበር	10000	ከራስ	156150	1	1	2
6	ታገሱ	ሳጃ	2003	ማኑፋክቸሪንግ	እ/ብ/ብ	120000	ከራስ	168500	1		1
7	ሀዳሴ	ሳጃ	2004	ማኑፋክቸሪንግ	እ/ብ/ብ	50000	ከራስ	200000	1		1
8	መስከረም	ሳጃ	2004	ማኑፋክቸሪንግ	ባልትና	55000	ከብድር	150000		1	1
9	ኮከብ	ሳጃ	2005	ማኑፋክቸሪንግ	እ/ብ/ብ	10000	ከራስ	82200	1		1
10	ሸኡ	ሳጃ	2005	ማኑፋክቸሪንግ	እ/ብ/ብ	11000	ከብድር	115000	5		5
11	ብሩክ	ሳጃ	2005	ማኑፋክቸሪንግ	እ/ብ/ብ	175000	ከብድር	17000	3	2	5
12	ፋሬስ	ሳጃ	2006	ማኑፋክቸሪንግ	እ/ብ/ብ	10000	ከራስ	350000	1	1	2
13	ቤዛ	ሳጃ	2007	ማኑፋክቸሪንግ	እ/ብ/ብ	20000	ከራስ	45000	2		2
14	ሲንደሞር እናምራላነ	ሳጃ	2007	ማኑፋክቸሪንግ	ዳቦ መጋገሪያ	92000	ከብድር		2	3	5
15	ሣጃ እናልማ	ሳጃ	2007	ማኑፋክቸሪንግ	ዱቀት መፍጫት		ከራስ		3	1	4
16	ቸህትና	ሳጃ	2007	ማኑፋክቸሪንግ	ጥልፍ ስራ		ከራስ			2	2
17	ገደዋ	ሳጃ	2007	ማኑፋክቸሪንግ	እንጨት መስጠቂያ	1360	ከብድር	13000	3	2	5

18	ኩኩ	ሳጃ	2007	ማኑፋክቸሪንግ	ባልትና					3	3
19	አኑዋር	ሳጃ	2007	ማኑፋክቸሪንግ	እንጨት መስጠቂያጀማሪ	150000	ከብድር		1		1
20	አናኒያ	ሳጃ	2007	ማኑፋክቸሪንግ	እ/ብ/ብ				1	1	2
21	ጋዶ	ሳጃ	2007	ማኑፋክቸሪንግ	ልብስ ስፌትና ዲጀ				3		3
22	አባይ	ሳጃ	2007	ማኑፋክቸሪንግ	ብሎክት	150000	ከብድር		1		1
23	ኤልሮሀ	ሳጃ	2007	ማኑፋክቸሪንግ	እ/ብ/ብ	5000	ከራስ	50300	1	1	2
24	ዛተሬ ድቻ	ሳጃ	2008	ማኑፋክቸሪንግ	ክሬሽር		ከራስ		3		3
25	ጓዳኛማቸቸ	ሳጃ	2008	ማኑፋክቸሪንግ	ብ/ብ ስራ		ከብድር		6	1	7
26	የአብስራ	ሳጃ	2008	ማኑፋክቸሪንግ	እ/ብ/ብ	110000	ከብድር			4	4
27	መርከሬ ዲቻ	ሳጃ	2008	ማኑፋክቸሪንግ	ቶርኖናቅርፃ	8000	ከራስ		2		2
28	ሙና	ሳጃ	2008	ማኑፋክቸሪንግ	ባልትና	60000	ከብድር		1		1
29	ዩኒቨርሲቲ	ሳጃ	2008	ማኑፋክቸሪንግ	ልብስ ስፌትና ዲዛይን	25000	ከራስ		2	1	3
30	ሮሆቦት	ሳጃ	2008	ማኑፋክቸሪንግ	ልብስ ጥገና				1	1	2
31	ባዩሽ	ሳጃ	2008	ማኑፋክቸሪንግ	ልብስ ጥገና	30000	ከራስ			1	1
32	ትስስር	ሳጃ	2009	ማኑፋክቸሪንግ	ግብአት አቅርቦት	5000	ከራስ	50000	5		5
33	ጮራ	ሳጃ	2009	ማኑፋክቸሪንግ	ግብአት አቅርቦት	200	ከራስ	8000	7		7
34	ለውጥ ካባ	ሳጃ	2009	ማኑፋክቸሪንግ	ግብአት አቅርቦት			13000	5		5
35	ዲቻ ካባ	ሳጃ	2009	ማኑፋክቸሪንግ	ግብአት አቅርቦት			80000	4		4
36	አብሮ አደግ	ሳጃ	2009	ማኑፋክቸሪንግ	ግብአት አቅርቦት			37000	4		4
37	አኪያ	ሳጃ	2009	ማኑፋክቸሪንግ	ግብአት አቅርቦት	10000	ከራስ		2		2
38	ግርማ	ፎፋ	2011	ማኑፋክቸሪንግ	እ/ብ/ብ	5000		200000	1		1
39	የምስራቾች	ፎፋ	2011	ማኑፋክቸሪንግ	እ/ብ/ብ	60000		100000	2	1	3
40	የገገ ብርሀን	ፎፋ	2011	ማኑፋክቸሪንግ	ማገዶ ቆጣቢ	8000		50000		10	10
41	አድማስ	ፎፋ	2011	ማኑፋክቸሪንግ	አውቶመካኒክ	10000	ከራስ	50000	4		4

42	ቤተሰብ	ፎፋ	2011	ማኑፋክቸሪንግ	እ/ብ/ብ	6000	ከራስ	50000	1	1	2
43	ፋና	ፎፋ	2011	ማኑፋክቸሪንግ	ሸመና	400	ከራስ	80000		4	4
44	ዛተሬ ካቡ	ፎፋ	2011	ማኑፋክቸሪንግ	እ/ብ/ብ	10000	ከራስ	100000	4		4
45	ታኦ	ፎፋ	2011	ማኑፋክቸሪንግ	ዳቦ መጋገርያ	150000	ከብድር	200000	1		1
46	ለምለም	ፎፋ	2011	ማኑፋክቸሪንግ	እንጀራ	10000	ከብድር	30000		1	1
47	መቅደስ	ፎፋ	2011	ማኑፋክቸሪንግ	ባልትና	500	ከራስ	15000		1	1
48	እኛን እዩ	ፎፋ	2011	ማኑፋክቸሪንግ	ጥልፍ ስራ	300	ከራስ	10000		4	4
49	ተግባራዊ	ፎፋ	2012	ማኑፋክቸሪንግ	ባልትና	8000	ከራስ	30000		1	1
									93	58	151
1	አል ኢን ዋን	ሳጃ	2009	ንግድ	ሀትመት	5000	ከራስ	377000	1		1
2	ቀመሩ	ሳጃ	2009	ንግድ	ሻይ ቡና	10000	ከራስ	52311		1	1
3	TA	ሳጃ	2009	ንግድ	ሻይቡና	1500	ከራስ	18421		1	1
4	እሀታማማቸች	ሳጃ	2010	ንግድ	ሻይቡና	3000	ከራስ		1	1	2
5	ሀዳሴ	ሳጃ	2010	ንግድ	ፊስቶራንት	14000	ከራስ እና ከብድር	100000	2		2
6	በረከት	ሳጃ	2010	ንግድ	ሻይ ቡና	5000	ከራስ	20890		1	1
7	ግዕዝ ሀትመት	ሳጃ	2010	ንግድ	ሀትመት ስራ	80000	ከራስ	1000000	1		1
8	ፃድቃን ማርያም	ሳጃ	2010	ንግድ	ሻይ ቡና	2000	ከራስ			1	1
9	ሰላም	ሳጃ	2010	ንግድ	ሻይ ቡና	3000	ከራስ			2	2
10	ሰርቶ አደግ	ሳጃ	2010	ንግድ	ሸቀጣሸቀጥ	2000	ከራስ			3	3
11	ወስተረ ዲቻ	ሳጃ	2010	ንግድ	ሻይ ቡና	3000	ከራስ			4	4
12	ዩኔነሽ	ሳጃ	2010	ንግድ	ሻይ ቡና	2000	ከራስ			2	2
13	ገላዬ	ሳጃ	2010	ንግድ	ቅመቅመም	2000	ከራስ			3	3
14	አይናለም	ሳጃ	2011	ንግድ	ሸቀጣሸቀጥ	2000	ከራስ			1	1

15	አድማሱ	ሳጃ	2011	ንግድ	ሸቀጣሸቀጥ	100000	ከብድር		1		1
16	ዓለምፀሐይ	ሳጃ	2011	ንግድ	ሻይ ቡና	2000	ከራስ			1	1
17	አምራ	ሳጃ	2011	ንግድ	ሻይ ቡና	3000	ከራስ		1	1	2
18	ሳምራ	ሳጃ	2011	ንግድ	ሻይ ቡና	3000	ከራስ			1	1
19	ያስርባ	ሳጃ	2011	ንግድ	ሻይ ቡና	3000	ከራስ			1	1
20	ኮከብ	ሳጃ	2011	ንግድ	ስቴሽነሪ	5000	ከራስ	137250		1	1
21	አብዶ	ሳጃ	2011	ንግድ	ሸቀጣሸቀጥ	15000	ከራስ	38700	1		1
22	እርካታ	ሳጃ	2011	ንግድ	እህል	20000	ከራስ	105640	2		2
23	ፀጋዬ	ሳጃ	2011	ንግድ	ሸቀጣሸቀጥ		ከራስ		1	1	2
24	ታፈሰች	ሳጃ	2011	ንግድ	እስቴሽነሪ	3000	ከራስ	3000		1	1
25	ዕድገት	ሳጃ	2011	ንግድ	ልብስ ንግድ		ከራስ			3	3
26	ሳሙኤል	ሳጃ	2011	ንግድ	ሸቀጣሸቀጥ		ከራስ		1		1
27	እድገት በሀገረ	ሳጃ	2011	ንግድ	ልብስ ንግድ	60000	ከብድር			1	1
28	ባርኮን	ሳጃ	2011	ንግድ	ልብስ ንግድ		ከራስ		1		1
29	የተባበሩት	ሳጃ	2011	ንግድ	እህል ንግድ	30000	ከራስ		2		2
30	ናታኒ	ሳጃ	2011	ንግድ	የመኪና ዘይትና	80000	ከብድር			2	2
31	በእምነት	ፎፋ	2012	ንግድ	ሻይ ቡና	200	ከራስ	9000		1	1
32	መስከረም	ፎፋ	2012	ንግድ	ሻይ ቡና	500	ከራስ	10000		1	1
33	ታከለ	ፎፋ	2012	ንግድ	ሻይ ቡና	4000		30000	1	1	2
34	ኖሩ መዝናኛ	ፎፋ	2012	ንግድ	ሻይ ቡና	25000	ከብድር	32000	1		1
35	አይናለም	ፎፋ	2012	ንግድ	ሻይ ቡና	500		3000		1	1
36	ታምራት	ፎፋ	2012	ንግድ	ሻይ ቡና	1000		30000	1		1
37	በፀጋው	ሳጃ	2011	ንግድ	ሻይ ቡና	3000	ከራስ		1	1	2
38	ምህረት	ፎፋ	2012	ንግድ	ሻይ ቡና	500	ከራስ	3000		1	1

39	ታሜ	ፎፋ	2012	ንግድ	ሻይ ቡና	100	ከራስ	1000	1		1
40	ዕድገት	ፎፋ	2012	ንግድ	ፍራፍሬ	500		3000		1	1
41	እቴጌ	ፎፋ	2012	ንግድ	አልባሳት	10000	ከራስ	50000		1	1
42	ወንጌ ማክ	ፎፋ	2012	ንግድ	ሸቀጣሸቀጥ	10000	ከራስ	50000	2		2
43	ዘፀኃት	ፎፋ	2012	ንግድ	የእህል ማከፋፈል	50000	ከብድር	70000	3	2	5
									25	43	68
1	ሻፍ ወፍ	ሳጃ	2007	አገልግሎት	ወፍጭ ቤት	50000	ከብድር		1		1
2	የገን ተስፋ	ሳጃ	2010	አገልግሎት	ጫኝ አውራጅ	0		10000	4		4
3	ናሆም	ሳጃ	2010	አገልግሎት	የሞተር ስፐር ፓርትስ ጥገና	50000	ብድር	16000	1		1
4	ጌች	ሳጃ	2010	አገልግሎት	ጫማ ጥገና	1700	ከብድር	17000	1		1
5	ግታቸው	ሳጃ	2010	አገልግሎት	ጫማ ጥገና	200	ከራስ		1		1
6	ክሩቤል	ሳጃ	2010	አገልግሎት	ጫማ ጥገና	200	ከራስ		1		1
7	ፍፃሜ	ሳጃ	2010	አገልግሎት	ጋራጅ	50000	ከራስ	300000	4		4
8	ታዳጊ	ሳጃ	2010	አገልግሎት	ጫማ ጥገና	2000	ከራስ		2		2
9	ክብሩ	ሳጃ	2010	አገልግሎት	ጫማ ጥገና	200	ከራስ		1		1
10	ፋርላቭያጅ	ሳጃ	2011	አገልግሎት	ላቭያጅ	100000	ከብድር			3	3
11	ዩኒክ	ሳጃ	2011	አገልግሎት	ተሽከሪካ ማስፈጠሻ	3000	ከራስ			1	1
12	ናኦ	ሳጃ	2011	አገልግሎት	ጫኝ አውራጅ		ከራስ		5		5
13	የገን ችግኝ	ሳጃ	2011	አገልግሎት	ጫኝ አውራጅ		ከራስ		4		4
14	ብርሃን	ሳጃ	2011	አገልግሎት	ሙብራት ዝርጋታ		ከራስ		4		4
15	ኖሃሚን	ሳጃ	2011	አገልግሎት	ኤል.አገ.ማዕከል	10000	ከራስ		2	1	3
16	ሮሆቦት	ሳጃ	2011	አገልግሎት	ልብስ ጥገና	5000	ከራስ		1	1	2
17	ባዩሽ	ሳጃ	2011	አገልግሎት	ልብስ ጥገና	20000	ከብድር			1	1

18	የኛ ለኛ	ሳጃ	2011	አገልግሎት	የውቤት ሳሎን	12000	ከራስ		2		2
19	ቤላ	ሳጃ	2011	አገልግሎት	የሀፃናት ልብስ ንግድ	150000	ከብድር		1	1	2
20	እንደሻው አገኘው	ፎፋ	2012	አገልግሎት	ሊስትሮ	800	ከራስ		1		1
21	2ኛ አደባባይ	ፎፋ	2012	አገልግሎት	ሊስትሮ	40		20000	1		1
22	ዋልያ	ፎፋ	2012	አገልግሎት	የወንዶች ፀጉር ቤት	2500	ከራስ	100000	1		1
23	አዶናይ	ፎፋ	2012	አገልግሎት	ፀጉር ቤት	15000	ከራስ	60000	1		1
24	ውቤ	ፎፋ	2012	አገልግሎት	የውብት ሳሎን	15000	ከራስ	50000		1	1
25	በራሪ	ፎፋ	2012	አገልግሎት	ጫኝና አውራጅ	7000	ከራስ	10000	8		8
26	ንጋት በትጋት	ፎፋ	2012	አገልግሎት	ጫኝና አውራጅ	6000	ከራስ	9000	8		8
27	ፀሀይ	ፎፋ	2012	አገልግሎት	ሻይ ቡና	30000	ከብድር	40000		1	1
									58	7	65
133	ቤተሰብ		2009	ከተማ ግብርና	አንድ ቀን ጫጭት	25000	ከራስ	25000	2	3	5
134	የምኒ ችማ ኬማ		2009	ከተማ ግብርና	አንድ ቀን ጫጭት	64000	ከራስ	104000	8		8
145	ሊያ		2009	ከተማ ግብርና	የወተት ከብት እርባታ	15000	ከራስ	67600	1	1	2
136	ከሰራን ያልፋል		2009	ከተማ ግብርና	በሬ ድላባ	88000	ከብድር	8000	2	3	5
137	ታምራት		2009	ከተማ ግብርና	የወተት ከብት እርባታ	60000	ከራስ	247500	1		1
138	ለምለም		2009	ከተማ ግብርና	ፍየል እርባታ	12000	ከድጋፍ	16000		4	4
139	ኤልሻዳይ		2009	ከተማ ግብርና	የአንድቀን ጫጭት	50000	ከብድር	80000	1		1
140	ትግስት		2009	ከተማ ግብርና	ዶሮ እርባታ	5000	ከራስ			2	2
141	እፀገት		2009	ከተማ ግብርና	አንድ ቀን ጫጭት	10000	ከራስ			1	1
142	ብርሃኑ		2009	ከተማ ግብርና	አንድ ቀን ጫጭት	120000	ከብድር		1		1
143	ስኳረ		2009	ከተማ ግብርና	የወተት ከብት እርባታ	12000	ከራስ			1	1
144	ናርዶስ		2009	ከተማ ግብርና	የወተት ከብት እርባታ	120000	ከራስ			1	1

145	ሙሉ ቀን		2009	ከተማ ግብርና	የወተት ከብት እርባታ	12000	ከራስ			1	1
146	ደሳለኝ		2009	ከተማ ግብርና	የወተት ከብት እርባታ	150000	ከብድር		1		1
147	መልካም		2009	ከተማ ግብርና	የወተት ከብት እርባታ	50000	ከብድር			1	1
148	ብርቱካን		2009	ከተማ ግብርና	ዶሮ እርባታ	80000	ከራስ			1	1
149	እድገት		2009	ከተማ ግብርና	የወተት ከብት እርባታ	300000	ከብድር		2	1	3
150	ብልፅግና		2009	ከተማ ግብርና	ዶሮ እርባታ	70000	ከራስ		1		1
151	ሸኑ		2009	ከተማ ግብርና	የወተት ከብት እርባታ	300000	ከብድር		2		2
152	አብሮ አደግ	ፎፋ	2012	ከተማ ግብርና	ከብት ድለባ	9000	በድጋፍ	20000	2	1	3
153	እንድርድስ	ፎፋ	2012	ከተማ ግብርና	በግ ማሞከት	50000	ከብድር	70000	1		1
154	አረጋዊያን	ፎፋ	2012	ከተማ ግብርና	እትክልት ልማት	15000	በድጋፍ	25000	3		3
155	ጤና አዳም	ፎፋ	2012	ከተማ ግብርና	በግ ማሞከት	87000	ከብድር	100000	2	3	5
156	ዱምሲ	ፎፋ	2012	ከተማ ግብርና	እትክልት ልማት	700	በድጋግ	10000	3		3
157	ሰርቶ ማሳያ	ፎፋ	2012	ከተማ ግብርና	ከብት ድለባ	40000	ከብድር	70000	2		2
158	ባንቻየሁ	ፎፋ	2012	ከተማ ግብርና	በግ ማሞከት	25000	ከብድር	50000		1	1
159	የጋራ ዕድገት	ፎፋ	2012	ከተማ ግብርና	እትክልት ልማት	1000	ከራስ	15000		5	5
160	እድገት በአንድ	ፎፋ	2012	ከተማ ግብርና	ከብት ድለባ	3000	ከራስ	20000		1	1
161	እታፈራው	ፎፋ	2012	ከተማ ግብርና	በግ ማሞከት	20000	ከብድር	20000		1	1
162	መሰረት	ፎፋ	2012	ከተማ ግብርና	በግ ማሞከት	30000	ከብድር	50000		1	1
163	እታለም	ፎፋ	2012	ከተማ ግብርና	በግ ማሞከት	30000	ከብድር	30000		1	1
									35	34	69
1	መተባበር	ሳጃ	2008	ኮንስትራክሽን	ግንባታ	50000	ከራስ		5		5
2	ዩኒክ	ሳጃ	2008	ኮንስትራክሽን	ግንባታ	10000	ከራስ		4		4

3	ZTM	ሳጃ	2008	ኮንስትራክሽን	ውሃ ግንባታ	5000	ከራስ		3	3	6
4	ሚፍታ ዳድኛሞቹ	ሳጃ	2008	ኮንስትራክሽን	ግንባታ	30000	ከብድር		4	1	5
5	ገሊላ	ሳጃ	2008	ኮንስትራክሽን	ግንባታ	10000	ከራስ	80000	4		4
6	ብርሃን	ሳጃ	2008	ኮንስትራክሽን	ግንባታ	20000	ከራስ	150000	5		5
7	ዊ ካን	ሳጃ	2009	ኮንስትራክሽን	ግንባታ	5000	ከራስ	100000	5		5
8	አሹ	ሳጃ	2009	ኮንስትራክሽን	ግንባታ	25000	ከራስ	300185	4	1	5
9	የም ሀብረት	ሳጃ	2009	ኮንስትራክሽን	ግንባታ	6000	ከራስ	100000	5		5
10	የስ ውሀ	ሳጃ	2009	ኮንስትራክሽን	ግንባታ	10000	ከራስ		3	2	5
11	ዳስል	ሳጃ	2009	ኮንስትራክሽን	ግንባታ	5000	ከራስ		5		5
	ድ								47	7	54

ምንጭ: የም ልዩ ወረዳ ኢንትርፕራይዝ ልማት ጽ/ቤ /2014/

h2006 ጀምሮ እስከ 2013 ድረስ በገጠር ተደራጅተው ተግባር ላይ ያሉ ኢ/ዞች ማጠቃለያ መረጃ

ተ/ቁ	የቀበሌው ስም	የኢንተርፕራይድ ስም	የአባላት ብዛት			ስራ የጀመሩበት ዓመት	የመረጡት ፓኬጅ	የብድር መጠን	የተመለሰ ብድር	ቀሪ ዕዳ	ምርመራ
			ወ	ሴ	ድ						
1	»	አሞር	6	-	6	2006	ሰ/ልማት	28000	11500	16500	
2	ኤዞ ዛታ	ካማይማ	5	-	5	2006	1ቀን ጫጭት	52000	8000	44000	
3	አዝጊ ዛምዳ	ካይ ብርሀን	5	1	6	2006	ሰ/ልማት				
4	»	ንጋት ቁ.1	5	-	5	2006	ሰ/ልማት				
5	»	ንጋት ቁ.2	6	-	6	2006	ሰ/ልማት				
6	»	መረሽ	7	-	7	2006	ሰ/ልማት	14000	-	14000	
7	»	መርጋኝ	5	-	5	2006	ሰ/ልማት	25000	6651	19348	
8	»	ዱምስ	5	-	5	2006	ሰ/ልማት	24000	7000	17000	
9	»	ፓሮንታ	5	-	5	2006	ሰ/ልማት	16000	5000	11000	
10	»	ድሎኝ ቁ.1	7	1	8	2006	ሰ/ልማት	5187	-	5187	
11	»	አያል	2	3	5	2006	ሰ/ልማት	12000	8000	4000	
12	»	ሣንታ	5	-	5	2006	ሰ/ልማት	48000	27700	20300	
13	»	የነገ ተስፋ	5	-	5	2006	ሰ/ልማት	24000	14000	20000	
14	»	ሣንታ	5	-	5	2006	ሰ/ልማት	48000	22992	25008	
15	»	ያ ቦታ	5	1	6	2006	ሰ/ልማት	48000	47998	2	
16	»	አጉዲ	5	-	5	2006	ሰ/ልማት	20000	15000	5000	
17	»	ቡዳዋ	6	-	6	2006	ሰ/ልማት	48000	14315	33685	
18	»	መሊ	5	-	5	2006	ሰ/ልማት	48000	43440	4560	
19	»	ቆፓ ጎሎ	3	3	6	2006	ሰ/ልማት	24000	24000	-	
20	»	ጎዳዋ	5	-	5	2006	ሰ/ልማት	48000	31834	16166	
21	»	ሻድን	5	-	5	2006	ሰ/ልማት	48000	48000	-	
22	»	ጎበዙ	3	3	6	2006	ሰ/ልማት	48000	9500	38500	
23	»	ብርጥ	2	3	5	2006	ሰ/ልማት	52000	14000	39000	
24	»	ጎድን	5	1	6	2006	ሰ/ልማት	48000	8000	40000	
25	»	አለምታ ቁ.1	5	-	5	2006	ሰ/ልማት	48000	9700	38300	
26	»	ሻድን	5	-	5	2006	ሰ/ልማት	48000	6300	33700	
27	»	አዉስ	5	-	5	2006	ሰ/ልማት	44000	9200	34800	
28	»	ታስኛ	5	-	5	2006	ሰ/ልማት	48000	7433	40566	
29	»	አለምታ ቁ.2	5	-	5	2006	ሰ/ልማት	40000	14337	25663	

30	»	አማል	4	1	5	2006	ሰ/ልማት	20000	11330	8670	
31	»	መረሽ	9	-	9	2006	ሰ/ልማት	21200	2565	18635	
32	»	ድሎኝ ቁ.2	6	-	6	2006	ሰ/ልማት	20000	-	20000	
33	»	አንበሳ	5	-	5	2006	ሰ/ልማት	48000	27500	20500	
34	ወጋሮ	ሻድን	4	1	5	2006	ሰ/ልማት	48000	11300	36700	
35	»	መረሽ	6	-	6	2006	ሰ/ልማት	20000	-	20000	
36	»	አማል	4	1	5	2006	ሰ/ልማት	24000	3500	20500	
37	»	አባይ ቁ.1	3	2	5	2007	ሰ/ልማት	8000	6500	1,500	
38	ፋዕዖ	ካንጋሮ	5	-	5	2007	ሰ/ልማት	40000	28,000	12,000	
39	»	አባይ	4	1	5	2007	ሰ/ልማት	24000	20300	3700	
40	»	ሮቦት	5	-	5	2007	ሰ/ልማት	24000	11000	13000	
41	»	እድገት በህወት	4	1	5	2007	ሰ/ልማት	24000	4000	20000	
42	ደረተን	ትግስት	4	1	5	2007	ሰ/ልማት	40000	-	-	
43	»	ፍሬ በትግል	7	-	7	2007	ሰ/ልማት	32000	32000	-	
44	»	ዎኖ	5	-	5	2007	ሰ/ልማት	4000	4253	1800	
45	ሸሞ መተተሎ	ታታሪ	6	-	6	2007	ሰ/ልማት				
46	»	ለምለም	5	1	6	2007	ስጋ ዶርባታ	48000	21000	27000	
47	መለካ	እድገት	5	-	5	2009	በሬ ድለባ	45000			
48	»	ብሩሕ ተስፋ	5	-	5	2009	በሬ ድለባ	30000	30000	-	
49	»	ታጋይ	4	2	6	2009	በርበሬ	60000	13000	47000	
50	»	መሠረት	5	-	5	2009	በርበሬ ልማት	60000	36735	23265	
51	ለ/ከሸሊ	ሕዳሴ	5	-	5	2009	በግ እርባታ	100000	89000	11000	
52	ኑባ	ዛተረ ካቡ	5	-	5	2009	በግ እርባታ	40000	17900	22100	
53	ሸሸ	አብሮ አደግ	4	1	5	2009	በግ እርባታ	30000	1824.85		
54	ደሰ	በነ ወጣት ሀይል	8	-	8	2009	በግ እርባታ	30000	30000	-	
55	ደሰ	ቡርቃ ጉድና	9	-	9	2009	ቸግኝ ጣቢያ	20000	20000	-	
56	ጎ/አንገሪ	የነገ ተስፋ	5	-	5	2009	ወተት ምርት	60000	20000	40000	
57	»	ፀሐይ	3	2	5	2009	ድለባ	100000	6000	94000	
58	ስጢዳ	ጨረቃ	4	1	5	2009	ድለባ	30000	30000	-	
59	ሠ/አዋሽ	ብሩ ዘመን	5	-	5	2009	ድለባ	50000	32300	17700	
60	»	ኬጃታ በሕብረት	6	-	6	2009	ድለባ	54000	50600	3400	
61	ሣ/ማፎ	ድቻ ካቡ	5	-	5	2009	ድለባ	50000	49900	14800	
62	ወንገቾ	ሀብረት	5	-	5	2009	ድለባ	100000	20000	80000	
63	»	ዕድገት	5	-	5	2009	ድለባ	100000	38705	61295	
64	»	ተስፋ	5	-	5	2009	ድለባ	40000	-	40000	

65	ወጋሮ	አሞር	5	-	5	2009	ድለባ	81000	-	81000	
66	ወጋሮ	ጉጉሽ	5	-	5	2009	ድለባ	80000	-	80000	
67	ከ/ዶዶ	ታቡር ወጃላ	5	-	5	2009	ድለባ	50000	50000	-	
68	ሸሽር አልማማ	ካኪሽ	4	2	6	2009	ድለባ	32550	32550	-	
69	»	ተስፋ	5	-	5	2010	ድለባ	70000	-	70000	
70	»	አዉራሪስ ቁ.2	2	-	2	2010	ድለባ	40000	22,000	18,000	
71	ሸሞ መተተሎ	ታጋይ	5	-	5	2010	ድለባ				
72	»	ቀይ ቀበሮ	3	2	5	2010	ድለባ	100000	10000	90000	
73	ሣ/ማፎ	ጨረቃ	3	3	6	2010	ድለባ	14000	15000	-	
74	አሼ	ጫላ ጉድፍቱ	5	-	5	2010	ድለባ				
75	»	አድስ ተስፋ	5	-	5	2010	ድለባ				
76	»	ጉደታ ቡላ	2	3	5	2010	ድለባ	30000	-	-	
77	»	ቦሪ ተፋሰስ	5	3	8	2010	ድለባ				
78	\$	አድስ ጋዋ	6	-	6	2010	ድለባ	60000	60000		
79	ወይራ	ጅግራ	4	-	4	2010	ድለባ	70000	30,000	40,000	
80	»	ዋሊያ	4	-	4	2010	ድለባ	100000	40,000	60,000	
81	»	አዉራሪስ ቁ.1	5	-	5	2010	ድለባ	62000	15,200	46,800	
82	ሦሩ	ቦኖ ጎሎ	5	-	5	2010	ድለባ	60000	46400	13600	
83	»	ታማኝ	4	1	5	2010	ድለባ	120000	28000	92000	
84	»	ዋሊያ ቁ.1	3	2	5	2010	ድለባ	130000	16000	114000	
85	»	አበሻ	6	-	6	2010	ድለባ	60000	27000	33000	
86	»	ሰርተን እንደግ	3	2	5	2010	ድለባ	100000	11000	89000	
87	»	ለዉጥ	5	-	5	2010	ድለባ	50000	14000	36000	
88	ሦሩ	ነብር	6	-	6	2010	ድለባ	120000	16000	104000	
89	»	ልማት በሕብረት	5	-	5	2010	ድለባ	50000	36000	14000	
90	»	ታድስ	5	-	5	2010	ድለባ	100000	51400	48600	
91	»	እኛላኛ	4	2	6	2010	ድለባ	60000	26600	33400	
92	»	አድስ ተስፋ	4	1	5	2010	ድለባ	50000	12000	38000	
93	ሣ/ማፎ	ሕብረት	3	2	5	2010	ድለባ	62000	27500	34500	
94	አሽር	ለምለም	5	-	5	2010	ድለባ	120000	38000	82000	
95	አሽር	ሌልሳ	6	1	7	2010	ድለባ	62000	27500	34500	
96	»	ነብር	4	1	5	2010	ድለባ	62000	11000	51000	
97	»	ዋሊያ	3	2	5	2010	ድለባ	47000	-	47000	
98	»	ጌንታ ገነት	6	3	9	2010	ድለባ				
99	»	አንበሳ ቁ.2	5	-	5	2010	ድለባ	100000	12000	88000	
100	\$	ታቡር ለምለም	5	-	5	2010	ድለባ	50000	50000	-	

101	»	ተስፋ	5	1	6	2010	ድለባ	30000	-	30000	
102	»	አንበሳ	6		6	2011	ድለባ				
103	»	ዘላቂ	7	-	7	2011	ድለባ				
104	እዙ ዛታ	ሀብረት	4	1	5	2011	ድለባ				
105	»	ኒያላ	5	1	6	2011	ድለባ	-	-	-	
106	ደሶ	ልምላሜ	6	-	6	2011	ድለባ	10000	-	10000	
107	ታዳጊ	ደሶ	5	-	5	2011	ድለባ	10000	10000	-	
108	ከ/ዶ/ር	ጋዶ መርከረ ካቡ	5	-	5	2011	ድለባ	91000	7500	83,500	
109	\$	አይስ ሺኛ	6	-	6	2011	ድለባ	62000	62000	-	
110	\$	ሺኛ ቁ.2	4	1	5	2011	ድለባ	50000	50000	-	
111	»	ጉዳፍ ገገት	4	1	5	2011	ድለባ	40000	40000	-	
112	»	ጋብሲ ተፋሰስ	4	1	5	2011	ድለባ	40000	40000	-	
113	»	ጌንታ ቁ.3	5	-	5	2011	ድለባ	50000	50,000	-	
114	ከለቺ	አንበሳ	4	1	5	2011	ድለባ	54000	50400	3600	
115	»	ዋሊያ ቁ.2	5	-	5	2011	ድለባ	60000	10500	49500	
116	ታ/ከሸሊ	ሠላም	5	-	5	2011	ድለባ	60000	49175	15625	
117	»	ነብር	3	2	5	2011	ድለባ	50000	-	50000	
118	ሣ/ማፎ	ብሩክ	5	1	6	2011	ድለባ	60000		53900	
119	አዝጊ ዛምዳ	ብርሀን	3	2	5	2011	ድለባ	62000	20000	42000	
120	»	ብሩህ ተስፋ	3	-	3	2012	ድለባ				
121	ጎ/አንገሪ	ስኬት	5	-	5	2012	ፍጥረት				
122	ጎ/አንገሪ	ለምላም	4	1	5	2012	ፍጥረት				
123	ገሲ	ብልፅግና	6	-	6	2012	ፍጥረት				
124	»	አያል	4	1	5	2012	ፍጥረት	8000	-	-	
125	»	ሰላም	5	-	5	2012	ፍጥረት	6000	-	-	
126	»	ሕዳሴ	11	-	11	2012	ፍጥረት	-	-	-	ወደ ማህበር የተሻገሩ
127	»	ዝናብ	4	-	4	2012	ፍጥረት				
128	»	-	5	-	5	2012	ፍጥረት				
129	»	ብልፅግና	5	-	5	2012	ፍጥረት				
130	ሾሾ	ሕብረት	3	2	5	2012	ፍጥረት	30000	-	30000	
131	»	ሺኛ ቁ.3	6	-	6	2012	ፍጥረት	60000	-	60,000	
132	መለካ	ለምላም	6	4	10	2012	ፍጥረት				
133			639	81	720						
1	ጎ/አንገሪ	ሀገሬ	3	2	5	2009	እንጨት ዉጠቶች	130000	17100	112900	

2	»	ለምለም	2	3	5	2009	እንጨትና ብረታ ብረት	40000	30000	10000	
			5	5	10						
1	ሸሞ መተተሎ	አንድነት	4	1	5	2007	ሸቀድ	16000	-	-	
2	»	ጀንበር	5	-	5	2008	ሸቀጣሸቀጥ	20000	3400	16600	
3	»	አልሚ	6	-	6	2008	ሸቀጥ				
4	ጎ/አንገረ	አንበሳ	5	-	5	2009	አነስተኛ ምድብ ቤት	30000	30000	-	
			20	1	21						

ምንጭ: የም ልዩ ወረዳ ኢንትርፕራይዝ ልማት ጽ/ቤ /2014/