

## The impact of demographic characteristics on the development of entrepreneurship in agricultural production cooperatives of Qazvin Province

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**Abstract:** The aim of this study was to assess demographic characteristics and their impact on the development of entrepreneurship in agricultural production cooperatives of Qazvin Province. Librarian studies and questionnaires were used to collect information. The research method is descriptive -correlational and analytical in kind of causal-relational. The research population includes all managers of agricultural production cooperatives of Qazvin Province, that given the limited number of cooperatives, census method was used (N=86). To evaluate the validity of research, the opinions of administrative experts and university professors and experts in the fields of agriculture development and promotion and training were used. The reliability of the questionnaire was assessed by Cronbach's alpha coefficient which for all parts of the questionnaire was estimated greater than 0.85. Based on the results, between the variables of childhood status and belief in teamwork cooperation, education in the agricultural major, individual's social status and acceptance in the community, personal features, sociological characteristics, psychological features, entrepreneurial skills for success, entrepreneurship motivation, supporting entrepreneurs, marketing and entrepreneurship's constraints and development; a significant positive correlation at the level of 1% was acquired, also between the variables of educational major and degree of dissatisfaction with one's previous jobs and a high motivation to create new business and the dependent variable, a significant positive correlation was observed between at the 5% level. Results of stepwise multiple regressions showed that three variables -related field of education, the skills required to be a successful entrepreneur and sociological characteristics- could explain 44.4% of the variation of entrepreneurship development. Results of the Path analysis indicated that the variable of education in related a major directly and indirectly, has the greatest impact on the dependent variable.

**Key words:** Demographic characteristics; Agricultural cooperatives; Qazvin province; Entrepreneurship development; Cooperative managers

### 1. Introduction

Entrepreneurship development requires identifying the appropriate structures and strategies to be able to prepare the necessary conditions to achieve entrepreneurship for all society. Cooperative sector is one of suitable structures to attract entrepreneurs in our country (Rahimi, 2008).

The country's 20-year vision, cooperation is considered as the essence of economic activities, because cooperation prevents the concentration of wealth in the hands of a few of the entities. Today against the existence approximately 150,000 cooperatives in the country with 3,000,000 members, 10 % of total employment of the country is in the cooperative sector. Of course it should be noted that emphasize on the importance of the cooperative system and its application in various fields of economy is not limited to Iran and it is clearly evident to the whole world system, as far as the United Nations, with emphasis on the need to revitalize the cooperative movement, named year 2010 as the International Year of Cooperatives

(Hosseini Nia, 2009). Although the performance of financial cooperatives may seem obvious, but the fact is that these organizations do not apply only in economic matters, however, they can be used in many other matters. The importance of cooperatives is that's why these organizations and public bodies beside of having the features and characteristics of a single economic and trade unit have ideological and social values as well and also represents the collective efforts of a group of members making up the cooperative to achieve common goals, progress and development of the society (Sheikhi, 2008). In this context, agricultural and production cooperatives are able to accelerate process of economic growth and resolve unemployment and employment problem by collecting small funds and base on government facilities. Agricultural cooperatives because of having complete information about economic activities are able to desirably combine factors of production and by synchronization of forces and facilities take maximum benefit from the investment that this affair would reduce production costs and increase profits and corporate income and employment.

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If cooperatives have a proper management, people can participate in group activities and with the support of the government and aggregating people's low savings, participate them in investments and encourage people's responsibility to companies and public capital and take an essential step in the investment and unemployment and increase national production, which eventually contributes to job creation and entrepreneurship development (Salehi and Marzijani, 2007).

Today, the various forms of rural cooperatives (including rural production cooperatives, agricultural cooperatives and rural cooperatives) are a powerful lever for economic and social development in rural areas of the country and following the development of the country have the capacity to enhance agricultural and rural development. These organizations help farmers to increase their production and marketing capacity in the current competitive market and in this respect, gain more value-added (Saidi, 2010).

Evidence from the community suggests that cooperatives are suitable for entrepreneurship and entrepreneurship assumed as one of the preconditions for the success of cooperative and there is a strong relationship between this two. When entrepreneurs enters into the field of cooperatives it can be hoped that the cooperative enjoying creativity and innovation, identifying and taking advantage of opportunities and risks, has an acceptable position in the competitive business environment and be successful (Jahanbani, 2010).

Since the reproducer employment is a positive result of entrepreneurship phenomenon, Entrepreneurship Development Plan is presented aimed at resolving the current problem of unemployment and also benefit from other consequences of entrepreneurship such as creativity and generate wealth. The concept and the idea of entrepreneurship does not belong to the present age and is not a new concept, this concept was brought before the Medieval Ages which has evolved over time. Briefly, active and organizer entrepreneur is an economic unit (or non-economic) and business in order to achieve personal and social benefits (Jahanian, 2006).

Agricultural production cooperatives prepare the context for broad rural participation in the process of rural development, resolve professional problems of farmers in the economic and social areas through cooperation and collaboration and production cooperatives as a system of exploitation and reorganization of the agricultural sector, can play an important role in improving agricultural production structure and given the importance of farmers' participation in regional planning enhance these partnerships (Shajaria, 2004). It can also be expressed that in the coming years due to increase in population and country's mainly smallholder agriculture system the problem of land fragmentation and the small size of production units will appear. Meanwhile, production cooperatives can

through integration farmers' facilities, can help increase in agricultural production and economic activities, in addition to optimizing the use of inputs such as pesticides and fertilizers, using modern scientific methods while reducing costs and increasing farmers' income enhance agricultural development, increased production and self-sufficiency in basic and strategic products. Due to the main reason for paying attention and emphasis on the formation and development of cooperatives is modification of the existing situation and the unfavorable structure of agricultural exploitation and the utilization of new and relevant systems in order to achieve sustainable and balanced development of regional and rural development, hence parallel with quantities development of these people-orientated organizations, it is necessary to seriously peruse their qualitative development. Therefore, the present study is aimed to recognize the factors affecting the development of entrepreneurship in the province's agricultural cooperative in the province of Qazvin as the geographic area of research. The limited research records related to the subject of research in Qazvin Province is among other things which confirms the necessity to do research in this field.

Jahanbani et al. (2011) in a study investigated the approaches to improving entrepreneurship in agricultural cooperatives engaged in Ahvaz County. Factor analysis revealed that five motivating-educational, investment - innovation, advocacy, partnerships and infrastructure development factors explain about 57.3 percent of the factors affecting the development of entrepreneurship in agricultural production cooperatives.

Sharif Zadeh et al. (2010) in a Research entitled "A study of barriers to the development of agricultural businesses in Golestan Province" concluded that most frequent barriers to agricultural entrepreneurship development are: natural hazards, poor quality of inputs available on the market, the time needed for profitability, fluctuations of government policies in the agricultural market associated with import, export, pricing, and market regulation, and difficulties in credit conditions.

Abdullahi Saidi (2010) in his study entitled "The identification of factors affecting the success of rural cooperatives in Dasht-e Azadegan County", stated that the findings of the averages comparison test showed that there is a significant differences with 99 % confidence between the views of ordinary members of the cooperatives about their organs and success of these companies, the results of exploratory factor analysis also showed that the variables that influence the success of agricultural cooperatives are classified in five factors of training - promotion, economic, management, entrepreneurship, policy and control.

Jahanbani (2010) in a study aimed at identifying strategies for the development of entrepreneurship in Khuzestan Province's agricultural cooperatives concluded: factors contributing to the weakness of agricultural production cooperatives allocated

around 66.165 % of the variance, the strengths about 78.398 , threats 71.6.8 , opportunities 83.14 percent, entrepreneurship development strategies 55.35 % , factors affecting entrepreneurship 80.16 percent, visiting factor 81.47 percent, managerial and organizational factors about 80.16 percent and the potentials of entrepreneurship in the cooperative sector allocates about 78.01 percent of the variance.

Rokneddin Eftekhari (2009) in a research on "the analysis of the factors affecting the development of agricultural entrepreneurship in rural areas: a case study of villages of Khodabandeh County", stated that describing and analyzing the results of the statistical tests and qualitative study indicate that the demographic and economic factors are of great importance in the sample.

Aghajani (2008) in a study investigated the factors influencing the process of independent entrepreneurs in Babokar County, where entrepreneurship was mentioned as an engine of growth and development community. The results showed that the four independent variables associated with the entrepreneurial process namely the demographic, occupational, behavioral and environmental variables each with its own strength and weakness, both directly and indirectly influence the entrepreneurial process.

Rezvani and Najarzadeh (2008) in a study examined the feasibility of rural entrepreneurship in rural areas and know the problems in the rural areas as inequality within rural communities, rural migration, evacuated villages, the vulnerability of the rural population, unemployment in rural areas, exclusion in rural areas and the unorganized villages' locating system

Feizabadi (2007) in his study investigated the role of entrepreneurship, adhere to cooperative principles and their relationship to the success of cooperatives. According to the research findings there is a significant positive correlation between entrepreneurship and principles of cooperation with each other and each of them with the success of cooperatives. There is also a significant relationship between adherence to the principles of cooperation and entrepreneurship.

Badri (2006) in a study conducted to determine the capabilities of entrepreneurship among students of Isfahan University concludes the entrepreneurial ability of students in the areas of independence, internal control, achievement motivation and creativity were higher than average, but the risking score is lower than the mean value. The university education is not effective in fostering entrepreneurial characteristics of students as well.

Andadeh (2004) in a study titled "Identifying successful entrepreneurs in the rural community of Isfahan Province and factors affecting their success", concluded that only 23% of rural entrepreneurs are highly satisfied about the administrative bureaucracy related to their businesses in the country.

Maghsoudi and colleagues (2011) in a entitled "Supporting the development of entrepreneurship in agricultural production cooperatives", which the study sample consisted of 492 managers of agricultural production cooperatives in Khuzestan Province, concluded that the enhancing the relationship was the first priority to entrepreneurship development in this sector, other priorities focused on of the government guidelines for the protection and development of entrepreneurship. Creating a support network for the entrepreneurial sectors, establishment of centers for entrepreneurship development, identify and resolve barriers and structural constraints of entrepreneurship in cooperation sector were among the major factors affecting the development of entrepreneurship in agricultural production cooperatives.

The results of the factor analysis also showed that five financial factors by 18.84 %, research 17.19 %, organizational by 17.1, information by 14.13 % and advocacy activities by 12.85 percent, explain about 80.41 % of the variance of support mechanisms for the development of entrepreneurship in agricultural production cooperatives.

Ghiasvand (2009) conducted a study on the factors that influence agricultural cooperatives in Iran. The study assessed the perception of the managers of agricultural cooperatives which the effective factors have been divided into 8 categories including psychological, educational, economic, organizational, financial, personal attributes, social and civil law.

Swanson (2008), in a study cited that the leadership skills of cooperatives' members, financial accounting managerial and organizational are necessary conditions for the success and development of these organizations. On the other hand, the researcher believes that non-governmental organizations, donor institutions and promoter and developer agencies because of provision of various material and spiritual services, can have significant share for forming and developing social capital in rural communities in the way of various organizations especially in the initial stages of their formation.

Ortman and King (2007), know the macroeconomic conditions in the community, the quality of farmers' associations (such as their leadership and their influence on decision-making) and general policies of governments such as interest in decentralization; as important factors that influence the success of co-operatives and generally development of the cooperative movement in the world.

Anand Singh and Krishna (1994) in a study titled "Agricultural Entrepreneurship: Concepts and Evidence" suggest that emphasis on how entrepreneurial capabilities can cause that a successful farming operations lead to a catastrophic failure

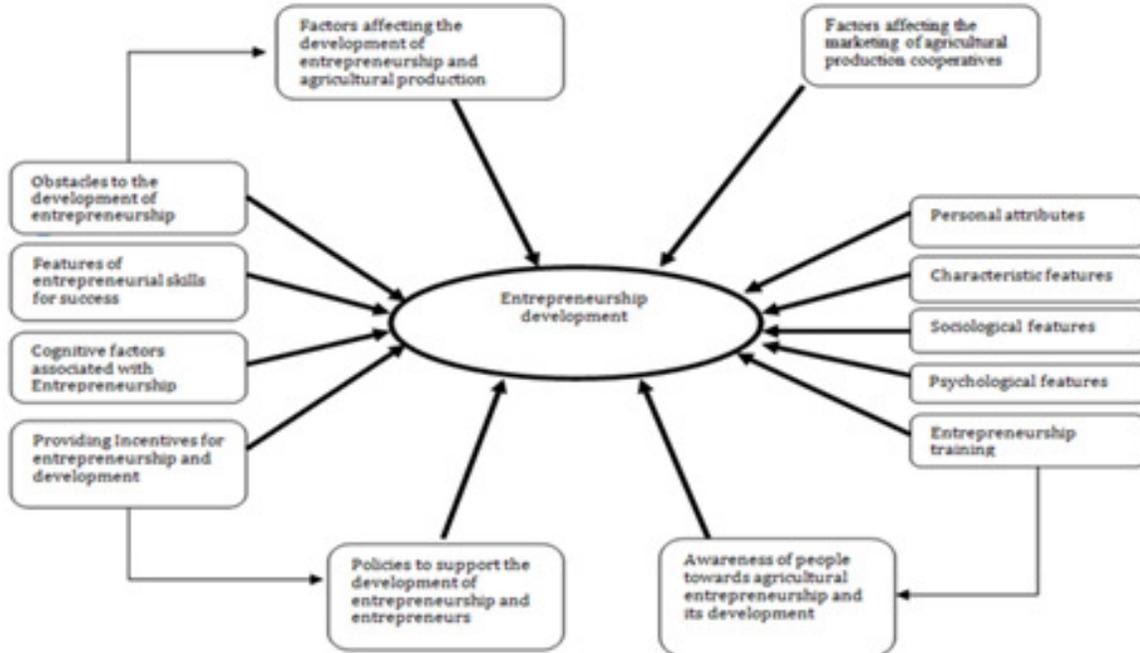


Fig. 1: The conceptual framework

## 2. Materials and methods

The research population included all managing directors of cooperatives, rural cooperative agents 'experts, experts in production cooperatives in the provinces and counties and agricultural cooperatives of Qazvin Province that given the limited number of cooperatives, the census method was used (N=86). To conduct this research and data collection, documentary study, interviews, observation and field research by questionnaire were conducted. The dependent variable in this research is the development of entrepreneurship in agricultural production cooperatives. To estimate the development of entrepreneurship function stepwise multiple regression method was used. For assessing the direct and indirect effects of the independent variables on the dependent variable Path analysis was used. To estimate research's data the software SPSS19 was applied. The research method is descriptive -correlational and analytical in kind of causal-relational. To determine the validity of the survey instrument, the experts' panel method was used and after collecting comments, necessary corrections were done.

Thirteen items were designed to assess the agricultural cooperative entrepreneurship development in the study area and the audience was asked to respond them accuracy, answers on a five-level scale (Likert Scale) were designed

(Very low, low, medium, high and very high) and finally, the results of the questionnaire were measured and evaluated. To evaluate the reliability, the Cronbach's alpha coefficient was used that the value of this coefficient for all sections of the questionnaire has been more than 0.85.

## 3. Results

### 3.1. Descriptive Statistics

Assessing the distribution of members' frequency by gender revealed that from 86 samples of the study population, 74 subject with 86 percent frequency were men and 12 subjects with 14 percent frequency were women, also 12 subjects with a frequency of 14 % were single and 74 percent with 86 percent frequency were married (Table 2). In the age distribution study, results showed that the number of 28 persons with the frequency of 32.6 percent were between 28 to 38 years, 37 persons with a frequency of 43% were between 39 to 48 years, 18 persons with the frequency of 20.9 percent were between 29 and 58 years and finally 3 persons were up to 59 years with the frequency of 5.3 % (Table 1).

Level of education is among the features that can affect many people's reactions, therefore, in most field studies, this feature is measures and assessed by researchers. Investigating education level of members of agricultural cooperatives in Qazvin Province showed that 8 people with the frequency of 9.3 percent were lower than a diploma, 18 people with the frequency of 20.9 had Diploma and Advanced Diploma, 42 people with frequency of 48.8 had Bachebr's degree and 18 people with the frequency of 20.9 percent had higher degrees.

Investigating the major of the members of agricultural cooperatives in the province of Qazvin showed that 45 people with the frequency of 52.3 percent in the field of agriculture, 4 people with the frequency of 4.7 % in phytopathology, 5 people with 8.5 percent frequency in plant production and 32 people with the frequency of 37.2 studied in other

agricultural majors. Investigating the experience of members of agricultural cooperatives in the province of Qazvin showed that 2 people with the frequency of 2.3% less than 2 years, 22 people with the frequency of 25.6 percent between 2 to 5 years, 21

subjects with 24.4% frequency between 5 to 8 years and 41 people with the frequency of 47.7% percent had more than 8 years' experience. Table1 shows the results.

**Table 1:** Distribution of people according to personal characteristics

Variables	Frequency	percentage	Cumulative percentage
Gender			
Male	74	86	--
Female	12	14	--
Marital status			
Single	12	14	--
Married	74	86	--
Age			
28-38 years	28	32.6	32.6
39-48 years	37	43	75.6
49-58 years	18	20.9	96.5
More than 59 years	3	5.3	100
Education			
Lower than diploma	8	9.3	9.3
Diploma and advanced diploma	18	20.9	30.2
license	42	48.8	79.1
Higher than licesse	18	20.9	100
Major			
Agriculture	45	52.3	--
Phytopathology	4	4.7	--
Plant production	5	5.8	--
Other	32	37.2	--
Membership background			
Less than 2 years	2	2.3	2.3
2-5 years	22	25.6	27.9
5-8 years	21	24.4	52.3
Up to 8 years	41	47.7	100

Investigation of average monthly income of members of agricultural cooperatives in the study region showed that 78 people with the frequency of 90.7% more than 10 million Rials, 6 people with the frequency of 7 % between 10 and 15 million Rials, 1 person with a frequency of 1.2 % between 16 and 20 million Rials and also 1 person with a frequency of 1.2 % had more than 20 million Rials income per month (Table 2). Previous studies about cooperatives' features showed that 63 propel with a frequency of 73.3 percent were members of agricultural production cooperatives, 13 people with frequency of 15.1 percent in rural cooperatives and 10 cases with frequency 11.6 were in joint stock companies (Table 2).

In considering the establishment year of cooperatives in the study area the results showed that 7 cooperatives with a frequency of 8.1 percent were established before the year 1986, 50 cooperatives with a frequency of 58.2 percent between the years 1987 to 1996, 5 cooperatives with a frequency of 5.8 % between the years 1997 to

2006 and finally 24 cooperatives with a frequency of 27.9 % were established after 2007 (Table 2). Pearson and Spearman correlation coefficient was used to determine the relationship between independent variables and the variable of agricultural production cooperative entrepreneurship development. Based on the results between variables of childhood condition, belief in teamwork, education in a desired major, the entrepreneur's age, social status and its acceptance by society, personal characteristics, sociological characteristics, psychological characteristics, characteristics for success, entrepreneurship motivation supporting entrepreneurs, marketing entrepreneurship development constraints with factors affecting the development of entrepreneurship a significant positive correlation was obtained at level of 1%, also, between the variables education degree, the dissatisfaction of past jobs and a high motivation to build business and the dependent variable, a significant positive correlation was observed in the 5% level (Table 3).

**Table 2:** Distribution of subjects according to the economic characteristics and type of cooperative

Variables	Frequency	percentage	Cumulative percentage
<b>Monthly average income (million Rials)</b>			
Lover than 10	78	90.7	90.7
10-15	6	7	97.7
16-20	1	1.2	98.8
More than 21	1	1.2	100
<b>Total monthly average income (million Rials)</b>			
Lover than 10	71	82.6	82.6
10-15	13	15.1	97.7
16-20	1	1.2	98.8
More than 21	1	1.2	100
<b>Cooperative type</b>			
Agricultural production	63	73.3	--
Rural cooperatives	13	15.1	--
Joint stock companies	10	11.6	--

Kruskal-Wallis and Mann Whitney Test was applied to compare different test groups. Based on the results, no significant correlation was seen

between the type of cooperative, marital status and gender with variable of entrepreneurship development (Table 4 and 5).

**Table 3:** Relationship between variable

First variables	Second variable	The correlation coefficient	Significance level
Age (X <sub>1</sub> )	Entrepreneurship Development	0.075	0.492
Major (X <sub>2</sub> )		0.221*	0.041
Cooperative's members (X <sub>3</sub> )		0.141	0.196
Cooperative work experience and position chosen by the entrepreneur (X <sub>4</sub> )		0.167	0.125
Dissatisfaction with the previous jobs that lead to a high motivation to create new business (X <sub>5</sub> )		0.268*	0.013
Education in relevant fields (X <sub>7</sub> )		0.413**	0.000
entrepreneur age (X <sub>8</sub> )		0.058	0.598
Entrepreneurship knowledge (X <sub>9</sub> )		0.058	0.593
Personal attributes (X <sub>10</sub> )		0.472**	0.000
Sociological features (X <sub>11</sub> )		0.515**	0.000
Psychological features (X <sub>12</sub> )		0.359**	0.001
Features of entrepreneurial skills for success (X <sub>13</sub> )		0.469**	0.000
Awareness about Entrepreneurship (X <sub>14</sub> )		0.202	0.062
Entrepreneurship motivation (X <sub>15</sub> )		0.388**	0.000
Entrepreneurship education (X <sub>16</sub> )		0.120	0.272
Entrepreneurship support (X <sub>17</sub> )		0.434*	0.000
Marketing (X <sub>18</sub> )		0.517**	0.000
Obstacles to the development of entrepreneurship (X <sub>19</sub> )		0.467**	0.000

\*P<0.05      \*\*P<0.01

**Table 4:** Comparison of variables using Mann Whitney Test (n=86)

Variable	Tested variable (Mann Whitney Test)	U value	Significance level
Gender	Entrepreneurship Development	365.5	0.399
Marital status	Entrepreneurship Development	403.5	0.613

\*P<0.05      \*\*P<0.01

The stepwise multiple regression was used to determine the interactive effects of the independent variables on the dependent variable. In this method the independent variables which had a significant role on the dependent variable were used to investigate the role of each of them on the dependent variable. Based on the results of the regression, three variables including the relevant field of education,

the skills required to be successful entrepreneurs and sociological characteristics, left in the equation and interactively explained 4.4 percent of variation of the dependent variable (entrepreneurship development) (Table 6).

According to the results of Enter Multiple Regression, ten other independent variables with a significant role on the dependent variable, only could

explain 2.3 % of the variation in the dependent variable. Thus, 53.3 percentage of variability in the dependent variable is explained by other factors which were not considered in this study. To compare the effects of 3 independent variables in the regression model on the dependent variable, Standardized Beta coefficients were used and showed that the independent variable of the field of education had the greatest role in the field of

the development of entrepreneurship in agricultural production cooperatives. According to the regression coefficients and constants value obtained from the stepwise multiple regression analysis, research's regression equation was obtained as following. It should be noted that the independent variables that have a nominal scale, virtually been entered into the regression equation.

**Table 5:** The results of the final model of multiple regression analysis of development of entrepreneurship in agricultural production cooperatives, based on the independent variables

Predictor variable	Non-standardized coefficients		standardized coefficients	T-value	Significance level
	Entry coefficient	Criterion error	Beta		
Constant number	20.499	3.433		5.957	0.000
Education in relevant fields (X <sub>7</sub> )	0.824	0.637	0.249	2.865	0.005
Features of entrepreneurial skills for success (X <sub>13</sub> )	0.611	0.152	0.357	4.007	0.000
Sociological features (X <sub>11</sub> )	0.489	0.126	0.33	3.88	0.000

\*\*P≤0.01      \*P≤0.05      R<sup>2</sup>= 0.464      R<sup>2</sup><sub>adj</sub>=0.444      R= 0.681  
 Y=20.499+0.824 X<sub>7</sub>+0.611 X<sub>13</sub>+0.489 X<sub>11</sub>

**3.2. Path Analysis**

Path analysis is among multivariate techniques which in addition to investigate direct effects of the independent variables on the dependent variable, considers indirect effects of these variables as well. Path analysis techniques are based on a set of multiple regression analysis and the assumed relationship between the independent and dependent variables. This method emphasizes on the innovative use of Visual Diagrams which is known as Path Diagram (Kalantari, 2012). Based on the results of the stepwise multiple regression three variables of

the field of education, characteristics of entrepreneurial skills for success and sociological characteristics, interactively, had the greatest impact on the dependent variable (the development of entrepreneurship in agricultural production cooperatives) and accordingly with the effects of each one on the visual and innovative diagrams were entered, so in addition to the direct effect of the independent variables on the dependent variable, indirect effects to be observed too (Table 6). After reviewing the diagram, the path analysis of the study were presented as follows:

**Table 6:** Total direct and indirect effects of independent variables on the dependent variable

Independent variable	Indirect effects	Direct effects	The total direct and indirect effects of each variable
Education in relevant fields	0.297	0.249	0.546
Features of entrepreneurial skills for success	0.142	0.357	0.499
Sociological features	--	0.33	0.33

**4. Discussion and conclusions**

This study aimed to identify the ways to develop entrepreneurship in agricultural production cooperatives with the approach of investigating the demographic characteristics of Qazvin Province was conducted. According to the findings of the study, the cooperatives that their members are educated in relevant academic fields are more developed, as well as having the characteristics of entrepreneurial skills for success, sociological characteristics of cooperatives, disciplines, child's condition and mood of cooperation and belief in teamwork, dissatisfaction with one's previous jobs and having a high motivation to create new business, social status and individuals acceptance by society,

personal characteristics, sociological characteristics, psychological characteristics, motivation entrepreneurship, supporting of entrepreneurs, marketing and constraints of entrepreneurship development are considered as the major factors affecting the development of entrepreneurship in agricultural production cooperatives. In multiple regression analysis to identify factors affecting on the development of entrepreneurship in production cooperatives, a total of three variables related to the field of education, the entrepreneurial characteristics of successful entrepreneurs in successful cooperatives and sociological characteristics explained approximately 44.4 % of the variability of entrepreneurship development as dependent variable

Between education in relevant field and entrepreneurship development a significant positive relationship was found. Accordingly, findings of Jahanbani and colleagues (2011), Feizabadi (2007), Rokmeddin Eftekhari (2009), Anand Sing and

Krishent (1994), Maghsoodi and colleagues (2011), Ghiasvand (2009), Swanson (2008) should support this result.

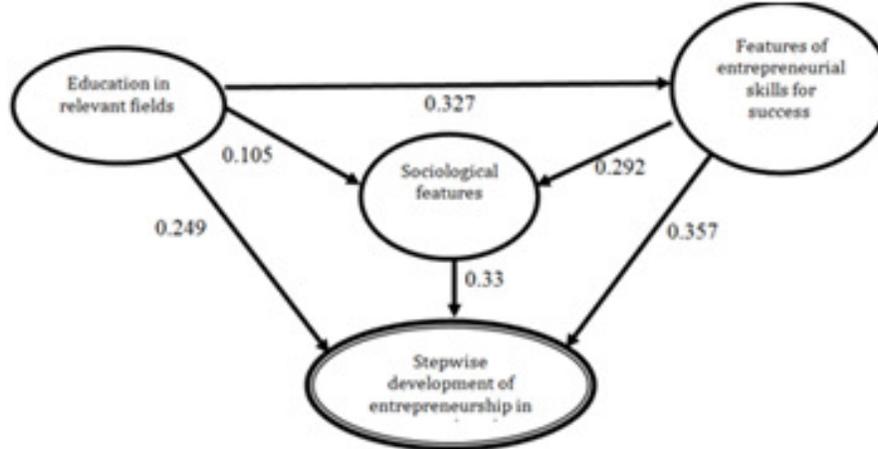


Fig. 2: The path analysis diagram of study findings

A significant positive correlation was obtained between the features of the skills required to be successful entrepreneurs and entrepreneurship development. The results of various studies, including Maghsoodi and colleagues (2011), Jahanbani (2010) and Aghajani (2006), Badri (2006) support these finding

Sociological characteristics and entrepreneurial development have a significant positive correlation together. This finding is verified by Maghsoodi and colleagues (2011), Swanson (2008), Najarzadeh (2006), Abdullahi Saidi (2010), Feizabadi (2007).

## 5. Recommendations

Considering the fact that there is a statistically significant positive correlation between education in the associated fields and the development of entrepreneurship, it is recommended to provide required conditions and facilities to enter these individuals into educational centers through granting specific quotas based on their employment in agricultural cooperatives, in addition to enhance the efficiency of agricultural cooperatives in the region, motivate the interest of members to the fields relevant to cooperatives' needs as well and also universities gradually will be transformed to entrepreneur centers and in this way an effective step toward the development of agriculture in the region will be taken, because one of the most components of development is training and education.

Given that a significant positive correlation was seen between the skills required to be successful entrepreneurs and entrepreneurship development, therefore it is proposed that beside of raising awareness of cooperatives' members about their job importance and the benefits of having job autonomy, providing skills and professional training, which this affair is possible through supporting institutes such

as Imam Khomeini Relief Committee "due to their influence and scope of activity in the villages, in addition to educational and promotional courses offered by Agricultural Jihad Organization and accordingly an extended attempt for help cooperatives' members to be multi-skilled. Given that there is a significant positive correlation between demographic characteristics and development of entrepreneurship, it is recommended to provide required conditions for young people who have education related to entrepreneurial activities through qualified agencies, which in this way it is possible to develop agricultural entrepreneurship in the region, reduce unemployment issue in rural areas and relieve migration rate from the villages to cities due to the lack of employment opportunities.

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