

**MOSHI CO-OPERATIVE UNIVERSITY (MoCU)
CHUO KIKUU CHA USHIRIKA MOSHI**



**Journal of Co-operative and Business Studies (JCBS)
Sokoine Road, P.O. Box 474,
Moshi, Tanzania.**

Vol. 5, Issue 1, 2020

ISSN: (online) 2714-2043, (print) 0856-9037

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Reviewer: Alban D. Mchopa

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The Journal of Co-operative and Business Studies (JCBS) was launched with the support of the Moshi Co-operative University (MoCU) formerly the Moshi University College of Co-operative and Business Studies (MUCCoBS). MoCU continues to support JCBS through funding, personnel and other non-human resources.

AIM

The Journal of Co-operative and Business studies (JCBS) was established to provide a print and electronic forum for academic and practitioners to share knowledge through publications. JCBS publishes papers that range from co-operation, management, finance, accounting, microfinance, credit union/savings and credit co-operatives, financial co-operatives, networking, education, other scientific thoughts and findings that enrich readers understanding on co-operatives and business. Papers should as far possible be practical or based on one's thoughts/ideas that need to be shared to general community.

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JCBS is an international refereed journal and a forum for co-operators and co-operative scholars, to analyse concepts, ideas and develop new theories relevant for co-operative development. Our intention is to raise discussion so that we can get a new trend towards modern co-operative theory.

We welcome contributions on any aspect of co-operation and related subject areas: In particular on co-operative sectors (consumer, housing, worker, agricultural, credit, mining, fishing and other forms); co-operatives in different countries; and other sectors within the "social economy", including mutual businesses, microfinancing and building societies, community, businesses, and member-based non-profit organisations. The journal publishes high quality research-based articles, policy debates, review articles and book reviews. There are no fees payable to submit or publish in this journal.

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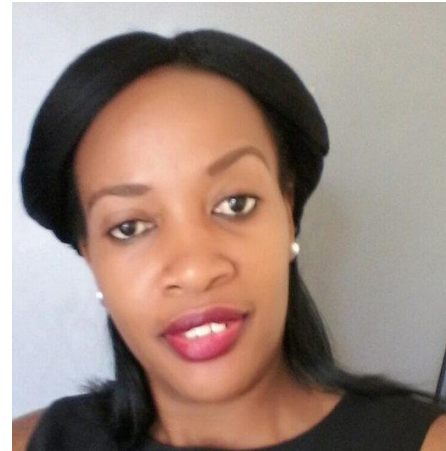
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Editor's Note

On behalf of the Board and the whole Editorial team, I would like to convey our sincere appreciation to the authors of articles editors and peer-reviewers. The Journal of Co-operative and Business Studies (JCBS) continues to publish up-to-date, high-quality and original research papers alongside relevant and insightful reviews in co-operative and business that extend knowledge to both the academician and practitioners. The journal publishes papers that enable readers to have a thoughtful approach towards specific aspects of co-operation and business at large. This issue is unique particularly because the readers are informed on issues related to Tanzania, East and West Africa, This innovations will contribute to the JCBS's visibility and accessibility to achieve its long held dream of availing a prestigious, reputable and internationally recognized journal.



Dr. Neema P. Kumburu

The journal aspires for sustainable co-operatives that are member rooted designed and managed for the betterment of their members' livelihood and the larger community. The vision is to prepare enriched owners who are conscious about environment and prepare the people to take appropriate action to ensure current and future generations continue to benefit from their undertakings. The journal aspires to be vibrant, engaging accessible, and at the same time integrative and addressing challenges. The first part contains articles ranging from assessing members' participation in decision making in co-operatives, foreign direct investment, business practices and management of human resources, topical and cross cutting matters, including corruption.

Mwakilema and Kayunze looked at the performance of businesses owned by Vocational and non-Vocational graduates in terms of revenue and net worth, and determines the assets capitalization effect on revenue. Findings indicated that Vocational graduates' performance was numerically higher than non-Vocational graduates. The findings further deviate from the Human Capital Theory, probably due to the facts that vocational training graduates in the country are said to be partially trained as compared with developed nations. Multiple linear regression results indicate that property, plant and total business' assets, years' experience in business and education level of business owner had a significant influence on revenue.

Adejumo focus on how contemporary neo-liberal policies work in developing countries in relation to foreign direct investment (FDI) which is in opposition to the restrictive policies of the import substitution policies that thrived before 1980s reforms. As a result. Nigeria, which is one of the top recipients of FDI, has a paradox of a low contribution of the manufacturing sector to economic growth. The findings show the influence of FDI flows into the manufacturing sector is seen via the limited outcomes within on indicators within the manufacturing sector in Nigeria. Therefore, if there will be any direction for industrialization in Nigeria via capital inflow investment, the benefits of FDI for industrial development is

contingent on the ability to domesticate inflows for developmental purposes.

Rwechungura Kaleshu and Ndiege investigate the influence of banking inclusion on bank stability. Findings revealed that the degree of banking inclusion was positive but statistically insignificant influencing the ratio of NPL/TL of both small and large CBs. These findings contradict the financial intermediation theory which impliedly suggests that greater banking inclusion causes credit and insolvency risk to decrease, thus improve bank stability.

Rwekaza and Anania show that members' participation is biased with age and sex inequalities and meetings are not held frequently as required which all are likely to affect the strength and sustainability of the AMCOS. However to some extent, members have the opportunity to exercise their democratic rights and power in making decisions through general meetings. The paper generally recommends for continuous provision of co-operative education to members, leaders and management and external stakeholders continue working closely with the AMCOS to ensure that governance practices are well exercised and power of members is sustainably safeguarded.

Daninga on Agro Processing in Tanzania through Sino Africa Co-operation show that, small-scale industries sector plays a significant role in the growth of a country. Although Tanzania has over the years made some strides in promoting this sector through policy and deliberate initiatives such as creation in 1966 of the National Small-Scale Industries Corporation (NSCIC) under the National Development Corporation (NDC) which was then replaced by the Small-Scale Industries Development Organisation (SIDO) in 1973 due to operational inefficiency, poor planning and lack of extension network, the rate of development of small scale industries is not up to expectations. This paper synthesizes the findings of over 50 research articles to identify the potential impact of agro processing industries in developing economies like Tanzania. Specifically, the study reviews lessons on the contribution of agro processing industries in China's sustained growth and existing opportunities that both Tanzania and China can benefit from taking advantage of Sino-Africa cooperation to enhance growth through Agro processing in Tanzania.

Mashenene compares the performance between urban and rural women owned SMEs in Dodoma urban and Chamwino districts in Tanzania. Findings indicate a statistically significant difference in business performance between urban and rural SMEs whereas the mean score for the performance of urban women owned SMEs was 3.0 times that of their counterpart rural owned women SMEs. The findings further indicate that socio-cultural factors such as low level of education, unbalanced family role, poor access to business information, absence of role models, poor financial control, poor access to credit; poor societal attitude and support were highly pronounced in rural areas. These findings imply that urban women owned SMEs are entrepreneurially more favoured than those in rural areas.

Kumburu assessed if rewarding employees using financial incentives can induce employees to exert their effort and ultimately enhance organisational performance. The findings show that there are varieties of financial incentives used and the level of financial incentives provided to employees is adequate. Moreover, some of the financial incentives provided to staff were found to have positive relationship with organisational performance whereas others seemed not to influence the performance. However, the estimated correlation coefficients were low to indicate that there might be other factors apart from financial incentives which influence organisational

performance. The study recommends the management to improve alternative incentive package.

Mwakasangula and Mwita study on the relationship between occupational stress and job satisfaction among teachers in Tanzania public secondary schools, found out that stress related to working environment, stress related to leadership and stress related to workload have significant negative relationship with job satisfaction. Two variables (gender and education) were found to have significant negative relationship with job satisfaction while age was found to have significant positive relationship.

A study by **Kazungu** on the moderating effect of export incentives on the relationship between business networking and performance of handicrafts exporting Micro and Small Enterprises (MSEs) in Tanzania indicated that the moderating effect of home market export incentives on business networking-performance relationship was significant. Overall, the study concluded that with the inclusion of home market export incentives, business networking has strong impact on performance of handicrafts exporting MSEs.

Study on breaking the cycle of corruption in Nigeria has been the bane of legitimacy, democratic stability, socio-economic and political development in Africa and indeed in Nigeria. **Aluko** shows that several political regimes had contributed to the spread of corruption and its various manifestations in Nigeria. In curbing the menace, several institutional mechanisms were invented by various governments. These instrumentalities have their impacts in Nigeria but there is yet more to be done. How can Nigeria be free from wide spread corruption? Prebendal theory is used to explain the trend of corruption in Nigeria. The methodology utilises afrobarometer data to show the reality and the way forward from the menace. The paper concludes that the war against corruption can be successfully fought from both the public (prosecution) and private (psyche) realms.

The other study **Magasi and colleagues** explore the factors that lead to selecting incompetent or unsuitable successors in the family owned manufacturing firms (FOMFs) in Dar es Salaam region. The study utilized interpretivism philosophical paradigm and an inductive approach. The study findings revealed that lack of succession planning, lack of confidence, lack of wisdom and communication problems were the major factors leading to selecting incompetent successors in the FOMFs. It is argued that selecting the business successors be based on merits such as qualifications, competency and suitability.

Domestic child labour in the developing countries is brought into sharp focus by **Mtani**. Poverty is identified as the fundamental cause of domestic child labour. The main challenge in its elimination is the informality surrounding domestic child labour preventing it from judicial scrutiny. Moreover, the ignorance and fragility of domestic child workers turn them to be voiceless in horrible conditions ranging from overworking, underpayment and 'slavery'. It is concluded that a holistic approach towards the elimination of domestic child labour is needed and the focus should be the elimination of poverty and ensuring access to basic education by all children of school age.

The second part of the journal comprises of book review: "Qualitative and Quantitative Approaches (Mugenda and Mugenda) by **Mchopa**" The review shows that orientation of research methodology is principal to researchers and students in order to build up rigorous in research undertakings. Despite such importance, most of the literature sources used don't

adequately meet the needs of researchers and students. The materials seem not to ground research within the local historical, socio-cultural, political and economic contexts that so much influence the research process. Thus, the authors wrote this book purposely to localise the research process and is an attempt towards meeting the constant lack of locally available textbooks relating to our own situation and experiences. The book presents research concepts and techniques (qualitative and quantitative) chapter-wise depending on the topical issues at hand. The texts are valid and provide a thorough guidance to students and researchers on the methodologies associated with qualitative and quantitative approaches. Nevertheless, the book has a number of flaws including misplacement of some chapters; inadequate discussions on theoretical and conceptual frameworks in the literature review; and limited discussions on inferential data analysis.

Lastly may I say, any papers that you wish to submit, either individually or co-authored, are much appreciated and will make a substantial contribution to the development and success of the journal. Best wishes and thank you in advance for your contribution to the Journal of Co-operative and Business Studies (JCBS). Enjoy reading.

Neema P. Kumburu (Ph.D)

Chief Editor JCBS

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