

THE ROLE OF SMALL ENTERPRISES IN RECRUITMENT AND SELF-EMPLOYMENT OF JORDANIAN YOUTH FROM THEIR PERSPECTIVE

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ABSTRACT

This study discusses the role of small enterprises in the recruitment and self-employment of the Jordanian youth. A questionnaire was prepared according to the five-point Likert scale that included the following dimensions: The role of the small project in the self-employment of Jordanian youth,; obstacles of small enterprises and proposed solutions to overcome the obstacles of small enterprises. After testing the validity and reliability of the tool, the researcher collected data from a sample of (132) young founders of a small projects; data was analyzed through the SPSS and the appropriate statistical methods. The results of the study revealed a positive indicator towards the small enterprises and their role in empowering the youth economically and socially and providing them with job opportunities. The results also revealed no statistically significant differences in the attitude of the members of the sample towards the role of small enterprises in employment and self-employment due to the variables of the study (gender, age, and scientific qualification). Based on the results, recommendations were provided.

Keywords: Small Enterprises, Recruitment and Self-Employment, Jordanian Youth, Poverty and Unemployment.

INTRODUCTION

In light of the continuing economic crisis witnessed by the Jordanian society, which has led to the prevalence of poverty and unemployment among the social strata, especially the youth, the trend among the Jordanian youth is the establishment of small enterprises that enable them to depend on themselves and secure an income to them and their families. Researchers interested in the developmental aspect focus on heading to such trend and they work on encouraging the youth to set up small enterprises and provide the appropriate environment since it has a pivotal role in sustaining the economic and social development. This made these enterprises enjoy a great importance at the local level (Marks & Adelman, 2009). The Hashemite Kingdom of Jordan, like the other developing countries, was interested in searching for suitable development alternatives to improve the quality of life for their citizens; one of these developmental alternatives is the establishment of the self-employment culture for the youth through encouraging them to establish small enterprises that would enable them to depend on themselves,

and strengthen their individual abilities and skills, thus coping with the economic and social problems they face.

In Cooperation with the Ministry of Planning and International cooperation of Jordan, the United Nations report indicated that small enterprises had a vital role to play by strengthening the sector of exports, the local market, the empowerment of women and the employment of youth (Ministry of Social Planning and international Development and United Nations Development Program, 2011). Given the importance of small enterprises in strengthening the national economy and reducing the rates of poverty and unemployment among the youth, the current study focused on assessing the role of small enterprises in the recruitment and self-employment among Jordanian youth.

The Problem of the Study

The study problem can be summarized by a question about the role of small enterprises in the self-employment of Jordanian youth, As well as showing all the true details of the role of small projects in improving the economic and social conditions of Jordanian youth, the study then is concerned with small projects in terms of: small projects and their role in employment and self-employment and improving the conditions of Jordanian youth economically and socially in addition to identifying obstacles facing the implementation of small projects from the viewpoint of Jordanian youth Finally, knowing the proposed solutions to overcome these obstacles.

The Significance of the Study

The importance of the study lies in the following points:

1. Its focus on a vital and important scientific topic, which is the role of small enterprises in the self-employment of Jordanian youth and their dependence on themselves in improving their living conditions.
2. The study is concerned with the reality of small projects in youthful thought, to show all. The true details of the role of small projects in the self-employment of Jordanian youth.
3. The study is concerned with small enterprises as a scientific topic that is subject to discusses especially at a time when small enterprises have become a vital means for equipping people with skills and knowledge; it is also a means to achieve creativity among the youth.

Objectives of the Study

This study aims to at studying the role of small enterprises in recruitment and self-employment and their reflection on the social and economic conditions from the perspective of the Jordanian youth. The study also aims to identify the qualitative variables associated with statistically significant differences in the attitudes of the study sample towards small enterprises.

Questions of the Study

This study will answer the following questions:

1. What are the attitudes of the study sample towards the small enterprises: their role in the recruitment and self-employment of the Jordanian youth and improving their social and economic conditions from their perspective?

2. What are the attitudes of the study sample towards the obstacles of small enterprises in the Jordanian society?
3. What are the attitudes of the study sample towards the proposed solutions to overcome the obstacles of small enterprises?
4. Are there any statistically significant differences in the attitudes of the study sample towards the small enterprises and their role in improving their social and economic conditions according to the study variables?

Theoretical Framework and Background Studies

There are many forms or types of entrepreneurship in various fields; the concept of entrepreneurship is related to the oligopoly theory which allowed for the entrepreneur to figure out the quantities and prices of goods and make a certain decision regarding them. Karl Marx is one of the first thinkers who considered the entrepreneur as the agent of economic change in the society (Mentzberg et al., 1998) While Richard Cantillon pointed to the importance of introducing entrepreneurship to the economic theory since it represents the rise or fall of prices (Dolling, 1995).

Those who follow the concept of entrepreneurship finds that it is a complex phenomenon where the modern concept of entrepreneurship and small enterprises focuses on the social, economic and administrative aspects, taking into account that the concept of entrepreneurship is not subject to one definition and that it is taken from the intellectual angle to which the researcher belongs; the concept may be linked to the social, economic, both social and economic, or administrative aspects. Entrepreneurship is not associated with a specific profession or a specific science. The word (entrepreneur) was first used in the French literature in the sixteenth century to demonstrate the risks associated with the exploratory campaigns; the concept developed later on to refer to an important project or activity.

The developing and developed communities are keen on empowering people in the social and economic aspects by supporting small enterprises, promoting the economic growth and increasing the generating income of people. Experts in the developmental domain focus on using modern development models to consolidate the entrepreneurial culture among individuals and groups, especially in the developing countries, because of the cross-dialectic relationship between the economic development and the social development (Robinson, 2001). Furthermore, the importance of small enterprises lies in the fact that they are a fundamental pillar of the economic development and one of the developmental strategies in both the developing and developed countries as well as one of the important activities to expand the economic base and to strengthen the commercial movement among the members of society, especially youth.

Studies and international experiences have shown the importance of encouraging individuals and groups to establish small enterprises working on self-recruitment for the Jordanian youth, which is known as linking the development theories to the field work on the ground for those wishing to establish entrepreneurial enterprises. Accordingly, Jordanian governments have focused on supporting small income-generating projects.

The present study is interested in searching for the role of small projects in achieving the desired and pre-planned results within a rational use of financial, human and temporal resources, which is known as the evaluation of programs and projects (Rossi et al., 2018; Nasser & Fresko, 2002).

The topic of studying small projects and its role in empowering individuals aims to use scientific thinking and analytical research approaches to improve the effectiveness of these projects (National Association of Social Work, 1995). Through the proper application of scientific research procedures in knowing the impact of small projects in terms of design, organization and effectiveness (Rossi et al., 2018). So that the impact of these projects is studied objectively in terms of design and implementation and the results

The evaluation research is keen on the negative and positive results of the project and their implications for beneficiaries in terms of the return (Rossi, 2018). Despite the importance of evaluation research, it is not at the required level. The lack of sufficient assessment studies can be explained by insufficient capital, insufficient time, lack of expertise for implementation or the lack of appropriate tools and methods (Eseryel & Spector, 2000).

The evaluation research has alerted the need to establish a scientific interest in the methods and approaches of evaluation and assessment. The evaluation at the time of working on the project contributes to controlling the observation and the substantive documentation of the performance of employees in the real life situations during working on the project in specific times. Further, evaluation during the project includes the assessment of competencies such as the acquired knowledge, acquisition and development of skills and evaluation of the behavior resulting from these skills (Filak & Sheldon, 2003). In this context, (Sood & Arora, 2007) pointed to the need that the entrepreneur acquires the skills and capabilities that help him/her manage his/her project efficiently and effectively.

There are several previous studies on small enterprises. The Supreme Council of population (2018) in Jordan conducted a recent study in 2018 that aimed at identifying the trends of young people coming to the labor market towards entrepreneurship and the supportive institutional environment in Jordan. The study was conducted on a national sample of (1336) participants and it concluded that the Jordanian legislation did not provide an introductory indication of entrepreneurship and that the facilities provided for entrepreneurial and small enterprises are still below the required level, which is an impediment to young people in the establishment of small enterprises. The study also showed the desire of young people to establish small entrepreneurial enterprises at the level of the kingdom because of their creative capabilities.

The descriptive analytical study conducted by revealed that the reality of entrepreneurship in Saudi Arabia needs instructions to encourage and promote its products to stand on its feet; the study explained that the most prominent obstacles to entrepreneurship in Saudi Arabia is the exposure of entrepreneurs in small and medium enterprises due to the pressure of work particularly at the establishment stage .

The Global Entrepreneurship Monitor (2010), 2010 conducted a study on 59 developing and developed countries targeting the entrepreneurs and entrepreneurial individuals in those countries. The study concluded that the highest percentages of entrepreneurial enterprises were in the low-income developing countries which is attributed to the need of the developing countries to establish small entrepreneurial enterprises because of the lack of employment opportunities and the entrepreneurs' belief of their ability to change their social and economic conditions for the better, which led them to establish entrepreneurial enterprises .

The descriptive study of (Deli, 2010) conducted in the U.S. state of Florida on the role of entrepreneurship in facing unemployment through companies showed that unemployment rates affect self-employment opportunities through seeking job opportunities by the unemployed.

At the Arab Employment Forum in Beirut, Magableh, (2009) presented a descriptive study on the role of Small and Medium Enterprises (SMEs) in alleviating the unemployment crisis; the study focused on the importance of (SMEs) as an appropriate mechanism for self-employment.

Parker (2008) aimed at identifying the role of entrepreneurship in providing employment opportunities either for entrepreneurs or others through new ideas that provide new services and products which is concluded by the study in terms of the role of entrepreneurship in providing job opportunities for the youth.

Havel & Safrankova (2007) aimed to identify the impact of the small-enterprises on reducing the poverty rates in the developing countries in general and Jordan in particular. The study found that the efficiency of micro-financing programs depends on several factors, most importantly, the ability to overcome the obstacles faced by the poor, such as: the ability to pay for loans and insurances and achieve some savings, which help individuals overcome financial obstacles.

Stryjan (2006) aimed at identifying entrepreneurship in the social fields in Sweden through the integration of available resources based on the nature of the supported social work. The study concluded the advancement of the social goal of entrepreneurship and its prevalence on the profit goal in Sweden.

It should be noted that this study complements the Arab and international studies that have focused on studying the entrepreneurial enterprises and their role in the social and economic conditions of the youth. The researcher benefited from the previous studies in determining the research idea and developing questions and research goals taking in account the Jordanian context.

METHODOLOGICAL FRAMEWORK

The method used in the study is always considered the basis of the study since it gives the research its scientific character; the researcher understands how to choose the appropriate approach to the subject of his/her research because the results of his/her research are mainly based on the quality of the method used in the study. In light of the nature of the study and the objectives that it seeks to achieve, the researcher used the questionnaire as a key research tool and this approach allows for the collection, processing and analysis of data.

Regarding the study population and sample, the study population consisted of Jordanian youth from the age of (15-30) years, including the university youth category, from the owners of small projects who founded small income-generating projects. The present study dealt with an intentional sample of (132) individuals from the owners of the small projects that were reached

Given the fact that each study or scientific research uses a set of tools and methods to suit the research methodology used, the researcher in the current study relied on the questionnaire in collecting theoretical and field information that enables the researcher to have access to the appropriate results. In preparing the questionnaire, the researcher adopted several references close in terms of the value and such that they are related to the subject of the study. The

questionnaire was also subjected to some academic experts and other experts in the social sciences to ensure that the items of the questionnaire measure what has been developed to measure and to ensure that it covers the aspects of the subject discussed comprehensively. It was adopted in its final form.

With regard to the reliability of the study tool, through using the Cronbach Alpha equation, the reliability coefficient was (0.86), which is a relatively high coefficient. To answer the questions of the study, the SPSS and the descriptive statistics measures were used to describe the characteristics of the study sample through frequencies and percentages; the appropriate statistical methods were chosen to answer the questions of the study.

Variable	Level	Frequency	Percent (%)
Gender	Male	75	56.8
	Female	57	43.2
	Total	132	100
Academic Qualification	Secondary	35	26.5
	Diploma	42	31.8
	Bachelor	55	41.7
	Total	132	100
Age (years)	Less than 21 years	22	16.6
	22-25 years	48	36.4
	26- 30 years	62	47.0
	Total	132	100

Table 1 shows that (56.8%) of founders of small enterprises are males while the females were (43.2%) of the total number of the sample members. In general, this result confirms that there is a positive perspective among both genders on the small enterprises and their role in recruitment and self-employment. With regard to the variable of age, there is a clear prevalence of people working in the small enterprises with the age range of (22-25) and (26-30) by (36.4%) and (47.0%) respectively. This result indicates the diversity of the age groups of the members of the study community, which makes them able to form positive or negative opinions on the importance and role of small enterprises in improving their social and economic conditions and self-reliance. As for the variable of the scientific qualification, data of Table-1 shows the diversity of the categories of the scientific qualification and that the youth regardless of their scientific qualification wants to establish an entrepreneurial enterprise in light of the inability of the Jordanian governments to employ graduate youths. Results of the table also show that (41.7%) of entrepreneurs of small enterprises hold the BA, (36.4%) of them hold the Diploma, which is approximately close to those holding the BA and (25.9%) hold the secondary level certificate. This is an important future indication for the need to pay attention to the young people who have completed the requirements of obtaining the secondary level and have not completed their studies so that they are provided with the necessary expertise and skills that help them establish their small enterprises as long as they have the desire and ability to do so Trenis (2009).

RESULTS

The evaluation of the members of the study sample for the success or failure of the entrepreneurial enterprises in the recruitment and self-employment of the Jordanian Youth (sample), which is represented by the following question, what is the attitude of the study sample towards entrepreneurial enterprises and their role in the recruitment and self-employment of the Jordanian youth and improving their social and economic conditions from their perspectives? To answer this question, the descriptive, statistical analysis of the data was used through extracting frequencies, percentages, means, standard deviations, Chi-square test and T test for one sample to each items of this question.

Table 2
ROLE OF SMALL ENTERPRISES IN THE SELF-EMPLOYMENT AND THE IMPROVEMENT OF THE SOCIO-ECONOMIC CONDITIONS OF JORDANIAN YOUTH

No	Item	Response					Mean	Standard Deviation	Statistical Tests				Trust Limits at 95%		Ranking	
		Strongly Agree	Agree	Neuter	Disagree	Strongly Disagree			Chi-Square for Good Compatibility		T Around Mean 3		Minimum	Maximum		
									Value	Possibility	Value	Possibility				
1	The enterprise contributed to having a job opportunity for me and my family members	f	66	55	6	5	-	4.37	0.78	147.7	**0.00	12.8	**0.00	4.23	4.5	first
		%	50	41.7	4.6	3.7	-									
2	The project contributed to increasing my income and I am now able to meet all my family's basic requirements	f	52	70	5	5	-	4.31	0.72	98.5	**0.00	12.5	**0.000	4.16	4.41	Second
		%	39.3	53	3.7	3.7	-									
3	I became able to understand and produce knowledge in an economical way	f	66	38	12	12	4	4.18	1.1	100.9	**0.00	6.8	**0.000	3.96	4.35	Third
		%	50	28.8	9.1	9.1	3									
4	I started discovering the importance of qualitative and quantitative education and the acquisition of training courses and new skills	f	48	55	25	4	-	4.16	0.8	51.9	**0.00	9.2	**0.059	4	4.28	Fourth
		%	36.3	41.7	19	3	-									
5	I realized the importance of investing free time and thinking about innovation, which reduced my leisure time	f	50	50	25	7	-	3.98	1.04	23.7	**0.00	5.1	**0.002	3.78	4.14	Fifth
		%	37.9	37.9	19	5.2	-									
6	now I have knowledge about the importance of financial transactions better than in the past	f	35	70	17	7	3	3.96	0.9	113.4	**0.00	5.8	**0.002	3.8	4.1	Sixth
		%	26.6	53	12.9	5.3	2.2									
7	currently, I have technological tools I didn't use before the establishment of the enterprise	f	30	53	30	13	6	3.75	1.03	55.5	**0.00	2.3	**0.03	3.52	3.88	Seventh
		%	22.7	40.2	22.7	9.8	4.6									
8	I can categorize myself in a social strata better than before	f	30	50	33	13	6	3.58	1.18	49.5	**0.00	0.6	0.55	3.36	3.77	Eighth
		%	22.7	37.9	25	9.8	4.6									
9	I am proficient in personal communication and communication skills with others	f	20	52	31	25	4	3.48	1.02	53.3	**0.00	-0.6	0.58	3.27	3.63	Ninth
		%	15.2	39.4	23.5	19	3									
10	My social relations have evolved dramatically after I had worked on the enterprise	f	18	53	33	18	10	3.38	1.09	47.7	**0.00	-1.2	0.21	3.19	3.57	tenth
		%	13.6	40.1	25	13.6	7.5									
11	I am now able to feel a social security and I urge others to establish an entrepreneurial enterprise	f	10	55	40	20	7	2.82	0.98	53.4	**0.00	-7.3	**0.00	2.69	3.03	Eleventh
		%	7.5	41.7	30.3	15.2	5.3									

12	I was able to get good medical services and health care.	f	10	33	40	33	16	2.57	0.97	54	**0.00	-9.2	**0.00	2.38	2.72	Twelfth
		%	7.5	25	30.3	25	12.2									
Mean of the responses to all statements								3.72	0.45	67.7	**0.00	6.33	**0.00	3.67	3.82	

* Statistically significant at sig. (0.05) ** statistically significant at sig. (0.01)

Data in table 2 shows that the responses of the members of the study sample regarding the items related to the role of the small enterprises in the recruitment and self-employment and improving the economic and social conditions of the Jordanian youth were as follows:

1. There is no conformity in the responses of the sample members as it is evident in the results of the Chi-square test regarding the items of this axis; most items concerning the role of the entrepreneurial enterprise in the self-employment and improvement of the economic and social conditions of the sample members obtained a high mean (3.72); This means that there are positive indicators for the role of entrepreneurial enterprises in the recruitment and self-employment as well as improving the economic and social conditions of the Jordanian youth.
2. The members of the study sample indicated that item (1), the enterprise contributed to having a job opportunity for me and my family members" has obtained the highest mean of the axis which is (4.37). This indicates that there is a positive role for the entrepreneurial enterprises in providing employment opportunities for the Jordanian youth and enabling them to depend on themselves. The researcher attributed this result to the ability of the Jordanian youth to work if they have the necessary funding to implement small enterprises that enable them to support themselves and their families without relying on the government through securing them with income. This indicates the awareness of the youth in the Jordanian society about the importance of entrepreneurial enterprises and the financial support that enables them to establish such enterprises, which is an important stage before launching the enterprise.
3. This result is consistent with (Al Mari & Salem, 2013), which referred to the importance of small and medium-sized entrepreneurial enterprises in reducing unemployment in Saudi Arabia. This result is also consistent with (Magableh, 2009) which pointed to the importance of small and medium enterprises as a suitable mechanism for self-recruitment (Deli, 2010), which showed the youth's desire for creating their own job opportunities through entrepreneurial enterprises, and (Al-Najjar et al., 2010) which showed the contribution of entrepreneurial enterprises in providing new employment opportunities for the unemployed, and contributing in recruiting women.

Results of answering the second question, what is the attitude of the study sample towards the obstacles of entrepreneurial enterprises in the Jordanian society? To answer this question, the descriptive statistical analysis of data was used by extracting frequencies, percentages, means, standard deviations, Chi-square test, and T test for one sample for each item of this question. Table 3 illustrates that.

Table 3
OBSTACLES OF SMALL ENTERPRISES IN THE JORDANIAN SOCIETY

No	Item	Response					mean	standard deviation	Statistical Tests				Trust Limits at 95%		Ranking	
		Strongly agree	agree	neuter	disagree	Strongly disagree			Chi-Square for good compatibility		T around mean=3		maximum	minimum		
									value	possibility	value	possibility				
1	fear of the enterprise failure due to high risk chances	f	75	50	5	1	1	4.42	0.77	146.7	**0.00	13.2	**0.00	4.25	4.55	first
	%	56.8	37.9	3.7	0.8	0.8										
2	professional pressures	f	66	55	6	5	-	4.12	0.95	92.4	**0.00	7.2	**0.00	3.95	4.29	Second

	accompanying the establishment of the enterprise especially in the initial stages	%	50	41.7	4.6	3.7	-									
3	Feeling of no use in the sustainability of the enterprise	f	55	45	25	5	2	4.11	0.86	71.2	**0.00	8.1	**0.00	3.95	4.26	Third
		%	41.7	34.1	19	3.7	1.5									
4	high expenses associated with the establishment of the enterprise	f	45	66	15	3	3	4.11	0.84	59.5	**0.00	8.3	**0.00	3.94	4.24	Fourth
		%	34.2	50	11.4	2.2	2.2									
5	Few resources and potential for the Entrepreneur	f	33	75	20	3	1	4.07	0.77	132.1	**0.00	8.6	**0.00	3.92	4.2	Fifth
		%	25	56.8	15.2	2.2	0.8									
6	Entrepreneur's lack of experience, which hinders working on the enterprise.	f	48	55	25	4	-	3.99	1.1	79.8	**0.00	5.2	**0.00	3.82	4.18	Sixth
		%	36.3	41.7	19	3	-									
7	The entrepreneur's inability to apply the entrepreneur ideas in his head on the success of the enterprise	f	40	60	20	10	2	3.97	0.94	83.4	**0.00	5.8	**0.00	3.8	4.14	Seventh
		%	30.3	45.5	15.2	7.5	1.5									
8	insufficient capital provided by funding institutions to implement the enterprise	f	44	50	30	6	2	3.95	0.98	69.4	**0.00	5	**0.00	3.77	4.11	Eighth
		%	33.3	37.9	22.7	4.6	1.5									
9	entrepreneur's inability to provide the necessary guarantees for reaching to financial support from donors	f	40	60	20	8	4	3.94	0.98	82.4	**0.00	5	**0.00	3.75	4.1	Ninth
		%	30.3	45.5	15.2	6	3									
10	the condition of financial institutions and funds in working in an entrepreneurial enterprise within certain specifications that are not suitable with the entrepreneur's experience	f	30	80	15	4	3	3.9	0.92	137.6	**0.00	5	**0.00	3.73	4.06	Tenth
		%	22.7	60.6	11.4	3	2.2									
11	the entrepreneur's inability to provide trained manpower to work with him in the enterprise, which causes a shortage of manpower required by the enterprise	f	30	60	30	10	2	3.85	0.9	86.5	**0.00	4.6	**0.00	3.71	4.02	Eleventh
		%	22.7	45.5	22.7	7.5	1.5									
12	Failure to obtain financial returns from the enterprise that helps in its continuity forces the entrepreneur to leave the enterprise`	f	44	44	20	20	4	3.76	1.17	46.8	**0.00	2.7	**0.009	3.62	3.97	Twelfth
		%	33.3	33.3	15.2	15.2	3									
13	increase in the prices of raw materials required for the enterprise	f	40	55	25	10	2	3.72	1.09	58.1	**0.00	2.2	**0.021	3.54	3.92	Thirteenth
		%	30.3	41.7	19	7.5	1.5									
14	using a portion of the capital for other purposes	f	25	66	25	8	8	3.6	1.05	78.9	**0.00	1.1	**0.281	3.42	3.78	Fourteen
		%	19	50	19	6	6									
Mean of the responses to all statements								3.88	0.45	80.4	**0.00	9.5	**0.281	3.78	3.96	

* Statistically significant at sig. (0.05) * *statistically significant at sig. (0.01).

Data in Table 3 show that the responses of the sample members regarding the items related to the obstacles of the small enterprises in the Jordanian society from the perspective of the Jordanian youth targeted in the study were as follows:

1. There is a great convergence in the responses of the sample members as it is evident in the results of Chi-square for the items of the obstacles of entrepreneurial enterprises in the Jordanian society from the perspective of the Jordanian youth targeted in the study. All items related to the obstacles of entrepreneurship in the Jordanian community from the perspective of the Jordanian youth targeted in the study had a high mean of (3.88), which means that there is a great agreement on the obstacles

referred to by the study, which prevents the success of the entrepreneur from the establishment of an entrepreneurial enterprise and his family in general.

2. The members of the study sample indicated that item (12), fear of the enterprise failure due to high risk chances, has obtained the highest mean of (4.42), which indicates an important obstacle in the establishment of the entrepreneurial enterprises; this obstacle prevents the youth from having access to a job that enables them to depend on themselves.
3. This result is consistent with (Stryjan, 2006), which indicated that lack of funding for the implementation of the entrepreneurial enterprises is one of the main obstacles in the field of entrepreneurial enterprises.

Results related to answering the third question, what is the attitude of the study sample towards the proposed solutions to overcome the obstacles of small enterprises? To answer this question, the descriptive statistical analysis of the data was used through extracting frequencies, percentages, means, standard deviations, Chi-square test and T test for one sample for each item of this question. Table 4 illustrates this.

No	Item	Response						mean	standard deviation	Statistical Tests				Trust limits at 95%		Ranking
		Strongly agree	agree	neuter	disagree	Strongly disagree	Chi-Square for good compatibility			T around mean =3		minimum value	maximum possibility			
										value	possibility			value	possibility	
1	Focusing on entrepreneurial enterprises in line with the entrepreneur's experience	f	90	30	10	1	1	4.61	0.77	219	**0.00	16	**0.00	4.45	4.71	First
		%	68.1	22.7	7.5	0.8	0.8									
2	offering suitable facilities for those interested in establishing the enterprise	f	75	44	10	2	1	4.51	0.67	108	**0.00	16.8	**0.00	4.38	4.61	Second
		%	56.9	33.3	7.5	1.5	0.8									
3	providing modern and advanced technological tools and equipment that contribute to the provision of high quality services and products	f	75	44	10	3	-	4.45	0.75	159	**0.00	14.5	**0.00	4.32	4.58	Third
		%	56.9	33.3	7.5	2.2	-									
4	coordination with local community organizations to market the services and products of the entrepreneurial enterprise and thus provide a fixed income for the entrepreneur and his employees	f	74	40	14	1	1	4.44	0.78	158	**0.00	13.9	**0.00	4.3	4.57	Fourth
		%	56.1	30.3	10.6	0.8	0.8									
5	The funding institutions should carry out training and qualification expenses for the entrepreneurial enterprise to equip them with the necessary expertise.	f	74	45	10	2	1	4.44	0.81	160	**0.00	13.1	**0.00	4.29	4.56	Fifth
		%	56.1	34.1	7.5	1.5	0.8									
6	rationalization of the consumption of available resources when initiating the implementation of entrepreneurial enterprises	f	66	55	8	2	1	4.41	0.73	158	**0.00	14.6	**0.00	4.29	4.54	Sixth
		%	50	41.7	6	1.5	0.8									
7	experts and specialists with previous entrepreneurial successes are employed at establishing the enterprise	f	75	33	15	8	1	4.34	0.96	142	**0.00	9.9	**0.00	4.18	4.51	Seventh
		%	56.9	25	11.3	6	0.8									
8	treating deficiencies that emerge during the entrepreneurial enterprise phase	f	66	45	15	3	3	4.32	0.84	128	**0.00	11.1	**0.00	4.17	4.48	Eighth
		%	50	34.1	11.3	2.2	2.2									
9	Not expanding the entrepreneurial enterprise only until achieving a significant amount of profits and financial returns	f	60	55	14	2	1	4.32	0.77	78	**0.00	12.2	**0.00	4.19	4.45	Ninth
		%	45.5	41.7	10.5	1.5	0.8									
10	Holding periodic meetings to assess	f	65	45	18	2	1	4.27	0.91	117	**0.00	9.9	**0.00	4.12	4.43	Tenth

	the practical performance for those responsible for the entrepreneurial enterprise.	%	49.2	34.1	14.4	1.5	0.8									
11	providing material and moral incentives to entrepreneurs to motivate them to work and present new ideas that contribute to reducing the risk of potential crisis for the entrepreneurial enterprise	f	68	38	20	4	2	4.26	0.95	115	**0.00	9.1	**0.00	4.1	4.43	Eleventh
	%	51.5	28.8	15.2	3	1.5										
Mean of the responses to all statements								4.32	0.52	128	**0.00	18.5	**0.00	4.24	4.39	

* Statistically significant at sig. (0.05) ** statistically significant at sig. (0.01).

Data of Table (4) shows that the responses of the members of the sample regarding the items of the solutions to overcome the obstacles of small enterprises are as follows:

1. There is a great convergence in the responses of the sample members as shown by the results of Chi-square test on the items regarding the proposed solutions to overcome the obstacles of entrepreneurial enterprises in the Jordanian society; all items obtained a high mean of (4.32) which means that there is a great agreement regarding the solutions presented by the members of the study that help the entrepreneur in establishing the enterprise he desires. This means that there are positive indicators for the solutions proposed by the Jordanian youth targeted in the study.
2. The members of the study sample indicated that item (9), Focusing on entrepreneurial enterprises in line with the entrepreneur's experience, has obtained the highest mean of (4.61). This is attributed by the researcher as the ability of the Jordanian youth in work and achievement in case they have the skills and expertise required to carry out entrepreneurial enterprises that enable them to support themselves and their families without relying on the government to secure them with jobs, and this demonstrates the awareness of the youth in the Jordanian society in the importance of entrepreneurial enterprises and obtaining a financial support that help them establish such enterprises, which is an important stage before launching the enterprise.
3. This result is consistent with (Al-Mari & Salem, 2013), which revealed the importance of introducing suggestions and ways to overcome the obstacles of entrepreneurial enterprises.

Results related to answering the fifth question, are there statistically significant differences in the attitudes of respondents towards small enterprises and their role in improving the quality of the economic and social life of the Jordanian youth according to the study variables? To answer this question, (ANOVA) was used to identify the attitude of the members of the study sample towards the role of the entrepreneurial enterprises in improving the quality of the economic and social life of the Jordanian youth. This was achieved as follows:

The attitude of the study sample regarding the role of small enterprises in the recruitment and self-employment and the improvement of their economic and social conditions according to the variable of gender.

Dimension	Variance source	sum of squares	degrees of freedom	mean squares	F value	Statistical significance
Role of the entrepreneurial enterprise in the self-recruitment of Jordanian youth and the improvement of their social and economic conditions.	Between groups	0.658	3	0.218	1.108	0.346
	Within groups	24.858	128	0.196		
	total	25.516	131			

obstacles of entrepreneurial enterprises	Between groups	1.477	3	0.491	2.505	0.063
	Within groups	24.740	128	0.196		
	total	26.217	131			
proposed solutions to overcome the obstacles of entrepreneurial enterprises	Between groups	31.784	3	0.061	0.243	0.864
	Within groups	31.970	128	0.253		
	total	63.754	131			

Table 5 shows that the F value is not statistically significant at sig. (0.05) for all the areas of the study, which means that there are no statistically significant differences in the attitude of the members of the study sample towards entrepreneurial enterprises and their role in the self-employment due to the variable of gender. This is an indication of the importance of the development of the entrepreneurship thinking among females and their reliance on themselves in earning income and enabling them to become capable women in society. The requirements of getting an entrepreneurial enterprise for females are similar to those of the females and this indicates one administrative job. From such results, we can conclude that there is a rather convergent vision among the members of the study sample towards small enterprises and their role in recruitment and self-employment regardless of gender. Finally, there is a similar view in the attitudes of the members of the study sample towards the proposed solutions to overcome the obstacles of small enterprises regardless of the entrepreneur's gender.

The attitude of the members of the study sample towards the role of small enterprises in the recruitment and self-employment and the improvement of their economic and social conditions depending on the variable of age.

Table 6						
RESULTS OF THE ANALYSIS OF VARIANCE OF STUDY SAMPLE ATTITUDES ABOUT THE ROLE OF SMALL ENTERPRISES IN SELF-EMPLOYMENT ACCORDING TO AGE VARIABLE						
Dimension	Variance Source	Sum of Squares	Degrees of Freedom	Mean Squares	F Value	Statistical Significance
Role of the entrepreneurial enterprise in the self-recruitment of Jordanian youth and the improvement of their social and economic conditions.	Between groups	0.654	3	0.221	1.106	0.347
	Within groups	24.861	128	0.198		
	total	25.515	131			
obstacles of entrepreneurial enterprises	Between groups	1.475	3	0.493	2.502	0.064
	Within groups	24.742	128	0.197		
	total	26.217	131			
proposed solutions to overcome the obstacles of entrepreneurial enterprises	Between groups	31.782	3	0.064	0.241	0.862
	Within groups	31.976	128	0.256		
	total	63.758	131			

Table 6 shows that the F value is not statistically significant at sig. (0.05) for all the areas of the study; this means that there are no statistically significant differences in the attitude of the study sample towards the small enterprises and their role in recruitment and self-employment attributed to the variable of age. This is an indication that age does not affect the attitude of the members of the study sample towards the entrepreneurial enterprises and their role in the recruitment and self-employment, i.e., there is a close perspective among the youth regarding the importance of small enterprises that they empower them, regardless of their age, due to the fact that the work environment in the entrepreneurial enterprises is similar for different ages.

The attitude of the members of the study sample to the role of small enterprises in the recruitment and self-employment and the improvement of their economic and social conditions according to the variable of the scientific qualification.

Axis	Variance Source	Sum of Squares	Degrees of Freedom	Mean Squares	F Value	Statistical Significance
Role of the entrepreneurial enterprise in the self-recruitment of Jordanian youth and the improvement of their social and economic conditions.	Between groups	0.970	5	0.195	0.778	0.568
	Within groups	30.996	126	0.252		
	total	31.966	131			
obstacles of entrepreneurial enterprises	Between groups	1.602	5	0.321	1.612	1.162
	Within groups	24.616	126	0.199		
	total	26.218	131			
proposed solutions to overcome the obstacles of entrepreneurial enterprises	Between groups	0.972	5	0.194	0.777	0.567
	Within groups	30.998	126	0.251		
	total	31.970	131			

Table 7 shows that the F value is not statistically significant at sig. (0.05) for all the axes of study and this means that there are no statistically significant differences in the attitude of the study sample towards small enterprises and their role in the recruitment and self-employment due to variable of scientific qualification. This is an indication that the variable of the scientific qualification does not affect the attitude of the members of the study sample towards small enterprises and their role in the recruitment and self-employment; youth holding the (diploma or Bachelor) and those who do not hold a scientific qualification realize the importance of small enterprises as a developmental alternative that helps them depend on themselves and get a free employment that empower them economically and socially in light of tens of thousands of unemployed university graduates.

CONCLUSION

Having considered the results of the statistical analysis of the data provided by the Jordanian youth in the study, we offer the following summary of the main findings:

The members of the study sample provided responses indicating that there is a role for small enterprises in empowering them socially and economically that the results of the statistical analysis showed a high evaluation degree; the members of the sample also revealed their desire to establish small enterprises that would provide them with employment opportunities for them and for some members of their families.

1. The members of the study sample agree that there are obstacles that prevent them from establishing small enterprises where the results of the statistical analysis indicated a high degree of evaluation for most items.
2. The members of the study sample provided responses indicating that there are appropriate solutions to overcome the obstacles of small enterprises and allow them to establish small enterprises that empower them socially and economically, where the results of the statistical analysis indicated a high degree of evaluation for all the items related to this axis.
3. The members of the study sample have a similar attitude towards small enterprises and their role in the recruitment and self-employment and the improvement of their economic and social conditions regardless of gender (males and females), ages or scientific qualifications; the results of the statistical analysis indicated that there are no statistically significant differences at sig. (0.05) for all the axes of the study according to the variables adopted in the study.

Recommendations

1. The study recommends the need to introduce the practical suggestions provided by the targeted Jordanian youth which help them establish small enterprises that enable them to be self-reliant Such as: increasing the capital provided to young borrowers and giving a sufficient period of grace to start paying the amount and others
2. Creating a website and database for small enterprises, conducting the appropriate coordination among donors, standardizing the conditions and guarantees required by the small enterprise to obtain the necessary financial funding and publishing all that related to the entrepreneurial culture on the website one by one.
3. Taking advantage of the results of the previous studies which emphasize the most important obstacles preventing the establishment of small enterprises and working on addressing them in the future.

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