

**THE ROLE OF COOPERATIVE IN ENHANCING THE WELFARE OF MEMBERS WITH REFERENCE WEST SHEWA ZONE, ETHIOPIA**

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Doctorial portfolio in cooperative studies

A portfolio submitted to university of ambo

For the practitioner doctorate of cooperative studies

September, 2022

Ambo, Ethiopia

<https://doi.org/10.37602/IJSSMR.2022.5609>

**ABSTRACT**

Cooperatives play crucial role in improving the welfare of members. The central objective of the study is that to assess the role of cooperative in improving the welfare of members and to come up with the appropriate results and recommendations. In the mean time this study lay road for future researchers to do more on the area under study. The researcher use both quantitative and qualitative .Quesionaries and interviews employed to obtain the required inputs.

**DECLARATION**

This portfolio contains personal, private, and confidential information with supporting documents which have been earned, created, written and designed by Achalu Gelana Regassa (C/Dr.). None of the documents contained within shall be photocopied or duplicated without expressed permission.

I confirm that the intellectual content of all information in this portfolio is true, complete and the result of my own efforts and of no other person.

Achalu Gelana

Ambo, Ethiopia

**ACKNOWLEDGEMENT**

It gives me hot pleasure to extend my sincere gratitude for the help I received to complete this portfolio. In first instance, I thank my lord lot for his divine strength and my sincere thanks to my advisor, Ass.Prof. WarkinehA. Wadajo, for his whole hearted exertion in bringing this portfolio to reality with his unreserved assistance, suggestions and guidance. I also extend my sincere gratefulness to my partner Yeshimabet Birhanu for her unbroken support and encouragement and my children for creating conducive environments where I can focus on my study and work at a time. My Aba and lovely mam backing have also unforgettable as they have been my intrinsic elements all the time of my life.

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## 1.0 INTRODUCTION

### 1.1 Document overview

A thoughtful portfolio is a collection of a scholar's work which shows how one's skills and ideas have developed over a period of time. It demonstrates a student's creativity, personality, abilities and commitment, and it helps to evaluate their potential. The Portfolio is intended as a means for students to develop and demonstrate their research and scholarly competencies. It assists them in their personal and intellectual growth in their life (plaza et al., 2007). Another definition As Williams, A.G., & Hall, K. J. (2001) stated, a portfolio is a compilation of materials that exemplifies your beliefs, skills, qualifications, education, training, and experiences. It provides insight into your personality and work ethics. However, as stiggins (2002) stated that a portfolio is a means of communicating student's development and growth and not forms of assessment. Therefore, this document contains the information regarding the portfolio process for pursuing PhD in cooperative studies. The purposes of this particular portfolio is to demonstrate the knowledge acquired through my course work, researching activity and community services rendered, teaching and learning experiences.

This portfolio covers parts and parcels; introductory parts ( pre-doctorial experiences, doctoral course work, learning goals and aspirations, substantive learning and professional development outcomes), approaches to Cooperatives knowledge building (conception of cooperative knowledge development, sources of inspiration guiding scholarship in cooperatives, professional use of Self-cooperatives), research portfolio (philosophy of empirical research, research experience and projects, plan for professional growth in research), service portfolio (service to the department/ university, service to the profession, community service, blending of research and service in community contexts, contributions to

civil society as an engaged scholar, plan for professional growth as an engaged scholar), anticipation of Doctoral Dissertation research (Focus and aim of anticipated dissertation research, Distinctiveness of proposed research for advancement of cooperatives, principal research questions or issues, Methodological approaches and data analysis), area of future scholarship, reference section and appendixes.

## 1.2 Backgrounds of Family and birth place of the scholar

It is a natural law to be born in specified geographic area and classified to one ethnic group. This is being the natural fact and phenomenon, the scholar's parents A to Gelana Regssa (father) and W/ro Bizunesh Bikila Tolasa (mother) were from Oromo ethnic group, who married each other according to their formal traditional marriage ceremony which was entirely arranged by the family without their acquaintances in 1968 E.C /1976G.C. The scholar was borne in 1974/1982 G.C as a first child to the parents in the specific village called "Oddo Dabo" in Kiba kebele Ambo wereda in West Shewa Zone of Oromia regional state.

The geographic region/ wereda of the scholar's birth place are hilly, densely populated and moderately covered by forests in few areas. The area was rich in cattle population and cereal production till today with its very conducive climatic condition. Crop and cattle production become more challenging due to insufficient land for grazing and upward movement of population over a time.

## 2.0 OBJECTIVES OF THE DOCUMENTS

Ambo University, department of cooperatives insists to prepare PhD scholars portfolio, the process of portfolio preparation also included with the purpose of allowing the scholars to present information about own self as an engaged scholar and demonstrate their personal and professional growth. According to the guidelines prepared by the department, the document could be a collection of artifacts accompanied by self-reflection that help the scholar to understand and widen his learning horizon and give a clear insight about the scholar to the reader of the portfolio.

This document has the following objectives:-

- ☞ To reflect scholars learning, teaching, community service involvement and evaluate scholars past work performance.
- ☞ To present scholars future dissertation work area/ area of interests.
- ☞ To solicit genuine and meaningful self-assessments of the scholar.
- ☞ To give an insight about the scholars learning methods and approaches.
- ☞ To exchange information and feedback with peers and other stakeholders to learn from each other.

## 3.0 PRE - DOCTORAL EXPERIENCE (PERSONAL PROFILE)

The purpose of preparing pre-doctoral experience is for presenting the scholars previous academic background. I was born in west shewa zone of oromiaregion ,Ambo wereda, Kibakebele specifically 'Ododabo' village in 1974E.C/1982G.C The scholar has started formal schooling in his own village in public school in 1981E.C/1989 G.C and he attended

there at Kiba primary school up to 8th grade and the scholar joined Ambo senior secondary school (grade 9-12) in 1989 E.C/1997 G.C which is 8 km far from the scholar's residence. The scholar sat for 12th grade ESLCE Examination during 1994 E.C /2002 G.C and has got a result which gave him an opportunity to join university. Accordingly, the scholar joined public service College of Ormia in 2004 E.C/2012 G.C. The scholar joined this university collage and he was graduated from the collage with first degree in accounting and public finance on September 10, 2014 G.C with cumulative average of 3.95 grade report. During his stay at College, the scholar took a total of 40 courses and 114 total credit hours. The courses have basically focused on accounting and finance and incorporate management, economics, law, business communication, entrepreneurship and research methods. In 2008 E.C/2016 G.C the scholar joined lead star university which is collaborated with Ashland university of USA and graduated with MBA degree in 2017 G.C.(see appendix 4).

A reliable and motivated PhD. Scholar has been enrolled for more than twenty years, 1998-2019 EC, in different governmental and non-governmental organization from operational level employees to higher management staff expecting to graduate July 2021. I started job in 1998 E.C in Ethiopia national defense. I served there from September, 1998 E.C to December, 2006 E.C. during my stay I served at various posts. To note few: - as truck force, as military and academic teacher and as accountant. My next employer was Harbu Micro Finance institution effective from October 06, 2008 E.C to October 2009 as loan officer. Then I employed for social security agency effective from December 2009 E.C to August 2010 E.C in the capacity of accountant. Post social security agency I joined Awash international bank effective from August 2010 E.C to August 2013 E.C in the capacity of bank clerk. Effective from August 2013 E. C to December 2017 E.C I served in Oromia international bank as senior Auditor and other posts. Post that I started lecturer service in Rift Valley university Ambo campus effective from December 2017 to December 2018. From December 2018 E.C to April 2019 E.C I served in Ambo town administration in the capacity of finance head. Lastly I joined YENCOMAD construction PLC in the position of finance and human resource department head. During my employment in employer companies I earned number of training certificates. These training certificates include certificate awarded from defense ground force head quarter on training of trainers, letters of recognition from west Gojam zone education office on community services, training certificate from social security agency on government policy and strategy, training certificate from Awash Bank on Domestic banking operations and customer services, and training certificate from Ethiopia institute of financial studies on auditing and compliance issues. From all the obtained certificates I earned well developed skills that are applicable in cross ponding employer organizations. Those certificates I obtained are proven that the strengths that I enjoyed for each organization in prioritization of heavy workloads, multi-tasking, and in organizing tasks. I have a valid level one public driving license. Moreover, I have obtained letter of recommendation from Ambo city Mayor and lead star collage of management and leadership PLC.

#### **4.0 WORK PHILOSOPHY**

I am dedicated and committed to the field of cooperative and finance, and have strong work ethics and values. I plan to pursue a career in these fields and will continue to refine and improve my qualifications and skills as a lifelong learner. I look forward to make new things

come to exist in Ethiopia that are not available in our country but a usual practice in developed countries like stock market, ministry of cooperatives and housing cooperatives

## 5.0 DOCTORAL COURSE WORK AND OTHER LEARNING EXPERIENCE

The main purpose of this part is to make explanation on doctoral course work and related issues with its effect on scholar's general understanding on cooperative studies. A number of courses offered at under graduate program during degree and MBA programs in accounting and finance as well as in MBA with cross ponding Universities (see the copy of BA and MBA degree attached here with) which can be a concrete knowledge for the Scholar because they were offered with very experienced foreign and domestic professors along with ample practical visits, monitoring and feedbacks. There were ample time to sufficiently cover most courses and also there was an opportunity to study courses further to do an exam, because there was no today's continuous assessment which helps to gain good knowledge on the subject matters. Since this PHD program is a research work, scholar wants to gain an ample knowledge by dig and learn more on the subject matters. During the course work the institute has employed and retained experienced lecturers on the offered subject areas. This helps the scholar to gain sufficient skill and experience to coop with the field of cooperatives.

As per the curriculum, the PhD program consists a course work of 21 credit hours in 7 (seven) courses delivered during first year of two semesters and 12 credit hours for dissertation research and totally 33 credit hours required. The doctoral course works were offered with very experienced professors of different backgrounds from host university, Ambo University and other university (Addis Ababa University). The scholar took four courses (12cr.hrs) during first year of first semester: Research Methodology, Business Techniques, Academic writing skill and Contemporary issues in Cooperatives respectively. And then during second semester of first year, the scholar took three courses (7 cr.hrs) Cooperative development, Quantitative Methods and seminar. A scholar shared a lot of new knowledge from the courses covered and from the academic career of the professors.

The doctoral course and the new knowledge gained by the scholar are explained as the following

The concurrent issues in cooperative business enterprise like governance issues, cooperative development issues and cooperative as a business related issues were part of Contemporary issues in cooperative course. In this particular course work, group discussions, seminar presentations and well-designed lecture was delivered by Prof S.NAKKIRAN to acquire us with practical and theoretical knowledge of solving the problems of cooperatives in this ever changing world.

Business Techniques was another course rendered to transfer basic business skill and knowledge to the scholars by Prof. Parasad. To do so, the course instructor insisted us in group discussions, seminar works and presentations on issues related to the course. From this course, the scholar learned the best methods of starting and running new and existing cooperative business enterprises. In addition to this, he learned the most important techniques of getting the best competitive advantages over the non-cooperative business enterprises.

Research Methods was given by A/Prof. Warkineh A.Wodajo with the objective of rendering scholars familiarity with parts and parcels of research. To do so, the instructors insisted us to prepare research proposal, group discussions, case studies, research review and presentations. The scholar also gained new knowledge (developing variables and its measurements, research design selection, technical skill of data editing, coding, processing and interpreting).

The other course delivered by prof. J. Paul Mansingh was Academic writing skill to equip scholars with writing skills in writing seminars papers and scientific dissertation researches. Moreover, the course delivered equipped us how to make a scientific writings and properly use source material without undertaking plagiarism. In this particular course work, the scholar learned set of rules and practices of academic writing practices. The scholar also gained the styles of academic writing and referencing.

Quantitative Techniques was another course designed and given to us by prof. Sivakumab to equip us with the knowledge of statistical tools, mathematical formulas and econometric models used in the research work and its applications in the research process.

Cooperative Development: by Prof S.NAKKIRAN. in this particular course, the scholar learned about developmental cooperatives, cooperative in development, social development, economic development, cooperative in environment sustainability were basic points that we learned. The scholar acquired a wide range of skills and knowledge from the course instructor in the class lecture, group discussion, seminar work and presentation and different source materials given for more learning.

Seminar: by A/Prof. Warkineh A.Wodajo .In this particular course, the scholar learned about the concepts of seminar work and Techniques of undergoing the seminar work and techniques of seminar presentations. In addition to this, the scholar learned important seminar related concepts and importance of portfolio and we give clear portfolio preparation guideline.

## **6.0 LEARNING GOALS AND ASPIRATION**

The scholar have well experienced and worked most of the time around accounting and finance from low level experts to higher rank senior stuff and have different training experiences concerning cooperatives. This background and the importance of cooperative business enterprise to solve the plights of grass root communities as a best solution initiated the scholar to do his PhD in cooperative studies. Now days, peoples, governments and other business men's are turning their attention to cooperatives to collect the advantages of collective action and to solve the socio- economic problems of their society and solve the cost of sky rocketing prices of relevant goods. So, scholar as a cooperator and researcher, concerned to the society's problem and socio- economic advantage as it stated in cooperative principles and values and he want to grow more personally and professionally in cooperative sector. Therefore, the PhD program equips the scholar with very detailed knowledge, skill and experience in cooperative business sector which help to discharge his duties of serving the societies.

### **6.1. Learning and professional development outcomes**

The scholar has gained a lot of practical and theoretical knowledge from previous undergraduate and post graduate course work and other field work experiences. Consequently, the scholar got the ability to understand and analyze cooperative problems and existing opportunities to solve the problems applying relevant skills and knowledge retained from doctoral course works and lifelong experiences. Currently, the scholar has the capacity to define the research problem, select an appropriate research design, and apply statistical mathematical and econometric tools. The scholar gained an ample practical and theoretical knowledge from the instructors who taught different courses and from their personal academic career.

## 6.2. Summary; How learning experience influence anticipated dissertation research

Learning is continues process from born to die for human society. This learning process starts from the family and enlarge to communities and to formal and informal organizations. The scholar is gained a lot of experience and new knowledge from the courses delivered by the program which help him to easily hold and carry all duties and responsibilities in general and to undertake the research work in particular. To specifically trace some of the experiences gained from the learning process to a dissertation work;

- ☞ Skill of collecting, editing , processing and interpreting data
- ☞ Skill of using Statistical package for social science (SPSS)
- ☞ Knowledge of defining variable and model selection and its application
- ☞ Knowledge of identifying/defining problems for research

The scholar developed research know how from learning experience acquired though attending different courses, research courses conducted for BA and MBA degrees as partial fulfillment of degree awards respectively.

## 7.0 APPROACHES TO THE COOPERATIVE KNOWLEDGE BUILDING

### 7.1. Conception of knowledge development (relating to specific discipline)

Cooperatives are present in all the countries and in almost all the sectors, including agriculture, food, finance, health care, marketing, insurance & credit. A cooperative is an autonomous association of persons united voluntarily to meet their common economic, social and cultural needs and aspirations through a jointly owned and democratically controlled enterprise (ICA 1995). Cooperatives work on the set seven principles, among these principles the seventh principle - Concern for the community derives cooperatives to work for the sustainable development of the community.

Leadership in cooperatives is fusion of professional managers and elected representatives where as in corporate leadership is either by inheritance or by dynasty. Successful leaders never fail to have a clear sense of where they want their organizations to be in the future and the results they expect to achieve. They can do this by concentrating on an articulated style of leadership referred to as strategic leadership. According to Lynch (2009), Strategic leadership is the ability to shape an organization's decisions and deliver high value over time, not only personally but also by inspiring and managing others in the organization. There is a difference between leadership and management. Leadership is the activity trying to

successfully influence people to strive to attain the goals of the business. The supervisor's position in the organization gives authority, which was enhanced by the respect, and trust that subordinates have in the supervisor. This enables the leader to accomplish the plans, purposes, and goals of the organization by working with people. Management is the function of running the business. Common functions include plan, organize, staff, direct, control, coordinate, budget, innovate and represent. The manager gets things done through other people by using appropriate leadership.

As Armando Costa Pinto (2011) explained, "There is a place for the cooperative movement in the globalized world. But the present challenges demand an urgent revitalization of cooperatives as instruments of local development with a global outreach, able to create employment opportunities, market channels and wealth for millions of persons and multiple communities affected by social problems and poverty. The extensive network of cooperatives all over the globe has attributes, values and resources that can enable them to have a protagonist role in the modern world."

So, the sources of inspiration guiding scholarship in cooperative are emanated from the scholar's personal life experience and formal education of cooperatives at different programs. Regarding the research work experience, the scholar did his BA degree in Accounting and Financing and MBA degree in Finance and other team research with staff members on cooperatives problems. Those research practices and experience helps the scholars to successfully undertake the anticipated dissertation research.

## **7.2. Motivation in the Cooperative area**

Currently, many people feel powerless to change their lives. For such reason people forced to united/cooperate for a strong, vibrant, and viable economic alternative. Cooperatives are formed to meet peoples' mutual needs. They are based on the powerful idea that together, a group of people can achieve goals that none of them could achieve alone. Economic Development requires effective institutions grounded in norms of openness, tolerance for risk, appreciation for diversity, and confidence in the realization of mutual gain for the public and the private sector. Cooperatives are essential to creating the conditions for economic growth and ensuring our economic future. For more than 160 years cooperatives have been an effective way for people to exert control over their economic livelihoods. They provide a unique tool for achieving various economic goals in a competitive global economy. As governments around the world cut services and withdraw from regulating markets, cooperatives are being considered useful mechanisms to manage risk for members. Generally, this is the issue of the role of cooperatives for economic development which is going to be the topic of my dissertation. Economic development as defined by different scholars is the expansion of capacities that contribute to the advancement of society through the realization of individual, firm and community potential. It is measured by a sustained increase in prosperity and quality of life through innovation, lowered transaction costs, and the utilization of capabilities. Here, the role of cooperative is crucial as a combined effort and resources.

## **7.3. Professional use of self-Cooperatives**



Practically everybody are observing and enjoying the advantages of cooperative businesses. Cooperative is a comparative best business model which works with all economic sectors in the world. Moreover, the concept of cooperation is inseparable from the life of everybody in making a living in day to day life. Self-cooperative is the application of cooperative knowledge's and skills for the development of cooperative business sector. Self-cooperatives use can be undertaken through self-development in cooperative areas, applying cooperative knowledge into teaching, research and community service activities, organization of cooperatives and other training programs and soon to solve cooperative problems by advancing cooperative knowledge's and understanding.

The scholar uses self-cooperatives; professional development from diploma level to PhD to train and work in different institutions, and the other it is a source of income by which the scholar carry out his life, he is using the knowledge and skill he gained into solving cooperative problems to solve it and community service areas. The other is in the field work environment, the scholar used cooperative concepts and knowledge's he gained through his education to promote and organize cooperative societies in Finfine Bole sub city as housing cooperatives.

#### **7.4. Summary: how knowledge building approach influences anticipated dissertation Research.**

Knowledge building is a continuous process. Knowledge building approaches can constantly influence the quality of dissertation work. As the time moves many new technologies and problems happen to the world and to adopt and solve the problem continuous knowledge building is vital to acquire new skill and knowledge and solve the problems happened. The knowledge building approach influence the research work: the experience gained improvement of qualification level, availability and use of books and other materials help to do better dissertation work and contribute more in the profession. The scholar has been gaining the research work knowledge since joining `university as a student at BA level and MBA Degree level and as a cooperative promoter in communities. In the communities doing a research is one major duty of the worker, inline to this, the scholar did two researches with challenges and prospects of developing stock market in degree level (BMA) and this also influences research knowledge of the scholar.

## **8.0 SCHOLARS CONTRIBUTION**

### **8.1. Books published (related to your research? Publisher, ISBN, No, etc.)**

The scholar has one book on process to publish "Benefits of forming separate ministry of cooperatives in Ethiopia.". Moreover, the scholar will publish more articles and journals from parts of the dissertation in the future.

### **8.2. Seminars/Conferences Organized**

During 2020 G.C, the scholar planned two workshops at Bole sub city level. One is on forming housing cooperative and the other is member's benefits from cooperative. This was accomplished by discussion with corresponding administrative in coordination with other pre-established local cooperative office leaders. The scholar also prepared different training

material on the role of housing cooperative on socio-economic status of members for BOD of selected cooperative societies, cooperative promoters at various level, on housing cooperatives and its role in economic development, different training on oromia international bank (OIB). But there were different constraints from budget, human resource and time.

### **8.3. Seminar/Conference/training attended**

During 2012 G.C the scholar attended seminar in Norway country (Oslo) for two weeks which were organized by ECF(Ethiopia change Facilitator) and other organizations like Oromia international bank during 2016 G.C; Oromia regional state government during 2018 and 2019. The scholar also participated on different trainings organized by:1-

- ☞ Awash bank on customer service delivery
- ☞ Social security agency on government policy and strategy
- ☞ National defense force on training of trainers and
- ☞ Oromia international bank on Audit and compliance

### **8.4. summary- (relate your contribution to your proposed research)**

Even though all seminars did not related to the proposed research, some might contribute to the proposed research in identifying thematic research area and clearly shows the concurrent problems which need continuous solution.

## **9.0 SCHOLAR'S COMMITMENT**

### **9.1. Timeliness**

Timeliness of the scholar is very important to achieve the desired objective of the department or organization in a fashionable manner. In connection to this, the scholar gives due consideration to activities or assignments to be performed and respond in time as much as possible; work plan work report submission, checklist, feedback ,committee works, duties given, etc

### **9.2. Punctuality**

To perform given duties and responsibilities, punctuality has a highest place in any organization. Punctuality is the respect of commitments as the rules and regulation of the organization. The scholar is so punctual in handling course, advising employee during their work, research, attending meetings, conferences, etc as much as possible.

### **9.3. Interaction with the supervisor**

Interaction with supervisor has a great importance's for the quality and successful completion of the dissertation work. Accordingly, the scholar has good interaction with his supervisor to share ideas and get a comment on different issues undergoing regarding the seminar work, portfolios and others pertinent issues.

## **9.4. Human relation with the concerned people (co-researcher, other supervisor, library staff)**

As to a scholar's knowledge, the scholar has good human relation with staff members, co-researchers, librarian, supervisors and other colleagues within the university. The scholar is so friendly with students and other university communities and cooperative to any body needs some help.

## **10.0 PEER PARTNERSHIP/COLLABORATION**

### **10.1. Publication with peer group as main author or co-author**

Regarding publication, the scholar has planned for publication as co-author or author. In addition to this, the scholar has planned another publication paper on the publication process as co-author

### **10.2. Selection of Journals/Publishers**

The scholar prefers and chose the publication center called "International Journal of Logistics & Supply Chain Management Perspectives © Pezzottaite Journals"

### **10.3. Frequency of meeting, place and time**

The scholar and co- authors often meet each other at Ambo university department office, Ambo town and some times each other's home to perform our research paper. Furthermore, the researchers share duties and present the result on due date as per the agreement reached and try their best to improve the problems encountered in the work.

### **10.4. Summary; will the partnership strengthen power to pursue research?**

Partnership/collaboration can assist the successful completion of researches in the following ways;

- ☞ Collective efforts of the partners
- ☞ Partners can forward different information's and experiences
- ☞ Work and cost share which is expended for research work and publication.
- ☞ Motivate and initiate each other to work more and contribute in quality of the study.

## **11.0 RESEARCH PORTFOLIO**

### **11.1 Philosophy of Empirical Research**

Empirical research is a research that uses an empirical data, observation, test, or experiment to confirm the truth or rational justification of a hypothesis. Empirical research is based on observed and measured phenomena and derives knowledge from actual experience rather than from theory or belief. Empirical research is research using empirical evidence. It is a way of gaining knowledge by means of direct and indirect observation or experience. Empiricism values such research more than other kinds. Empirical evidence (the record of one's direct observations or experiences) can be analyzed quantitatively or qualitatively.

Through quantifying the evidence or making sense of it in qualitative form, a researcher can answer empirical questions, which should be clearly defined and answerable with the evidence collected usually called data (Hirscheim, 1985). Philosophy as a critical and comprehensive process of thought involves resolving confusion, unmasking assumptions, revealing presuppositions, distinguishing importance, testing positions, correcting distortions, looking for reasons, examining world-views and questioning conceptual frameworks.

As the research scholar, research is the main activity to be performed to enhance scholar's academic performance and remedy the social problem of the surrounding community. The scholar previously undertook some research activities like; B.A. fulfillment research, M.B.A fulfillment research activity. For professional growth in research, the scholar wants to undertake different research activities on sensitive research problem with other stake holder. The scholar's dissertation research will addresses important questions of the effect of cooperatives for economic development for cooperative societies: a case study of selected westshewa zone multipurpose cooperative unions and focuses clearly on cooperative and job opportunities, cooperative and members economic empowerment, cooperative principles and its attentions to economic development, cooperative business and members performance, economic decision making in cooperatives and others.

## 11.2. Research Experience

Till now the scholar engaged in few research activities as degree/ MBA fulfillment and as a work position duty. Scholar's research experience was started when he attended his BA program at Oromia state University, Accounting and finance Department. Scholar did a research on: loan assessment in case of oromia cooperative bank and also a scholar did a research on 'the challenges and prospects of developing financial market in Ethiopia' 'in case of Ethiopian financial market during 2017G.c as MBA degree fulfillment.

In his stay in university as a student and different institutions and as a coordinator, expert, he learned a lot of knowledge and skills which help him to undertake good scientific research on cooperative problems supporting with statistical tools, models and computer application software like SPSS. Hence, the scholar will undertake PhD dissertation research on "The effect of cooperatives for economic development a case study in West Shewa Zone cooperative unions.

## 11.3. Plan for professional growth in Research

Research is a means of identifying problems affecting development projects and providing a possible solution. Research and teaching is inseparable and go together supporting each other in higher education institutions. The scholar explained above that he engaged in some research works as degree and MBA fulfillment and as parts of the work responsibility which expand his understanding about empirical research. So, the scholar proposed a dissertation proposal on "the effect of cooperatives for economic development": a case study of selected cooperative unions in west Shewa Zone, Oromia Regional State, Ethiopia".

## 11.4. Summary: How research background influence Anticipated Dissertation Research

The research background of the scholar has great impact on the success of dissertation research. The scholar has some experience from his previous research activities during B.A degree and MBA degree as partial fulfillment. The scholar undertook his MBA fulfillment thesis on “The challenges and prospects of developing financial market in Ethiopia.” and for fulfillment of BA thesis on the loan assessment in bank. In addition to these, the researcher has good interest, experience, skill and knowledge about the subject matter to be investigated. Hence, the scholar has good experience and understanding to undertake the current dissertation research.

## **12.0 SERVICE PORTFOLIO**

### **12.1. Service to the employers**

Among services rendered to various organization from low level employee to higher rank officer: military truck and military trainer service, accountant service, teaching services, banker, Auditing services, BPR implementation committee, Ambo city finance head, Rift valley university lecturer, HR and Finance head, and etc. in which all level of services incorporate the activities of routine practices, managing, guiding, controlling, report writing and feedback writing to the respective immediate supervisors. The scholar practices also internal and external analysis, plan for actions and formulate strategies to meet respective goal of employer organizations at his higher rank posts.

### **12.2. Service to the profession**

In addition to the service to the office and department, the scholar also undertook need assessment data collection from west Shewa Zone and Addis Ababa Bole sub city to open different non-governmental organization (NGO) at different level during 2020 G.C which are important for cooperative promotion to advance the profession. The scholar participated on preparing a short term training material on the role of housing cooperatives in socio-economic of members during 2019 to improve the quality of service rendered by the company.

### **12.3. Community service**

During his stay on different governmental and non-governmental office, he had organized purely women under HMF for financing, cost free services for high school students during summer in West Gojem of Amehara region, develop a business plan for some bank borrowers and providing different consultations to use amount borrowed to increase their production are some of my contributions to the community at various parts of Ethiopia. Scholar prepared one part of training material at department level which was organized for cooperative leaders, promoters, BOD, and related stake holders from different level.

### **12.4. Plan for professional growth as an engaged scholar**

The scholar’s professional growth as an engaged scholar will continue as its present occupation and engage in more community service works and research activities which solve the society’s problem. As the scholar has a duty to undertake teaching learning activity, research activity and community service activities.

## **12.5. Summary; Actual or Anticipated linkages among service and research**

There is very strong linkage between, research and community service. Thus, performing these combinations of activity ensures the professional advancement of a candidate in academic career. Hence, the scholar also performs those activities in a fashionable manner and contributes more in satisfying the desire of the community.

## **13.0 ANTICIPATION OF DOCTORAL DISSERTATION RESEARCH**

### **13.1. Focus and aims of anticipated dissertation research prospectus**

As a cooperator, the scholar feels bad about his society's problems and challenges in their life and believes it could be solved through cooperative collective action and continuous researching into various challenges emerging from ever changing world.

Cooperative is a business model where individuals collectively own and control a particular business with primary aim of gaining social and economic inclusion in a particular economic system. Meanwhile, International Cooperative Alliance (ICA) cited in Onyima and Okoro (2009) defined cooperative as an autonomous association of persons united voluntarily to meet their common economic, social and cultural needs and aspirations through a jointly owned and democratically enterprise.

Cooperatives are community-based, rooted in democracy, flexible, and have participatory involvement, which makes them well suited for economic development (Gertler, 2001). The process of developing and sustaining a cooperative involves the processes of developing and promoting community spirit, identity and social organization as cooperatives play an increasingly important role worldwide in poverty reduction, facilitating job creation, economic growth and social development (Gibson, 2005). Cooperatives are viewed as important tools for improving the living and working conditions of both women and men. Since the users of the services they provide owned them, cooperatives make decisions that balance the need for profitability with the welfare of their members and the community, which they serve.

As cooperatives foster economies of scope and scale, they increase the bargaining power of their members providing them, among others benefits, higher income and social protection. Hence, cooperatives accord members opportunity, protection and empowerment - essential elements in uplifting them from degradation and poverty (Somavia, 2002). As governments around the world cut services and withdraw from regulating markets, cooperatives are being considered useful mechanisms to manage risk for members and keep markets efficient (Henehan, 1997). In a number of ways, cooperatives play important role in global and national economic and social development. With regard to economic and social development, cooperatives promote the "fullest participation of all people" and facilitate a more equitable distribution of the benefits of globalization.

They contribute to sustainable human development and have an important role to play in combating social exclusion. Thus the promotion of cooperatives should be considered as one of the pillars of national and international economic and social development (Levin, 2002). In addition to the direct benefits they provide to members, cooperatives strengthen the

communities in which they operate. According to Somavia (2002) cooperatives are specifically seen as significant tools for the creation of decent jobs and for the mobilization of resources for income generation. Many cooperatives provide jobs and pay local taxes because they operate in specific geographical regions. According to Wikipedia (2006) and Levin (2002) it is estimated that cooperatives employ more than 100 million men and women worldwide. In Ethiopia, cooperatives can provide locally needed services, employment, circulate money locally and contribute to a sense of community or social cohesion. They can provide their employees with the opportunities to upgrade their skills through workshops and courses and offer youth in their base communities short and long-term employment positions. Students could also be employed on casual-appointment basis during long vacations. Through these, cooperatives will contribute to economic development.

Scholar's research project falls into the following areas:

1. Member's economic benefit.
2. Society economic benefit.
3. Part played by cooperatives in economic development.
4. Part played by cooperative in reduction of unemployment.
5. The economic role of cooperatives in international market (import and export)
6. Member's Participation in getting services and supplies. (MPSD); and other important issues.

This study thus investigates the part played by cooperative for economic development: a case study of selected cooperative union in west Shewa Zone, Oromia Regional State, Ethiopia. There are a number of researchable thematic areas in cooperatives. It includes economic benefit, economic governance in cooperatives, evaluating the contribution of cooperatives for reducing unemployment and cooperative alliances, what factors hinder cooperatives economic contribution, how cooperatives appeal to economic heart of a given country. The role of cooperative in international market, the role of cooperative in NGOs development, economic participation of cooperative in societies social responsibility Etc.

## 13.2. Statement of the problem

Achieving the peak of economy is not the sole responsibility of private and government businesses. Cooperatives also play a vital role as a third sector of economy. A cooperative is a unique form of business used by people and businesses for their mutual benefit. Cooperatives are the third sector of world economy following the government and private sectors. Starting a cooperative requires considerable time, energy, commitment, and technical resources. Recognition of a common need is fundamental to the formation and successful operation of a cooperative. In order to achieve their maximum strength and effectiveness, cooperatives act as a distinct sector within the national economy of any country. As business organizations, cooperatives are partly private, partly public, but essentially different from both private enterprise and public enterprise.

They are a "middle way", an economic sector in their own right. Cooperatives must play the role of a Third Force, an alternative and countervailing power to both Big Business and Big Government. A cooperative is a business enterprise in which the elements of ownership, control and use of service are united in one group of persons. The distinguishing feature of cooperative business is its dual nature as economic enterprise and social organization. An economy based on one form of business organization alone is neither desirable nor possible in modern times. The best economic order is achieved through a mixed economy. To justify their existence and fulfill their purpose, cooperatives must make a significant and unique contribution to solving some of the massive problems facing mankind today. Governments are expected to provide a supportive policy, legal and institutional framework, provide support measures based on activities, provide oversight on terms equivalent to other forms of enterprise and social organization, adopt measures to improve access to finance for disadvantaged groups, and topically, to promote the formalization of the informal economy. This support contribute significantly to improving cooperative performance by facilitating access of cooperatives to support services, productions, and marketing and particularly support to cooperative human resource development that contribute lots to the economic development of not only Ethiopia but also to the any give nations.

The purpose of this study will be to provide a better understanding by assessing the part played by cooperative on economic development In case of West Shewa Zone Cooperative Unions, Oromia Region, Ethiopia. Special attention will be given to reduction in unemployment and market stabilization, international import and exports, savings and monetary circulations. The most important concern and basis for this study are Agricultural cooperative unions; Ambo farmer's cooperative union, cooperative bank of oromia, Ambo consumers cooperative union in west Shewa, oromia region of Ethiopia.

### **13.3. Objective of the study**

#### **13.3.1. General Objective**

The main objective of the study will be: To assess part played by cooperatives in economic development in case of West Shewa Zone different Cooperative Unions, Oromia Region, Ethiopia.

#### **13.3.2. Specific Objectives**

- To understand the level of cooperatives in contributing to economic development.
- To evaluate how cooperatives play part in unemployment reductions.
- To examine the role played by cooperatives in market stabilizations.
- To identify cooperatives role in generating hard currency.
- To understand the role cooperatives played in international market.
- To identify the level at which members getting services and supplies from their cooperatives economically.

### **13.4. Research questions**

- What is the level of cooperatives in contributing to economic development?
- How cooperatives play part in unemployment reductions?



- What is the role played by cooperatives in market stabilizations?
- What are the roles cooperatives played in international market (import export and hard currency generation)?
- How members getting services and supplies from their cooperatives economically.

## 13.5 Hypotheses

Hypotheses.1.

There is bold contribution of cooperatives for economic development of a given country

Hypotheses.2.

Cooperatives are playing significant role in reducing unemployment.

Hypotheses.3.

Cooperatives have crucial role in generating hard currency through import and exports.

Hypotheses.4.

Cooperatives have significant role in balancing income and stabilizing of local market.

Hypotheses.5

Cooperatives influence economy by contributed resources and skills.

## 13.6 Methodological Approaches

### 13.6.1 Selection of the study area:

West Shewa Zone was selected for this study purposively by researcher for reasons. The data for the research consumption were collected from the oromia cooperative bank, Ambo consumer's cooperatives and Ambo farmer's cooperatives. For this particular research, quantitative type of study approach will be used. The research will use both primary data sources directly from respondents and secondary data sources from the written materials

Regarding the sampling technique, Multi stage sampling techniques will be adopted, namely, selection of the study area, sample districts, sample cooperative found under union and sample representative respondents. For the selection of sample districts the scholar will employ simple random sampling technique which gives equal chance of being included in the sample for all districts residing in the zone under study. Sample size of the study will be taken by the help of Kothari formula to give equal chance to all population of the study area. For selection of individual respondents from the sampled societies, probability sampling (systematic random sampling) is selected based on the concept of randomization.

### 13.6.2. Data analysis Approach

The data needed to measure member's involvement in employed cooperatives business will be analyzed by using descriptive statistics and The one-way multivariate analysis of variance (one-way MANOVA) to determine whether there are any differences between independent groups on more than one continuous dependent variable. The study will be quantitative study at all and will be subject to standard analysis using the statistical package for social science (SPSS, Version 21).

### **13.6.3 SWOT analysis**

As the study will be Quantitative study analysis of the internal, controllable aspects (i.e., Strengths and Weaknesses) with the external, uncontrollable situational factors (i.e., Opportunities and Threats) and then aggregating the numeric scoring of the actions of the study might take to reach its goals and objectives. The internal and external challenges will be evaluated to understand the surroundings to help the research with the ground reality.

### **13.6.4 Strength in pursuing research**

The scholar's interest, experience, language capability, mental readiness and capability of the scholar to use internets and reference materials are important strength to undertake a dissertation research. In addition to this, different research activities conducted as BA degree MBA fulfillment as well as researches conducted with co-researches have provided a good base for the forthcoming dissertation research.

The dissertation research concerned the main important body of cooperative business (members) contributions to economic development which enables to show the future direction of cooperatives in the area of study and how the study support feature scholars to do further research on the area.

### **13.6.5. Weakness in pursuing research**

Naturally individuals have some limitations on some specific performances which impact the quality of activities undertaken by a candidate in particular time. The scholar has some limitations to undertake scientific research work; lack of deep understanding of statistical tools like-econometric models, insufficient research experience undertaken previously, financial constraints and late/biasedreaction ofsample respondents

### **13.6.6. Opportunity in pursuing research**

The scholar has an ample opportunity to undertake a scientific dissertation research: those opportunities might be; practical long year work experience on both governmental and non-governmental organizations, availability of well experienced staff members at host university who can provide proper guidance and friends who can ideally support the work, research experience from BA and MBA papers and the scholars exposure to participate on different research reviews at Ambo university. Hence, the scholar has sufficient background to handle the dissertation research well in a given time.

### **13.6.7. Threats in pursuing research**

The scholar was self-sponsor. For this reason no sufficient budget allowed for to accomplish different activities concerning the research and also for transportation around study area or data collection and capability of the researcher might be factors which negatively affect the quality of the dissertation research.

## **14.0 AREA OF FUTURE SCHOLARSHIP: CRITICAL REFLECTION ON THE SELECTED DOMAIN OF FUTURE SCHOLARSHIP**

The scholar will do different research activities on different problems concerning cooperative businesses and contribute in solving socio-economic status of the society. The scholar's area of future scholarship is on members participation and cooperative sustainability, cooperative organization and management, cooperative governance, cooperatives and innovations, cooperatives and climatic change and cooperatives and food security, cooperatives and agro-processing, the role of strategic planning on cooperative performance, part played by cooperatives to reduce unemployment, the role of education for cooperatives in areas like members, representatives, managers, staffs, wider public, youth, heritage , the role of cooperative for market stabilization and soon.

## **15.0 FUTURE RESEARCHABLE QUESTIONS THAT EMANATE FROM THE SCHOLAR'S LEARNING EXPERIENCE, COMMUNITY SERVICE AND POSSIBLY FUTURE ENGAGEMENT IN RESEARCH**

As it is stated in research portfolio section, the scholar's dissertation research will focus on the role of cooperative on economic development. Post understanding the part played by cooperatives for economic development, in the future the scholar will diversify his research work on the role of leadership in marketing cooperatives performance, part played by cooperatives in reducing unemployment, part played by cooperatives in realization of market sustainability, effectiveness of leadership and cooperatives business performance, impacts of cooperatives on generating hard currency to sustain monetary fluctuations and soon.

## **16.0 SUMMARY**

This document contains the scholar's current, past and future activities in teaching-learning, researching activity, community service, practical work experiences and the field works. The document also presented the scholars personal and professional development and his life long experience. The related documents attached to this document are real and fair and it shows the status of the scholar. The course work designed for the PhD program are designed in smart way to challenge students and equip with ample theoretical and practical knowledge of the courses and each course allowed us to discuss in group, seminar work, presentations, individual assignments, exam evaluation and soon. Moreover, each class was supported by discussion and debating among the scholars with facilitation of the instructors and as a scholar, I got sufficient theoretical and practical knowledge of courses understudy during the course works of this PHD program.

The scholar's future research area, his main research title, objectives and Future researchable Questions that emanate from the scholar's learning experience, community service and possibly future engagement in research are incorporated in this portfolio documents. The area of research on that the scholar planned to undertake in the future will concentrate on solving

our society's problem. As an engaged scholar, conducting an empirical research as a PhD degree partial fulfillment is my responsibility and professional goal to investigate society's problem and provide a remedy to reduce social dilemmas observed in our societies. This part requires knowledge and skill of research and ability to understand complex concepts to manage and successfully complete the dissertation research within the time given. Therefore, my dissertation research will be on the effect of cooperatives on economic development and this empirical research will investigate some specific objectives as it is explained under anticipation of dissertation research part.

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