INNOVATIONS
Content available on Google Scholar
Home Page: www.journal-innovations.com

Factors affecting the growth of micro and small scale enterprises in case of Kotebe sub city

Dr. Neeraj Bali
Department of Management
Wollega University
Ethiopia.

ABSTRACT
The purpose of the Research was toasses factors affecting growth of micro and small scale enterprises in case of Kotebe sub city. This Research has employed explanatory research design in order to estimate annual MSEs employee growth by using explanatory variables such as access to work premise, access to finance, access to marketing & government support. It was designed to evaluate the extent of access to work premise, access to finance, access to marketing & government support prediction about annual MSEs employee growth. The five level Likert scale questionnaires was used as the main data gathering tool. In order to meet the objective, the researcher was used simple random sampling techniques and the data were collected from 298 participants. The collected data were analysed using mean, standard deviation; correlation and multiple linear regression analysis. The detail analysis findings of access to work premise, access to finance, access to marketing & access to government support were under practice in the Research area. The correlation coefficient findings of access to work premise, access to finance, access to marketing & access to government support have strong and positive relation with annual MSEs employee growth.The R square findings of access to work premise, access to finance, access to marketing & access to government support, all together have strong & positive association; and impactful predicts annual MSEs employee growthand out of these explanatory variables, access to finance was find to be the leading predictor of annual MSEs employee growth. Therefore, it is beneficial, if the concerned government body & other stakeholder of micro and small scale enterprises of Kotebe sub city has more increase the number of micro finance institution that might lead to increase annual employee growth; have identify MSEs with the problem of work premise and give them adequate work premise that should meet their enterprise demand; and have also identify the problem of MSEs more likely requires immediate government support & provide them possible support, that might also lead to increase their annual employee growth.

KEYWORDS: 1.Finance, 2.growth, 3.marketing, 4.support, 5.work premise 6. MSEs

1.1. Background of the Research

Ethiopia is a country with a long, proud history, and which has remarkable and impressive institutions in many respects. In recent years, economic growth has increased significantly(IKED, 2006) However, after decades of both political and economic problems, Ethiopia is one of the poorest countries in the world, and an impetus to sustained and equitable income growth is needed. An analysis of the potential and problems inherent in its national innovation system could help identify outstanding issues and point to opportunities for growth-friendly reforms. An

application of the triple helix concept can further contribute to essential understanding how the various key societal actors can be engaged so as to facilitate effective implementation of such reforms(IKED, 2006).

MSE is one of the institutions given recognition as global issues for development & primarily considered as any country's industry development plan. It serves as vehicles for employment opportunities at urban center and it strengthen the economic development. MSEs also serve as sources for sustainable job opportunities not only for developing countries like Ethiopia, but also for developed countries like USA. Thus, they should be given prior consideration as they are essential and serve for sustainable source of job opportunities to Ethiopia(Araya, 2014). Micro and small enterprises play a key role in stimulating other sectors of the economy such as trade, construction, services and agriculture as well as in reducing unemployment (ILO, 2006; Assefa, 2004), as cited in (Abraham, 2015).

1.2. Statement of the Problem

In Africa, the Research on determinants of growth in youth owned MSEs in Kenya by (Mugambi, 2018) and he has used a detail analysis survey research design with small sample size and his Research variable was technological, marketing and financial access,which is not logical to infer for other MSEs.Research on the determinants of growth of MSEs by (Solomon, 2016) and he has relied on only credit access, marketing facilities, policy and regulatory issues. Scholars(Mulugeta, K., & Getaendale,S., 2017), suggest that MSEs are the essential area of government intervention to promote MSEs is a provision of financial support and designing a national micro credit and saving directive that primarily focuses on alleviating the financial constraint of MSEs operating in the country.

The Research on factors constraining the growth and survival of micro and small enterprises in Burayu, Ethiopia by (Abiyu, 2011)was mainly concentrated on the governmental support and analyzed by detail analysis statistics only. ThisResearchempirical investigation did not assess the possible factors that affect development of MSEs.The Research by(Admasu, 2012) on factors affecting the performance of SMEs in case of textile and garment in Lideta sub-city and he has relied only on manufacturing sector without considering other MSEs sector.The Research on determinants of growth in youth owned Micro and Small Enterprises in Kenya by (Mugambi, 2018) and he has used a detail analysis survey research design with small sample size, which is not logical to infer for other SMEs including this Research area. The survey by both (Abraham, 2015)&(Muthini, 2015) on performance of Micro and Small Enterprises waspre-dominantly prevail in small towns, particularly for low-income, poor women withoutconsidering the counterpart.In Ethiopia, the Research on factors affecting the growth of MSEs inShire Indasselassie by(Haftom, 2014).His target respondent was only government official which administer MSEs without considering owner of MSEs inthe Research area. The researcher was only employed financial resource, access to infrastructure and access to working premise to predict growth of MSEs and the finding of this Research was not generalized to Kotebe sub city MSEs.As per the researcher effort of reviewing available empirical facts on the subject matter, there is no evidence that prove the research have been conducted on the factors affecting growth of micro and small scale enterprises in case of Kotebe sub city. Therefore, all of the above methodological and empirical gaps have supported the importance of undertaking the Research, which entitled the factors affecting growth of micro and small scale enterprises in Kotebe sub city. In view of this, the researcher was motivated to examine the factors affecting growth of micro and small scale enterprises in case of Kotebe sub city.

1.2.1. Research Questions

Hence, the Researchwas sought to answer the following research questions:

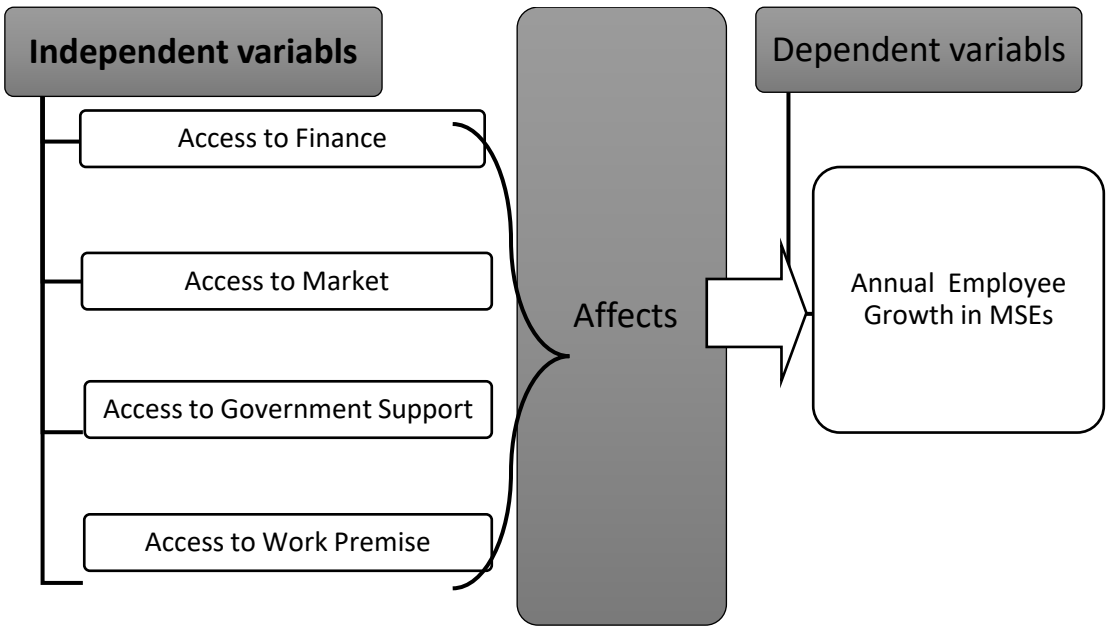
1. To what extent do access to finance predicts annual employee growth in MSEs?
2. To what extent do government support predicts annual employee growth in MSEs?
3. To what extent do access to market predicts annual employee growth in MSEs?
4. To what extent do access to work premise predicts annual employee growth in MSEs?

1.3. Significance of the Research

The findings of this Research will help as additional information for addressing the constraints associated in the development of the MSE sector. There are very limited research output and literature regarding strategic orientation of MSEs particularly in Kotebe sub city. Therefore, academicians, consultants, and government agencies may use the Research to be obtained as a stepping- stone for further Research in the area at an advanced level. Both graduate and undergraduate students may find the Research relevant for their academic work. The findings will also be considered as an important addition to the existing knowledge and literature in this area for the public at large.Academicians for further Research in the area by providing a deeper understanding of the critical factors that affect the development of MSEs. Also, the local government may use the findings of this Research to overcome critical factors that affect the development of MSEs. So far, the findings of this Research will help the policy makers in consideration to areas where the strategies will be so as to encourage MSEsdevelopment. Finally, theResearch will add literature in the development of MSEs in the Ethiopian context. This Research, therefore, attempts to address this knowledge gap by addressing the development of MSEs issues taking the case of Kotebe sub city into account. This may add to the body of knowledge related to growth of MSEs.

1.5. Conceptual Framework

Figure 2.1 Conceptual framework



Source: Adopted from(Admasu, 2012)

RESEARCH DESIGN AND METHODOLOGY

3.1. Research Design

The types of research design employed for this Researchwas explanatory research design. This research design is used to explain the cause effect relationship of annual MSEs employee growthand access to (finance, government support, marketing & work premise)in Kotebe sub city. This research design was used to investigate the cumulative effect of (finance, government support, marketing & work premise)onannual MSEs employee growthin Kotebe sub city.

3.2. Target Population

The target population of the Research are 1911 employees in MSEssector such as manufacturing, construction, trade, services and urban agriculture, as per the Kotebe sub city MSEs Office report of 2013 E.C.

Table 3.1: Target Population of the Research

	MSEs sector	Total Employees of MSEs
1	Manufacturing	294
2	Construction	198
3	Urban-Agriculture	17
4	Service	928
5	Trade	474
Total		**1911**

***Source**: Kotebe sub city MSEs Office report (2013E.C)*

3.3. Sample Size Determination

The researcher was selected the samples from those sectors using cluster allocation. The total number of each MSEs sectors registered in Kotebe sub city office in 2013 E.C are 1911 (as per the report of Kotebe sub city MSEs office). The sample groups was limited by using Daniel's formula, and then comparing the divisions in five sectors in Kotebe sub city before using stratified random sampling to collect the data. One of the sampling methods is simple random sampling which adopt in identifying respondents from each level to minimize bias.

To determine an adequate sample size that estimate the population prevalence with a good precision Daniel, 1999 formula is used. Because, if this proportion is larger than 5%, (n/N >0.05), use the formula with finite population correction is recommended by(Naing,L. et al., 2006).

$$\left(n' = \frac{NZ^2P(1-P)}{d^2(N-1)+Z^2P(1-P)}\right), \left(n' = \frac{1911*(1.966)^2P0.5(1-0.5)}{0.05^2(1911-1)+(1.96)^2*0.5(1-0.5)} = 337\right)$$

Where n'=Sample size

N= population size

Z= Z statistical for a level of confidence (95%)

P= expected population (in proportion of one) (0.5)

d= precision (in population of one) (5%)

3.3. Sampling Techniques

The Kotebe sub city MSEs was taken as they are; so as to reduce the population heterogeneity and to increase the efficiency of the estimates, stratified random sampling procedure by proportion allocation will be used. The following table lists the sectors as strata with population size for each

stratum. The researcher has calculated the below sample by taking the total number of target respondent from each MSEs sectors and also divide for each stratum.

Table 3.2: MSE ssectors involved in this Research

	MSEs sector	Total Employees of MSEs	Sample(n)
1	Manufacturing	294	337/1911*294=52
2	Construction	198	337/1911*198=35
3	Urban-Agriculture	17	337/1911*17=3
4	Service	928	337/1911*928=163
5	Trade	474	337/1911*474=84
Total		1911	337

3.8. Model Specification

The multiple linear regression analysis was used to investigate the effect of independent variable on dependent variable. The dependent variable is annual MSEs employee growthand independent variable are access to work premise, access to finance, access to marketing & government support with regard to Kotebe sub city. Hence, the following multiplelinear regression models was used.

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + e \ldots . (1)$$

Where**:** Y is DV (Annual Employee Growth inMSEs) and the independent variables include the following:

- β_0 Is constant amount or intercept
- β_1 is coefficient of access to finance (X_1)
- β_2 is coefficient of access to marketing (X_2) and
- $\beta_3$is coefficient of access to government support (X_3)
- $\beta_4$is coefficient of access to work premise (X_4)
- The **e** is the stochastic error of the Research

Where:

β_0- is the intercept term- it gives the mean or average effect on X of all the variables excluded from the equation, although its mechanical interpretation is the average value of X when the stated independent variables are set equal to zero.

β_1**,** β_2**,**β_3 **and** β_4, refers to the coefficient of their respective independent variable which measures the change in the mean value of X, per unit change in their respective independent variables.

e = the stochastic error

RESULTS, DISCUSSIONS AND INTERPRETATIONS

4.3.6. Correlation Analysis

With an objective of measuring the strength of relationship between (access to work premise, access to finance, access to marketing & government support) and annual MSEs employee growth. To achieve this purpose the researcher has used Pearson correlation coefficients output as you see in the table 4.7 below.

Table 4.7: Correlation coefficients result

N=298						
Research Variables		GE	AI	AF	AM	AGS
annual MSEs employee growth	Correlation	1				
	Sig.					
Access to work premise	Correlation	.639**	1			
	Sig.	.000				
Access to finance	Correlation	.729**	.594**	1		
	Sig.	.000	.000			
Access to marketing	Correlation	.719**	.685**	.750**	1	
	Sig.	.000	.000	.000		
Government support	Correlation	.638**	.518**	.679**	.622**	1
	Sig.	.000	.000	.000	.000	
**. Correlation is significant at the 0.01 level (2-tailed).						

Source: Survey Data of 2021

According to(Karl E, 2012) Correlation Coefficients, the strength of relation between independent and dependent variable value of *0.8 to 1.0, 0.6 to 0.8*, 0.4 to 0.6; and 0.2 to .4; and below 0.0 to 0.2 have very strong, strong, moderate, weak and very weak respectively. Depending on mentioned value of Karl E. correlation coefficients, the strength of relation between dependent and independent variables were interpreted for each of the variables under the Research.

As it can be seen from the table 4.7, there is significant relation between the dependent variable and all independent variables under Research. Therefore,Access to finance has strong and positive relationship with MSEs annual employee growth accounting the first 72.9 %; followed by access to marketing has a strong and positive relationship with the MSEs annual employee growth that accounts the second 71.9 %, access to work premise has a strong and positive relationship with the MSEs annual employee growth that accounts the third 63.9 % and access to government support has a strong and positive relationship with the MSEs annual employee growth takes the fourth rank 63.8 % respectively, (Karl E, 2012).

4.4. Regression Model Assumption Test

The variance inflation factor (VIF) values below 10 are acceptable and tolerance value should be higher than 0.1(Gujarati, 2004). As it is observed from regression coefficients in the table 4.8 below; multicollinearity problem is not observed in this research result because the coefficients of tolerance is higher than 0.360and variance inflation factors coefficients is also less than *10* (see table 4.8 below).

In addition, the researcher has tested the normality of data and the data set is straight forward as observed in figure 4.1 (see Appendix I). Hence, normality test assumption is met.From the visual examination of the linearity probability plot in figure 4.2, indicate there was no violation of the linearity assumption, as it is observed from straight line the tendency of the points is straight line (see Appendix III). As observed from scatter plot of the standardized residuals in Figure 4.3 there are no serious assumption violations (see Appendix IV).This implies that the normality, linearity, scatter plot, tolerance and variance inflation factors assumption test were definitely met. Hence, it is possible for the researcher to run the regression analysis.

Table 4.8: Collinearity statistics

Coefficients			
Model		Collinearity Statistics	
		Tolerance	VIF
1	Access to finance	.510	1.960
	Access to marketing	.360	2.781
	Access to work premise	.339	2.948
	Access to government support	.504	1.984
a. Dependent Variable: annual MSEs employee growth			

Source: Survey Data of 2021

4.5. Multiple Linear Regression Analysis

According to (Gujarati D. N., 2004), the multiple linear regression model is a powerful tool for summarizing the nature of relationship between variables and for making predictions of likely values of the dependent variable. Hence, the Research variables such as access to work premise, access to finance, access to marketing & access to government support were employed to explain the degree of *association* among the work premise, access to finance, access to marketing & access to government support) at the same time so as to *predict* annual MSEs employee growthin this multiple linear regression model (seetable 4.9).

Table 4.9: Model Summary Result

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.799[a]	.638	.633	.60955
a. Predictors: (Constant), Government support, work premise, finance, marketing				

Source: Survey Data of 2021

The model summary table 4.9 above shows the degree of association that the stated independent variables have with the dependent variable in the Research area. As such, it has been shown by R result of access to work premise, access to finance, access to marketing & access to government support all together have strong & positive *association* by 79.9% degrees. This shows that the better these variables are treated the more annual MSEs employee growth in the Research area.The R Square result indicates the strength of regression model interpretation as it is explained by 63.8% variation of annual MSEs employee growth in Kotebe sub city but the remaining 36.2% variation of annual MSEs employee growth in Kotebe sub city might be caused by other factors that are not included in this Research. On the other hand, the R square 0.638 result of the model has shown that all the explanatory variables (access to work premise, access to finance, access to marketing & access to government support) have impactful predicts annual MSEs employee growth in Kotebe sub city.

Table 4.10: ANOVA Result

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	192.180	4	48.045	129.311	.000[b]
	Residual	108.863	293	.372		
	Total	301.043	297			
a. Dependent Variable: annual MSEs employee growth						
b. Predictors: (Constant), Government support, work premise, finance, marketing						

Source: Survey Data of 2021

The Researchhave been tested by using multiple linear regression model as seen in table 4.10. It can be noticed from table 4.10, the F statistics in the multiple linear regression model is 129.311 with probability (F= 0.000) which indicates a good fitness of the predictability of the model used. This indicates that the model is highly significant at *P<0.05* %, which means all the independent variables (access to work premise, access to finance, access to marketing & access to government support) are jointly significant in causing variation of annual MSEs employee growth in Kotebe sub city.

Table 4.11: Regression Coefficients Result

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.008	.035		.214	.831
	Work premise	.202	.050	.199	4.043	.000
	Finance	.316	.059	.314	5.367	.000
	Marketing	.240	.061	.239	3.959	.000
	Government support	.174	.050	.173	3.498	.001
a. Dependent Variable: annual MSEs employee growth						

Source: Survey Data of 2021

As seen from *table 4.11*, the independent variable under Research such as access to finance (t=5.367, p<0.05), access to work premise (t=4.043, p<0.01), access to marketing (t=3.959, p<0.05) and access to government support(t=3.498, p<0.05) have significant contribution for annual MSEs employee growth in Kotebe sub city.

To identify the individual contribution of explanatory variable, unstandardized coefficient Beta value of each independent variable under Researchwere analysed. Therefore, standardized coefficient Beta (β) of access to finance(0.316), access to marketing (0.240),access to work premise (0.202) and access to government support (0.174) respectively.

As a result, it can be said that access to finance was the determinant predictor of annual MSEs employee growth in Kotebe sub city. That means, a unit increase in MSEsaccess to finance will increaseannual MSEs employee growthby 0.316; a unit increase in MSEs access to marketing will increase in annual MSEs employee growthby 0.240; a unit increase in MSEs access to work premise will increase in annual MSEs employee growthby 0.202 and a unit increase in MSEsaccess to government support will increase annual MSEs employee growth by 0.174 degree respectively in the Research area. From this one can conclude that the influence/contribution of access to government support for annual MSEsemployee growth is low as compared to access to finance, access to marketingandaccess to work premise in Kotebe sub city. From the observe magnitude of weighted beta in the table 4.11, one can concluded that if all independent variables are ignored, the MSEs in Kotebe sub city itself have the value of 0.008 on its annual MSEs employee growth. As per the multiple linear regression model result, the best fit for the data have defined by the following equation:

$$\boldsymbol{EG = 0.008 + 0.316(AF) + 0.240(AM) + 0.202(AWP) + 0.174(AGS) + \alpha}$$

Where;**EG** is Annual MSEs Employee Growth that used as dependent variable of the Research and the explanatory variables employed in this multiple linear regression model are, AF is Access to Finance, AM is Access to Marketing, AWP is Access to Work Premise and AGS is Access to Government Support are predictor of annual MSEs employee growththat have been represented in the multiple linear regression model of this Research.

ARTICLE FIVE

SUMMARY, CONCLUSIONS & RECOMMENDATIONS

This Article deals with the summary, conclusion and recommendations parts of the research. The first part of this Article presents the summary of the major findings. The second part of the Article is concerned with the conclusion drawn by the researcher and the third part is about the recommendations made by the researcher.

5.2. Conclusions

The Research was conducted to assessment of factors affecting growth of micro and small scale enterprises in Kotebe sub city. In connection with each specific objectives under Research, the researcher has made conclusions as follows.

The overall detail analysis statistics report shows poor practices of MSEs access to work premise, MSEs access to finance, MSEs access to marketing & MSEs access to government support in Kotebe sub city. Particularly, the MFI in Kotebe sub city was not provide adequate loan that would fulfill their enterprise demand. The enterprise did not conducted marketing research to sale their existing product. The enterprise did not sale large amount of their existing product to sale in the existing market in the Research area.

The regression coefficient result of access to work premise, access to finance, access to marketing & access to government support were significantly predicts annual MSEs employee growth. From these access to finance was find to be the dominant predictor of annual MSEs employee growth.The correlation coefficient result of access to work premise, access to finance, access to marketing & access to government support have strong and positive relation with annual MSEs employee growthin the Research area.

LIST OF ACRONYMS

AF	Access to Finance
AGS	Access to Government support
AM	Access to Marketing
ANOVA	Analysis of Variance
AWP	Access to work premise
GE	Growth in Employees
M	Mean
SD	Standard Deviation
SPSS	Statistical Package for Social Science
VIF	Variance Inflation Factors

REFERENCE

1. *Abiyu, J. (2011). Factors constraining the growth and survival of micro and small enterprises. Addis Ababa.*

2. *Abraham, E. ,. (2015). Performance of Micro and Small Enterprises and Its Determinants: The Case of Hadiya Zone, Ethiopia. Bulletin of Business and Economics, 4(4), 214-222., 215.*

3. *Admasu, A. (2012). factors affecting the performance of MSEs in case of textile and garment in Lideta sub-city. Ethiopia: Addis Ababa University.*

4. *Araya, H. (2014). External Factors Affecting the Growth of Micro and Small Enterprises (MSEs) in Ethiopia: A Case Study in Shire Indasselassie Town, Tigray. European Journal of Business and Management, Vol.6, No.34, 2014.*

5. *Ayanda, A. M. (2011). Small and medium scale enterprises as a survival strategy for employment. Journal of Sustainable DevelopmentVol. 4, No. 1; 2011.*

6. *Bereket, T. (2010). The Role of Micro and Small Enterprises in Employment Creation and Income Generation A Survey Study of Mekelle City, Tigray Region, Ethiopia. Mekelle University: Mekelle University, College of Business and Economics,Department of Management.*

7. *Birdthistle, N. (2007). An examination of tertiary level students and theirintention to foundan enterprise . Ireland.*

8. *Bouazza, A. B. (2015). Establishing the factors affecting the growth of small and medium-sized enterprises in Algeria. American International Journal of Social Science Vol. 4, No. 2; April 2015, 102.*

9. *Dereje, M. (2016). Factors affecting performance of micro and small scale enterprises. Nekemete,Ethiopia: Wollega university,graduate study, college of business & economics,department of management.*

10. *Endalkachew, D. (2016). Assessment on the determinant factors on the performance of micro and small enterprises: The case of Hossana town in Hadiya zone. Haramaya.*

11. *Eshetu, B. (2008). Efficiency and Social Capital in Micro, Small and Medium Enterprises: The Case of Ethiopia . University of Western Cape: Department of Economics Faculty of Economics and Management Sciences University of Western Cape.*

12. *Gedam, M. (2010). The role of ACSI in addressing financial needs of women clients engaged in micro and small enterprises. Addis Ababa.*

13. *Gujarati. (2004). Basic Econometrics, Fourth Edition. The McGraw–Hill Companies.*

14. *Gujarati, D. N. (2004). Gujarati: Basic Econometrics, Fourth Edition. The McGraw–Hill Companies.*

15. *Guna Ciemleja, N. L. (2011). The model of sustainable performance of small and medium-sized enterprise. Inzinerine Ekonomika-Engineering Economics, 2011, 22(5), 501-509.*

16. *Haftom, H. (2014). The factors affecting the growth of micro and small enterprises (MSEs),in case of study in Shire Indasselassie Town. European Journal of Business and Management,Vol.6, No.34, 2014.*

17. *Heslina, M. & Ismail, P. . (2016). Factors Affecting the Business Performance of the Micro, Small and Medium Enterprises in Creative Economic Sector in Makassar, Indonesia. Scientific Research Journal (SCIRJ), Vol. , Issue I, 2016.*

18. *IKED. (2006). Conference on transforming university-industry-government relations in Ethiopia. Addis Ababa,.*

19. *Jasra, J. M. (2011). Determinants of business success of small and medium enterprises. International Journal of Business and Social Science Vol. 2 No. 20; November 2011.*

20. *Kamunge, M. S. (2014). Factors Affecting the Performance of Small and Micro Enterprises in Limuru Town Market of Kiambu County,Kenya. International Journal of Scientific and Research Publications, Volume 4, Issue 12, December 2014 , 1.*

21. *Karl E, C. (2012). Principles of economics. Prentice Hall Boston Columbus Indianapolis New York San Francisco Upper Saddle River.*

22. *Komppula, R. (2004). Success factors in small and micro businesses. North Karelia.*

23. *Lema, J. (2013). Assessment of the factors affecting performance of small and medium enterprises (SMEs):the case of Kilimanjaro region. Mzumbe.*

24. *Mekonnen, D. (2013). Deterrents to the Success of Micro and Small Enterprises in Akaki-Kality Sub-City. JBAS Vol.5 No. 2 December 2013 1, 2.*

25. *Mohammed, G. (2016). The Challenge and Prospects of Small Scale Enterprise in Ethiopia: A Survey of Some Selected Small Scale Enterprise in Addis Ababa City. Ethiopia.*

26. *Mohammed, M., & Zemenu, A. (2014). Determinants of Growth of Micro and Small Enterprises in ETHIOPIA (A Case of MSEs in Mekelle City, Tigray). International Journal of Advance Research in Computer Science and Management Studies Volume 2, Issue 6, June 2014.*

27. *Mohammed, Z. (2014). Determinants of Growth of Micro and Small Enterprises in Ethiopia: A Case of MSEs in Mekelle City, Tigray. International Journal of Advance Research in Computer Science and Management Studies Volume 2, Issue 6, June 2014.*

28. *Mugambi, P. (2018). Determinants of growth in youth owned Micro and Small Enterprises in Kenya. Jomo Kenyatta university of Agriculture and Technology.*

29. *Mulugeta, K., & Getaendale,S. (2017). The Impact of Environmental Factors on the Performance of Micro & Small-Scale Enterprises in East Gojjam Zone, Ethiopia. International Journal of Science and Research (IJSR) Volume 6 Issue 3, March 2017.*

30. *Mulugeteta, C. (2010). Factors affecting the performance of women entrepreneurs in micro and small enterprises:. Bahir Dar.*

31. *Munyaka, F. G. (2010). Factors affecting the performance of small and medium scale. NAIROBI.*

32. *Muthini, R. (2015). Factors influencing performance of micro, small and medium Entreprises (MSME) owned by women in Muthurwa market in Nairobi county, Kenya. Nairobi: University of Nairobi.*

33. *Mwangi, B. W. (2011). Accounting Systems in Small and Micro Enterprises. Journal of Language, Technology & Entrepreneurship in Africa Vol. 3 No. 1.*

34. *Naing,L. et al. (2006). Practical issues in calculating the sample size for prevalence studies.*

35. *Netsaalem, B. (2011). Factors affecting the performance of micro and small enterprises: The case of Harrar, Ethiopia. Harrar, Ethiopia: Department of Rural Development and Agricultural Extension,Haramaya University.*

36. *Oywa, O. K. (2012). Factors influencing performance of youth group micro and small enterprises. Kenya.*

37. *Saunders, M. L. (2009). Research Methods for Business Students (5th ed.).*

38. *Solomon, T. (2016). Determinants of growth of micro and small enterprises (MSEs): Empirical evidence from Ethiopia. Swiss Programme for Research on Global Issues for Development.*

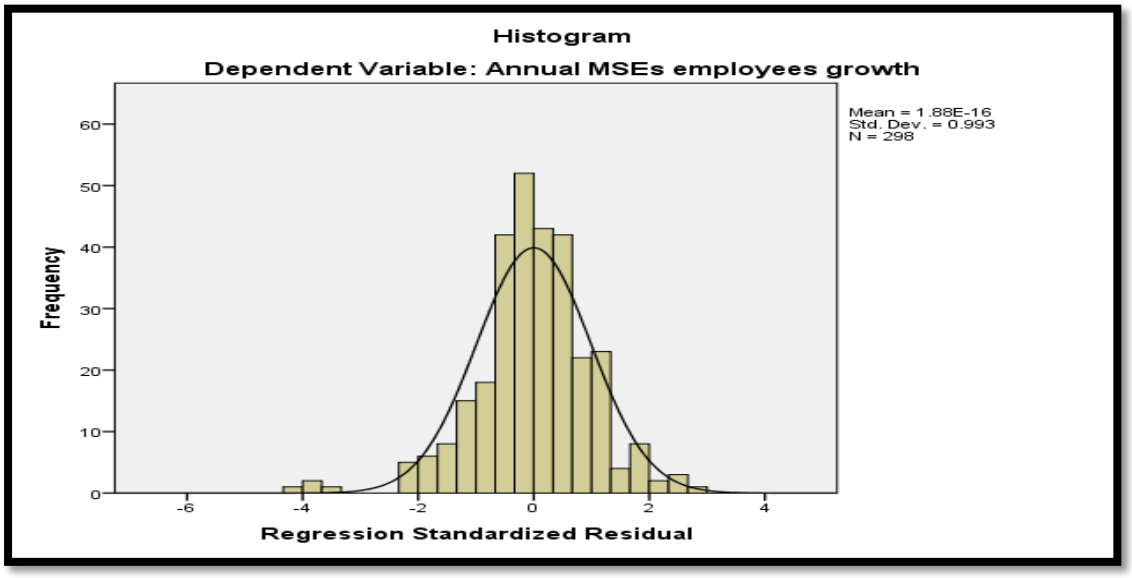
39. *Tiruneh, A. (2011). Analysis of the Success Factors of Micro and Small Business Enterprises. Addis Ababa, Ethiopia.*

40. *Werotew, B. (2010). Entrepreneurship: An Engine for Sustainable Growth Development, prosperity and Good Governance; Genius Training and Consultancy Service, Addis Ababa, Ethiopia.*

41. *Zinash, A. (2014). Factors affecting women entrepreneurs. Addis Ababa: ST.Mary'S University, School of graduate studies.*

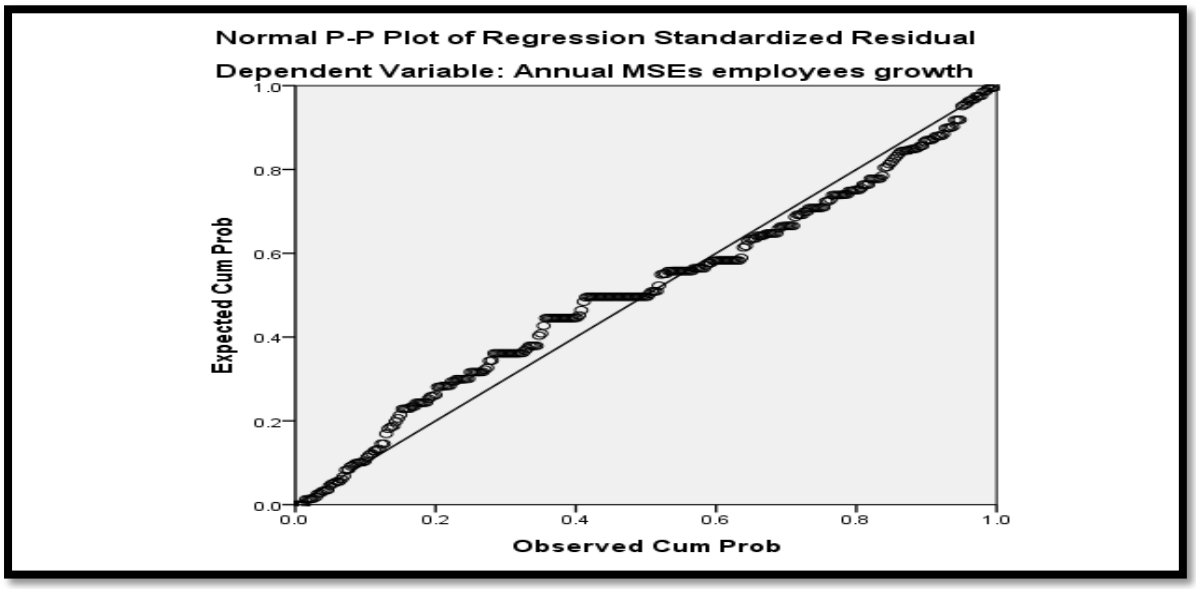
Appendix II: Normality of Data

Figure 4.1: Normality of Data



Appendix III: Linearity of P-P of Regression Standardized Residual

Figure 4.2: Linearity of Regression Standardized Residual



Appendix IV: Scatterplot of the Standardized Residuals

Figure 4.3: Scatterplot of Regression Standardized Residual