

Personal Variables and Their Impact on Promoting Job Creation in Gaza Strip through Business Incubators

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Abstract: The study aimed at identifying the personal variables and their effect in promoting job creation in Gaza Strip through business incubators. The researchers used the descriptive analytical approach to achieve the study objectives. The study population consisted of 92 of the pilot projects benefiting from the three business incubators in Gaza Strip (Palestinian Information Technology Incubator, UCAS Technology Incubator and Business and Technology Incubator). The study reached a number of results, the most important of which are the existence of statistically significant differences on entrepreneurship attributed to each age as most of them are between the ages of 22-30, Gender for males, business incubator, scientific qualification for the specialties of information technology and engineering, and years of experience. Based on the findings, the researchers recommend focusing on university students in guiding them towards entrepreneurship and helping new graduates to start entrepreneurship. And to guide students to scientific disciplines that help them in entrepreneurship after graduation, whether starting a small business or self-employment, support females to entrepreneurship as most of the entrepreneurs are male, in addition to stimulating males as well.

Keywords: Personal Variables, Job Creation, Business Incubators, Gaza Strip.

1. INTRODUCTION

Palestine suffers from several fundamental problems, as the Palestinian economy suffers from chronic unemployment, due to structural distortions that limited its ability to absorb new entrants to the labor market, and the problem was exacerbated after the first and second Gulf War and the accompanying loss of employment. Since the beginning of the Palestinian Authority, there have been serious attempts to alleviate it by providing Job Creation in the civil and military institutions of the Palestinian Authority, and through emergency employment programs adopted by the Ministry of Labor and other projects. However, the capacity of the public sector to absorb surplus labor remains limited (Machol, 2006).

While business incubators are an important mechanism in the development of entrepreneurial projects, where projects are born from birth as an idea to the stage of actual implementation. These incubators create the right conditions for start-up projects to ensure their continuity, and the ideas of new projects are supported at all levels during the incubation period (Abdullah et al., 2014).

2. PROBLEM STATEMENT

Youth is one of the most important resources that all institutions of society should invest in order to achieve integrated and sustainable development (Amayreh, 2008) and according to the information issued by the Palestinian Central Bureau of Statistics for 2015 to find that the

unemployment rate in Palestine is (43.3%), and the percentage in the sector. The rate of unemployment among the educated in Palestine is (35.7%) and the Gaza Strip has (46.7%) of the unemployed learners, which is about half, the researchers noted that there is a gap between university graduates and opportunities Work available in governmental, private or private institutions.

The study (Nasrallah and Sourani, 2005) and the study (Al-Asraj, 2010) pointed out that small economic enterprises have an effective role in achieving increased income and creating new Job Creation. The problem of research has been formulated in the form of the following key question:

Are there differences in respondents' job creation responses due to personal variables?

The following sub-questions arise from the main question:

Q1-: Are there differences in respondents' responses to job creation due to the variable age?

Q2-: Are there differences in respondents' responses to job creation due to the gender variable?

Q3-: Are there differences in respondents' responses to job creation due to the variable of business incubator?

Q4-: Are there differences in respondents' responses to job creation due to the variable of scientific qualification?

Q5-: Are there differences in respondents' responses to job creation due to variable years of experience?

3. RESEARCH IMPORTANCE

The importance of this study is that it is looking at a topic that targets an important segment of the Palestinian society and has a great impact on the development of the society. Young people, especially the learner, have great capacities that are disabled and have the ability to engage in driving economic growth forward and creating a large number of Work opportunities.

1. That this research will enrich the scientific side of the researchers, which is reflected positively on the professional and scientific aspects of researchers alike.
2. This study is part of efforts to address the widespread unemployment among Palestinian youth, who constitute a very large and important segment of Palestinian human resources.
3. Through the results of the field study, young people and institutions can identify the factors that influence entrepreneurship and support them to stimulate leadership in the sector.

4. RESEARCH OBJECTIVES

In light of the search problem, the basic objectives of the research can be defined as follows:

1. Identify the reality of job creation in Gaza Strip
2. Identify differences in respondents' responses to job creation due to personal variables

5. RESEARCH HYPOTHESIS

The main hypothesis states

H₀: There are statistically significant differences at the level ($\alpha \leq 0.05$) in the respondents' responses to job creation according to personal variables (age, sex, name of business incubator, educational qualification, years of experience in entrepreneurial work).

The following hypotheses are subdivided:

1. There are statistically significant differences at the level of ($\alpha \leq 0.05$) in the respondents' responses to job creation according to personal variables (age).
2. There are statistically significant differences at the level of ($\alpha \leq 0.05$) in the respondents' responses to job creation according to personal variables (gender).
3. There are statistically significant differences at the level of significance ($\alpha \leq 0.05$) in the respondents' responses to

job creation according to personal variables (name of business incubator).

4. There are statistically significant differences at the level ($\alpha \leq 0.05$) in the respondents' responses to job creation according to personal variables (educational qualification).
5. There are statistically significant differences at the level ($\alpha \leq 0.05$) in the respondents' responses to job creation according to personal variables (years of experience in entrepreneurial work).

6. THEORETICAL FRAMEWORK

First- Job Creation

Represents the unemployment problem at the present time one of the major problems facing the countries of the world in different levels of progress, economic systems, and social, political, no unemployment is the third world problem, but has become one of the most serious problems of the developed countries, and perhaps the worst and the most striking features of the global economic crisis The problem of unemployment is exacerbated by all countries alike, as a large proportion of the unemployed The work is distributed around the world (Agon, 2010).

Thus, the problem of unemployment has become a hallmark of contemporary economies, and for years the majority of countries have paid attention to small and medium enterprises. This type of institution, despite its small share in the global market. It is an effective means of absorbing unemployment and thus absorbing the social pressure faced by various governments. It plays a leading role in creating Job Creation, absorbing a large proportion of the workforce at different levels and thus contributing to alleviating the problem of unemployment, to ensure the sustainability of the economic development process (Benin and Bougafa, 2013).

In order to understand this problem, researchers will be exposed to some concepts and terms related to unemployment in general, and then unemployment in Palestine, and we will also talk about unemployment in Gaza Strip.

The concept of unemployment and work:

Researchers have chosen the most comprehensive definitions in this area, and here are some of the multiple definitions of unemployment; as shown in Table 1:

Table 1: The concept of unemployment

No.	Author Name	Year	The concept of unemployment
1.	Takia, et al	2008	The difference between the amount of work offered and the amount of work paid.
2.	Ahmed	2004	The number of people who are able to work and do not work, although they are seriously looking for work.
3.	Quraishi	2007	If there are people who are willing, able and looking for work but have not found it.
4.	Palestinian Central Bureau of	2015	By ILO standards: This category includes all individuals of working age (15 years and over) who have never worked during the assignment period in any type of work. Use offices, ask friends, relatives, or other ways.

	Statistics		
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Source: Inventory by researchers based on previous literature
 The researchers defined unemployment after looking at various sources as a person who is looking for work, and has the ability to work, and does not find work because of a shortage of jobs offered in the region.

Unemployment in Gaza Strip

We note that Gaza Strip faces many problems under the circumstances it has been living for many years, including the increase in unemployment rates in Gaza Strip as a result of the siege imposed more than ten years ago, and is also one of the consequences of the Palestinian division. Unemployment and a higher percentage in Gaza Strip, it must be considered to get rid of this problem to avoid the consequences of crimes resulting from poverty, and must also exploit the energies of young people by creating jobs for them, especially as this category has the capabilities Talents can build giant cities.

The unemployment rate in the Gaza Strip was 43.9%, 40.1% among males and 56.8% among females. The highest unemployment rate among youth aged 15-24 years for both sexes was 67.9% (64.4%) among males compared to 82.8% among females in the same age group (Palestinian Central Bureau of Statistics, 2015). In other words, the equivalent of half of those who are able to work find no work and no source of income for themselves and their families.

The unemployment rate among individuals participating in the labor force 15 years and over reached 195 thousand

unemployed, in the Gaza Strip about (44%) of the participants in the labor force 15 years and more; (40%) for males and (57%) for females (Central Authority) Palestinian Statistics, 2015).

The percentage of wage employees in the private sector in the Gaza Strip reached (60%) or (50,700) wage employees with a monthly wage rate of 718 NIS. NIS 754, or about one fifth of wage employees in the private sector receive retirement funding (Awad, 2015).

We note from the information mentioned earlier that the Gaza Strip holds a high percentage of unemployment, and that most of its employees work in the private sector, and that their salaries are very low, and they do not have any rights such as retirement rights, so if you have enough skills why not become a manager yourself By creating your own business it brings revenue and profits and improves the economic situation.

To get rid of this phenomenon, work must be created by young people rather than looking for work that is not available. (Pinelli, 2014) said that job creation is the lifeblood of the economy and is in good hands with entrepreneurs. Through entrepreneurs increased to (19%) for the year 2014.

The high unemployment rate in the Gaza Strip can be attributed to several reasons mentioned in Figure 1 below:

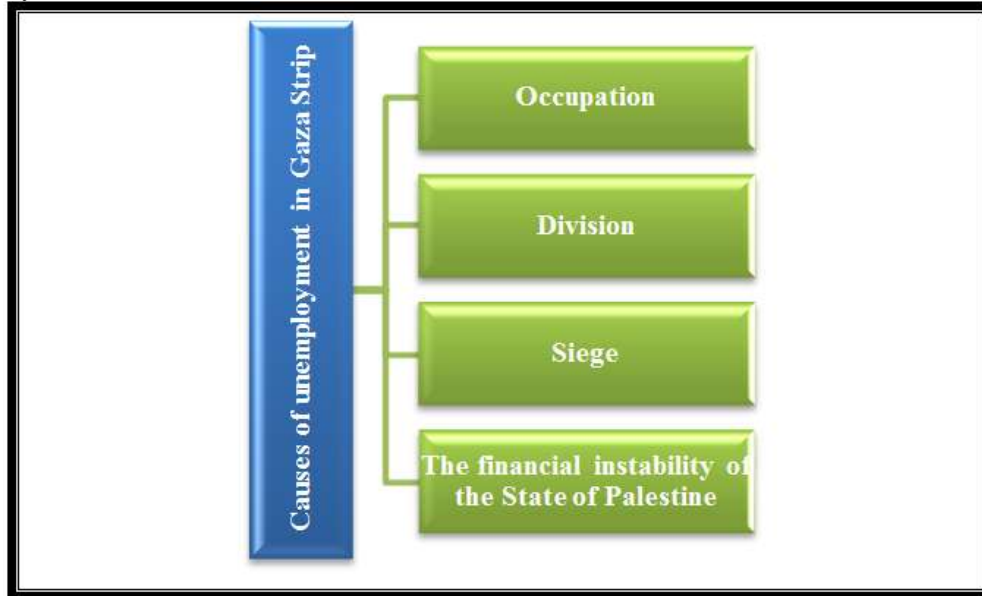


Figure 1: Causes of unemployment in the Gaza Strip

Source: Inventory by researchers

According to the Palestinian Central Bureau of Statistics (PCBS) 2015, there is an increase in the unemployment rate in Gaza Strip, and the importance of entrepreneurship has been mentioned in advance. It reduces unemployment,

thereby improving social impacts in society. In addition, entrepreneurship improves the economic situation by increasing per capita income, introducing new products to the market, and entering entrepreneurs, leading to a re-division of the market.

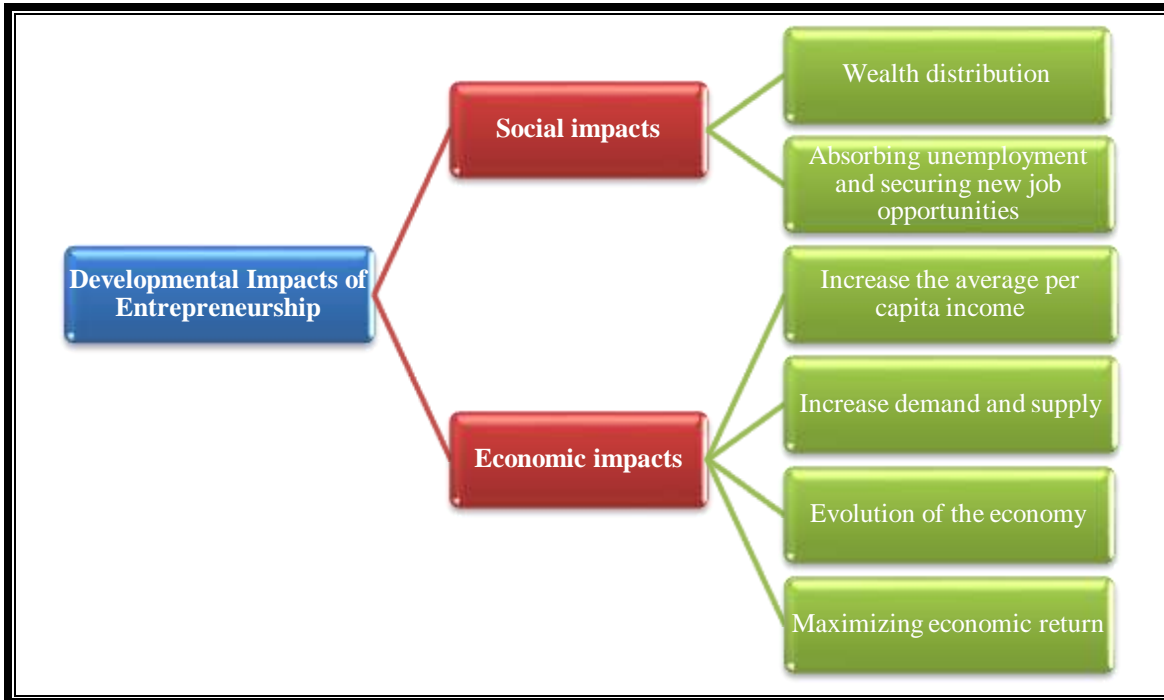


Figure 2: Economic Impacts of Entrepreneurship and Small Organizations

Source: Inventory by researchers after study (Al-Nagar et al., 2006)

Given the importance of entrepreneurship and its implications, and in view of the poor economic situation surrounding Palestine and the spread of unemployment, it is necessary to turn to entrepreneurship and establish small enterprises, Benin and Bougafa (2013) reported that SMEs are the backbone of any national economy. According to statistics published in the United States, about 20.5 million of the 21 million projects are small enterprises, or 98%.

Business Incubators

Entrepreneurship creates jobs, increases incomes, and improves the economic situation. They must have a good structure to help them start, continue, and grow, but what we see on the ground is that entrepreneurs face obstacles to success. It aims to remove these obstacles by providing several services for start-up projects such as: financing and consultancy services, and encouraging innovation through several training programs and others.

Business incubators have become one of the important and evolving mechanisms in the world today, which can effectively contribute to the elimination of economic and social problems to address small and medium-sized enterprises in all countries (2010).

Business Incubator Concept:

There are several definitions for business incubators. Examples include:

(Al-Azzam and Musa, 2010) has defined it as an integrated system of activities are managed in accordance with the specialized administrative structures carrying visions backed by the expertise of practical and scientific strategy, and provide adequate and equipped spaces needed to start the pilot joint ventures potential as incubators provide

administrative services, as well as technical support, finance, and marketing services, open up Channels of communication in the business community, increasing And minimizing the risk of failure of the incubated entrepreneurship projects. Samai (2010) defined it as a place that serves as an environment for something regardless of its kind, as the incubator embraces and cares for him and provides him with the necessary protection against any ongoing risks and supply of energy.

(Ghayat and Buqumum, 2009) defined it as an integrated environment of facilities and mechanisms supporting entrepreneurs in the initiation, management, development and development of economic institutions, and sponsorship for a limited period of not more than three years to ensure greater opportunities for success, and reduce the size of risks, and the probability of failure Encountered by creating a legal entity established for this purpose with the necessary possibilities and networking.

Origin of business incubators:

The incubators date back to the first project that was set up in the manufacturing center known as (Batavia) in the state of New York, USA, in (1959) when a family converted the headquarters of the company that stopped working to a business center whose units are rented to individuals who want to set up a project with Provide advice and advice to them. This idea was very successful, and this idea later turned into what is known as incubator, and at the end of (1997) the number of incubators in the United States (550) incubators (Al-Shabrawy, 2005).

Importance of business incubators

The study of (Al-Aziz, 2005) in general confirmed the leading role of incubation institutions in the development and economic growth of the communities they serve, and the prosperity of programs in the major cities and suburbs as well as rural communities, where the programs succeeded in the establishment of many different small companies that opened new opportunities for work and generate revenue depends on in their areas.

The goal of business incubators

The main objectives of business incubators according to the study prepared by (Taif University, 2015) in the following points:

- Seriously seek out creative young people and explore and encourage real talent.
- Increase the chances of success of projects.
- Linking education and training to the labor market.
- Turn research and studies into projects and products that can be marketed.
- Providing a suitable environment for the emergence and protection of small enterprises during the early stages of their life.
- Support skills and creativity.
- Connecting small industries together.
- Create new jobs and reduce unemployment.
- Achieving the principle of social development through the economic development of members of society.

As for the study (Delilah and Shears, 2012) I mentioned another set of objectives are as follows:

- Create new creative projects and help expand existing projects.
- Help creators turn their ideas into marketable products, models, or processes.

- Providing support, finance, extension services and facilities to its employees.
- Increase the chance of success of new projects.
- Linking small projects with each other (economic integration).
- Deliver strong projects to the community that is sustainable.

We note that business incubators help creative young people by transforming their entrepreneurial ideas into real-world projects by training and advising them, and networking with relevant institutions to help them start and grow their own business.

Business Incubator Success Conditions:

Business incubators, like any administrative entity whose success requires a package of conditions, may be subject to obstacles to achieving the objectives.

Conditions for Success of Business Incubators (Abdul Raziq, 2014)

- Awareness of entrepreneurs and small business owners about the benefits that incubators will provide
- Studies should be carried out before any project can be initiated and its applicability can be noted
- Develop and develop legislation and regulations governing public and private sector cooperation
- Establishing cooperative relations between the parties concerned
- Continuous evaluation and improvement

Services provided by business incubators

Business incubators provide services in a variety of different areas, so as to include all aspects that help the success of the entrepreneurial project, Table 2 shows the services provided by business incubators.

Table 2: Services provided by incubators

(Rihanna and Bonwalah, 2011)	(Social Fund for Development, 2011)
- Administrative services	- Technical services
- Secretarial services	- Marketing services
- Financing Services	- Accounting Services
- Specialized services (consulting, marketing)	- Administrative Services

Source: Inventory by researchers after reviewing the above sources

Figure 3 below illustrates the extent to which business incubators are helping entrepreneurs to succeed through the services they provide to the entrepreneurial project.

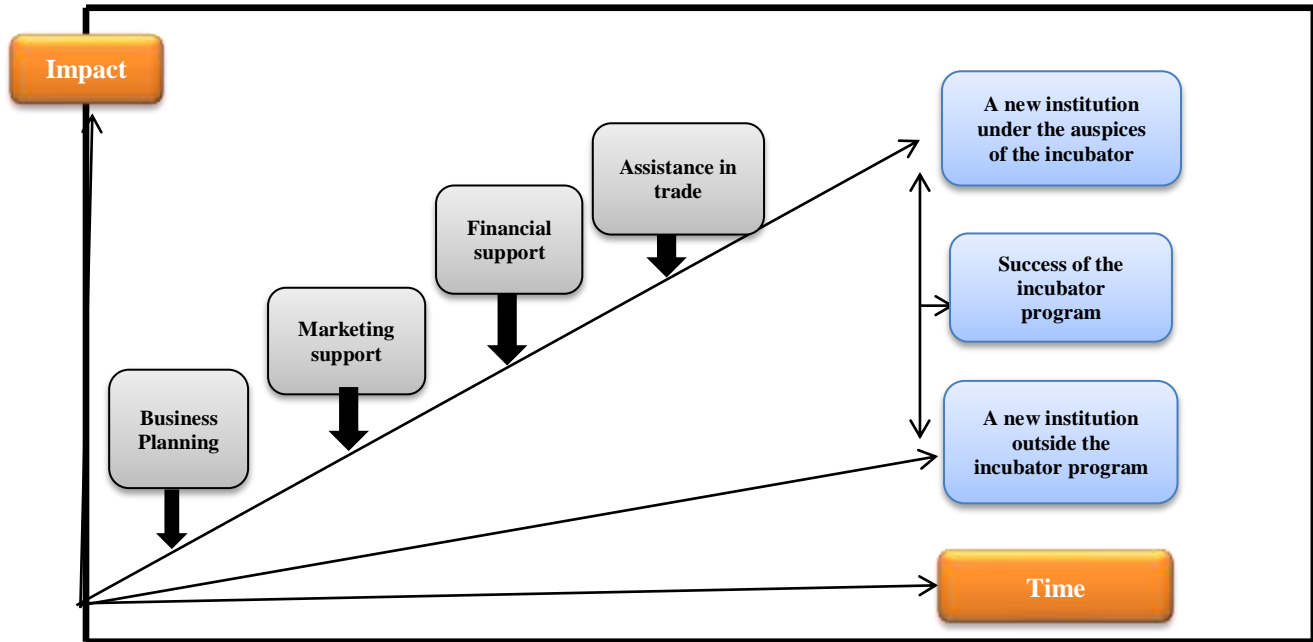


Figure 3: The impact of business incubators on the performance of small and medium enterprises (Rajam et al., 2012)

Business Incubator types:

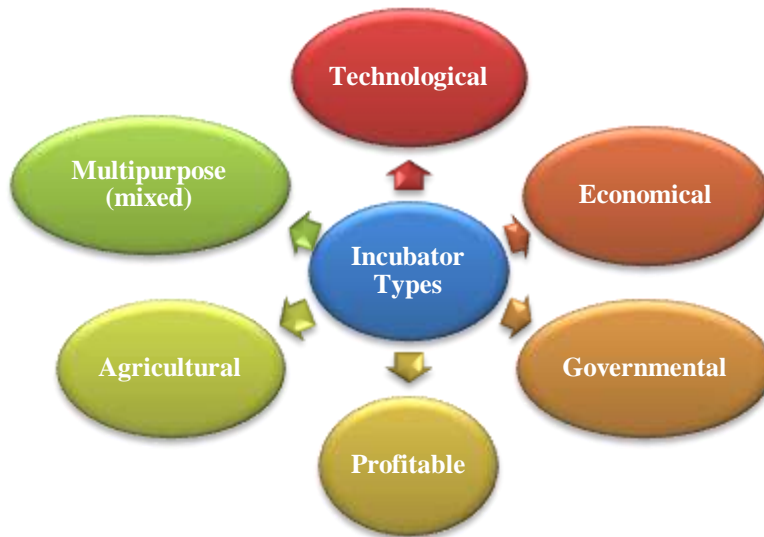


Figure 4: types of incubators
 Source: Inventory by researchers

We note through the above figure different types of incubators, and this difference is due to the difference in the goal sought by this incubator, for example, there are incubators seeking to support entrepreneurial ideas related to the field of technology, and others support entrepreneurial ideas in agriculture, and we find some incubators that seek to achieve Profit through shared ownership of projects.

Incubators available in Gaza Strip

1. Business and Technology Incubator at the Islamic University:

The Business and Technology Incubator is a new unit established at the Islamic University with the support of

InfoDev for the first phase and the Quality Development Fund for the second phase, established in 2012. The incubator aims to support the development of small economic activities related to the technology sector. By providing professional business services to Palestinian entrepreneurs with mature ideas for unique and innovative technology products, it is estimated to have a potentially strong market.

Mission Incubator Business and Technology

Designing, developing, implementing and marketing innovative initiatives in the IT sector, which will support the development of entrepreneurial projects with high expansion

potential by providing them with an integrated package of international quality business development services, which will have a role in enhancing and supporting the commercialization of ideas. And improve the development and growth of effective projects.

2. ICT Incubator (BCTI)

ICT Incubator Palestine (PICTI), an independent Palestinian organization based in Ramallah, has a branch in Gaza, which was built to stimulate and support the growth of the Information and Communication Technology (ICT) sector in Palestine, founded in 2004.

It aims to develop Palestinian micro, small and medium enterprises (and SMEs) in order to create new jobs and improve the economic situation in Palestine.

3. Technology Incubator at the University College of Applied Sciences

The Technology Incubator is a new unit established at the University College of Applied Sciences, established in 2013 with the support of the economic recovery project in Gaza Strip implemented in partnership with Oxfam and funded by the Danish Agency for International Development (DANIDA). Develop their creative ideas and reflect them on the ground.

The role of the technological incubator

The technological incubator seeks to provide the environment for the development of innovative ideas in the field of information technology and transform them into products that meet the needs of society.

The importance of entrepreneurship as a solution to the problem of rising unemployment in Gaza Strip derives from the above. The role of business incubators is to provide an appropriate environment for the seeds of these projects so that they grow properly and help their success.

7. LITERATURE REVIEW

- The Study of (Mehdi, 2015) aimed to identify the seriousness of the phenomenon of unemployment and its economic and social effects. This study was applied to the private sector institutions in Saudi Arabia. There are several results reached by the researcher, the most important of which is that there are no strict laws that limit the recruitment of labor to Saudi Arabia, and that there is no legal policy or mandatory programs to replace the national labor in place of expatriate workers in the public and private sectors. Confidence in the local workforce and its ability to accomplish is also very low. Also, the private sector may prefer foreign workers because of their low wage levels, knowing that many local workers have become satisfied with the work of low returns equivalent to what is offered to foreign workers. The most important recommendations of the study are the development of laws that contribute to reducing the attractiveness of foreign workers and the state's support for projects for citizens.
- Study of (Barhoum, 2014), which aimed to identify the effectiveness of business incubators as a tool to solve

the problem of unemployment among young people, especially entrepreneurs, through the study of the incubator status and technology in the Islamic University of Bashrabo (Gaza) The total number of the projects was 90, and it used the comprehensive inventory method by distributing the questionnaire to all the study community. One of the most important findings of the study is that the level of services provided by the business incubator and technology was moderately moderate, while this level declined after graduation, and investment in the information technology sector is not a major concern. Professionally qualified human resources regardless of geographical location, and the success of projects is also increased by the proportion of services provided by the incubator this leads to an increase in employment opportunities. The most important recommendations of the study are: the need to expand the provision of services by business incubators for incubated projects because of the need of the project as the main reasons leading to its success, and the need to instill in the minds of the owners of the incubated and the owners This ensures the integration of expertise, money and effort, as well as coordination between the incubator's work and the private sector so that the incubator is a partner in the development process and not a competitor. And work on the allocation of support by the government for business incubators and facilitate lending programs and financing for new projects.

- The Study of (Al-Marri, 2013) aimed to identify the role of small and medium entrepreneurship in reducing unemployment in Saudi Arabia, and applied the study on small and medium enterprises. The most important findings of the study are that the most important ways to overcome the obstacles that limit the role of small and medium entrepreneurship in the face of unemployment is very high: increase awareness of the importance of entrepreneurship, and provide entrepreneurs with the expertise to operate and manage their projects by business incubators, and support Small and Medium Entrepreneurship (SMEs) with appropriate financial funding that makes them evolve in the vocabulary of the study population. The main recommendations of the study are to raise awareness of the importance of entrepreneurship, and to hold training courses that will give entrepreneurs the experience necessary to run and manage their projects.
- A study (Dakhlallah, 2012) which aimed to study the spatial variation of the distribution of poverty phenomenon in Nablus city and to identify the indicators of poverty (poverty ratio, poverty gap, extreme poverty and extreme poverty) in the city and neighborhoods. The study consists of all neighborhoods of Nablus city, except for the camps. One of the most important findings of the study is that the prevalence of poverty in the city is mainly caused by the Israeli occupation and

the repeated siege of the city, especially the impact of the Al-Aqsa Intifada in 2000. The study showed that poverty indicators are rising among the heads of households who work temporarily, where the poverty rate reaches the city level. This percentage is 67.9%, whereas the percentage of heads of households who have permanent work drops to 42.2%. These percentages vary from neighborhood to neighborhood, with the lowest being recorded by the hidden area and the highest in the industrial area. Among the most important recommendations made by the study is the need to establish productive projects in the city to reduce unemployment and raise the level of income, and reopen the labor market for Palestinians in the rich Arab countries.

- The Study of (Qunlian, 2011) aimed at analyzing the difficulties facing entrepreneurs in China and demonstrating appropriate policy recommendations, was applied to entrepreneurship students at the University of China. The study found several results, the most important of which is that the Chinese government is encouraging university graduates to move towards entrepreneurship, especially after the global economic crisis. Despite the advantages of university graduates, there are still many difficulties for entrepreneurship graduates. Entrepreneurship can be increased by providing an appropriate environment for them, and improving the financing system increases the desire for entrepreneurship. Effective measures must be taken to promote entrepreneurship by improving the quality of entrepreneurial education, increasing entrepreneurial opportunities, and thus encouraging university graduates to start businesses. The study reached several recommendations, the most important of which were: Developing a financial system that encourages entrepreneurship, and urging graduates of entrepreneurship to start their own projects by providing them with a suitable environment.
- The Study of (Al-Asraj, 2010) aimed to address small and medium enterprises, and their role in employment and job creation in the Arab countries, and relied on secondary sources to access the required information. The study's main findings are: The study of small and medium-sized enterprises and their role in employment and job creation can be played if coordination in the Arab countries. The development of small and medium-sized enterprises is of great importance to economic decision-makers in all developed and developing countries for their pivotal role in economic and social development. There are several recommendations put forward by the study. He urged the participation of the private sector in designing curricula and identifying training requirements and needs, especially pre-employment training, which is used by companies in

developed countries to ensure the availability of job specifications and requirements for new applicants.

- The Study of (Al-Sheikh, 2009) aimed to highlight the importance of small enterprises and their effective role in achieving economic development through job creation. The study was applied to self-employed women in Saudi Arabia. The study reached several results, the most important of which was the convergence of the wage level between female citizens and non-citizens with different educational level in favor of female citizens. The main obstacles to Saudization of these enterprises were concentrated in the low skills necessary to work in small enterprises, followed by high rate of turnover of national labor. The study also found that the role of the banking sector is inadequate in providing the necessary financing channels for the continuity of small enterprises. The study found that 47.5% of the sample used their personal savings to start their businesses. The inflexibility of procedures and the lack of independent corporate legal personality have emerged as the most important investment constraints for businesswomen in general. In the light of the field survey of the reality of small women's enterprises, and based on the important development role that these projects are supposed to play. It reached a set of recommendations including the most important mechanisms that will activate the contribution of women in the sector of small enterprises by benefiting from international experiences in this area, focusing on the role of the State in supporting this vital sector.
- The Study of (Møller et al., 2009) aimed at demonstrating the importance of the role of entrepreneurs in job creation and wage growth applied to private sector enterprises in Denmark. Among the most important findings of the study: found that the new institutions in general are responsible for the creation of one third of the total job creation, and lead institutions account for about 25% of these institutions, and work to create about 8% of the total job creation. Jobs created by entrepreneurship provide a large proportion of low-paid jobs. The most important recommendations of the study: The State's interest in supporting the leading institutions, and provide an appropriate infrastructure for them.

8. METHODOLOGICAL PROCEDURES OF THE STUDY

Study community and method of data collection

The study population was represented in the pilot projects benefiting from the business incubators in the Gaza Strip, which are (Palestinian Information and Technology Incubator, Business and Technology Incubator, and the University College of Applied Sciences Incubator). Represent the study community to ensure representation of all groups. Table (3) shows the number of projects in the business incubators in the Gaza Strip, where the questionnaire was distributed to one item per project.

Table 3: Distribution of the study population by business incubators

No.	Business Incubator	Number of projects	Number of questionnaires retrieved	Recovery ratio
1.	Palestinian Information and Technology Incubator	27	24	89%
2.	Business Incubator Technology	55	49	89%
3.	University College of Applied Sciences	10	9	90%
Total		92	82	89%

After completing the process of collecting data and retrieving the questionnaires that were distributed, (82) questionnaires were valid for analysis, out of (92) distributed questionnaires. The percentage of the questionnaires from the total questionnaires distributed (89%), which is very excellent, and representative of the study community, and reliable in completing the study procedures. Recovery over 40% or 50% is acceptable and reliable, and according to his findings (Sekaran, 2000) a minimum recovery rate of 30% is suitable for research purposes.

9. DATA ANALYSIS AND INTERPRETATION OF RESULTS

The researchers review the data analysis and test the hypotheses of the study, by answering the study questions and reviewing the most prominent results of the questionnaire, which was reached through analytical statistical procedures, respondents were described according to personal data, as well as statistical treatments for the data collected from the study questionnaire. The Statistical Package for Social Sciences (SPSS) program was used to obtain and analyze the results of the study.

Table 4: ANOVA test results to verify differences in entrepreneurship according to age variable

Age	SMA	Relative Weight%	Standard Deviation	F-test	Sig
Less than 22 - Less than 26 years	2.45	49%	0.74	0.111	0.895
26 to 30 years old	2.42	48%	0.68		
More than 30 years	2.53	51%	0.78		

It is clear from the table above that the value of the calculated test significance (Sig = 0.895) to check for significant differences was greater than the 0.05 significance level. The percentage of respondents by age ranged from 48% for those aged 26 to less than 30 years, and 51% for those over 30 years of age. It should be noted here that the categories (less than 22 years) and (22 to less than 26 years) have been merged because the number of views in the first category is low.

Table 5: Test results (T) to verify differences in entrepreneurship according to gender variable

Gender	SMA	Relative Weight%	Standard Deviation	T-test	Sig
Male	2.45	49%	0.81	-0.007	0.995
Female	2.45	49%	0.49		

It is noted from the previous table that the value of the calculated significance of the test (Sig = 0.995) to verify the existence of a significant difference was greater than the level of 0.05 and this means acceptance of the nihilistic hypothesis which assumes that there are no statistically significant differences on job creation due to the gender

The following are the main results of the statistical analysis, where the mean, standard deviation, and relative weight of each paragraph were calculated and then the overall mean, standard deviation, and relative weight of the total axis of the axis were calculated (3) that express the degree of impartiality using the test (One Sample T-Test).

The main hypothesis:

Ho: There are statistically significant differences at the level ($\alpha \leq 0.05$) in the respondents' responses to job creation according to personal variables (age, sex, name of business incubator, educational qualification, years of experience in entrepreneurial work).

In order to validate this hypothesis, the T test was used in the cases of the two independent samples to test the differences attributed to the gender variable and the scientific qualification, while the One Way ANOVA test was used to test the differences attributed to the other variables consisting of more than two groups. The second hypothesis is tested according to individual variables.

▪ **For the age variable.**

Consequently, we conclude that the hypothesis that "there are statistically significant differences in job creation due to the age variable" is incorrect.

The researchers attribute this to the instability of the region (Gaza Strip) since 2000, which negatively affected the Job Creation offered by the government agencies, in addition to the multiple wars that the region is exposed to, which affects the private sector, and negatively affect the investment in the region.

▪ **For the gender variable.**

variable. The relative weight of male and female responses to job creation is 49%.

Consequently, we conclude that the hypothesis of the study, which assumes that "there are statistically significant differences in job creation due to the gender variable" is incorrect.

Researchers attribute this to the prevalence of the theory of equality between males and females in the jobs offered and

available.

- **For the business incubator name variable.**

Table 6: ANOVA test results to verify the differences in entrepreneurship according to the name of the business incubator

Business Incubator Name	SMA	Relative Weight%	Standard Deviation	F-test	Sig
Palestinian Business and Technology Incubator	2.68	54%	0.70	1.787	0.174
Islamic University	2.34	45%	0.69		
University College of Applied Sciences	2.42	48%	0.85		

It is clear from the table (6) above that the value of the calculated test significance (Sig = 0.174) to verify the existence of substantial differences was greater than the level of significance 0.05 and this means acceptance of the null hypothesis that assumes that there are no statistically significant differences on job creation due to the name of the incubator. The relative weight of respondents according to the name of the business incubator ranged from 45% for the

Islamic University to 54% for the Palestinian Business and Technology Incubator.

Consequently, we conclude that the hypothesis that "there are statistically significant differences on job creation due to the name of the business incubator" is incorrect.

Researchers attribute this to the fact that all incubators have the common goal of creating jobs.

- **For the qualification variable.**

Table 7: results of the test (T) to verify the differences in entrepreneurship according to the variable of educational qualification

Qualification	SMA	Relative Weight%	Standard Deviation	T-test	Sig
High School and Under and Bachelor	2.56	51%	0.74	5.107	0.000
Postgraduate	1.94	39%	0.30		

It is noted from the previous table that the value of the calculated significance of the test (Sig = 0.000) to verify the existence of a fundamental difference was less than the level of 0.05, which means the rejection of the nihilistic hypothesis, and the conclusion of the alternative hypothesis, which assumes that there are statistically significant differences on job creation attributable to the qualification variable. The relative weight of the respondents with a bachelor's degree and below on job creation as a whole was 51% and 39% for those with a postgraduate degree. It should be noted that the categories (secondary and lower) and (Bachelor) have been merged because of the low number of views in the first category.

The researchers attribute this to the demand for jobs to certain scientific qualifications commensurate with the jobs offered.

- **For variable years' experience in entrepreneurial work.**

Accordingly, we conclude that the hypothesis of the study assumes that "there are statistically significant differences on job creation attributable to the qualification variable".

Table 8: ANOVA test results to verify the differences in entrepreneurship according to the variable of years of experience

Years of Experience	SMA	Relative Weight%	Standard Deviation	F-test	Sig
Less than one year	2.30	46%	0.80	0.506	0.605
From 1 year to less than 3 years	2.49	50%	0.66		
3years and over	2.50	50%	0.73		

It is clear from the above table that the value of the calculated test significance (Sig = 0.605) to verify the existence of substantial differences was greater than the level of significance 0.05 and this means acceptance of the nihilistic hypothesis which assumes that there are no statistically significant differences on job creation attributable to the variable of years of experience. The relative weight of individuals' responses by years of experience ranged from 46% for those with less than one year of experience, and 50% for years of experience from 1

to 3 years and 3 years or more. It should be noted here that the two categories (from 3 years less than 5 years) and (5 years and above) were merged because of the low number of views in the second category.

Consequently, we conclude that the hypothesis that "there are statistically significant differences in job creation due to the variable of years of experience" is incorrect.

Researchers attribute this to the lack of private sector research for years of experience, and the low wages paid by them.

10. RESULTS

After examining the analysis of the results and testing the hypotheses, the study showed that the focus of job creation is not clear for the respondents. With their specialties. This is also due to the decrease in the percentage of funding of the donor institutions to Gaza Strip due to its tendency towards relief in other Arab countries.

- The results confirmed that there are no statistically significant differences on job creation due to the age variable.
- The results showed that there were no statistically significant differences on job creation due to gender.
- The results concluded that there were no statistically significant differences on job creation due to the name of the business incubator.
- The results confirmed the existence of statistically significant differences on job creation due to the qualification variable.
- The results concluded that there are no statistically significant differences on job creation due to the variable years of experience.

11. RECOMMENDATIONS

From the findings of the theoretical and field studies, a number of recommendations will be presented that could be applicable:

- Supporting and implementing the idea of entrepreneurship in Gaza Strip.
- The university should study the needs of the market and link graduates with it.
- Directing university students towards self-employment rather than job searches by changing teaching methods.
- Guiding students to the scientific disciplines that help them in entrepreneurship after graduation, whether starting a small project or self-employment
- Female support for entrepreneurship, as most entrepreneurs are male, in addition to stimulating males as well.

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