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Analysis of Human Capital Mediation Requirement with Financial Management Practices for Coffee Cooperatives Sustainability in Ethiopia

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Abstract

The major objective of the study was to ascertain how human capital affects organizational performance and financial management techniques in Ethiopian coffee cooperatives. The researchers used multistage sampling in their cross-sectional investigation. KMO was used to determine whether there was enough data. Total variance was used to assess the regression's overall impact. To ascertain if the observable factors could sufficiently explain the hidden determinants, confirmatory component analysis was employed. Both the model fitness and the mediation analysis were evaluated using SEM. Based on the data, the research concluded that there was a meaningful association because the statistical limit for the Bartlett's test was less than 0.05 and the KMO value of.906 was greater than 0.5. The researchers found that the model's fitness measures were poor, with a CMIN/DF of less than 3.0. The Tucker Lewis Index (TLI) is used to compare the model under test. The performance of the coffee cooperative has increased by over 75% as a result of human capital mediation. The efficiency of coffee cooperatives and money management strategies are now somewhat mediated.

Keywords

Human Capital, Financial Management Practices, Organization Performance, Coffee Cooperatives

1. Introduction

Because these choices affect the company's financial performance, choosing the right sources of funding and investments is essential. The business will be able to make the most money [1] if the appropriate asset classes and sources of funding are chosen. Investments will increase the company's profits, not immediately after they are made. Rising stock prices and promising future prospects will help companies with a lot of investment potential, increasing the firm's value [2]. Cooperative societies are purposefully created so that a cost-control mechanism will raise the value, quality, and utility of a certain commodity. Manufacturing firms commonly utilize contemporary cost management techniques, which has a notable effect on their profitability [4]. In cooperative buildings, implementing asset management well will position businesses for long-term growth and a competitive advantage in the market by improving financial performance, making smarter decisions possible, allowing for scalability, and raising customer satisfaction levels [3].

For cooperatives, internal controls guarantee that financial data is managed in accordance with relevant local, state, and federal rules and regulations [5]. When they are the focus of internal or external audits, robust internal controls can guarantee accurate financial reporting and increase operational effectiveness [6]. Financial management practices are the collective term for the activities carried out by the accounting and management teams in the areas of budgeting, asset and supply management control. Numerous departments collaborate to make sure the organization operates at peak efficiency and abides by the essential standards [7]. Cooperative societies are purposefully created to enhance the utility, value, and standard of a certain commodity through a cost-management mechanism. Manufacturing organizations employ contemporary cost management techniques in their daily operations, which has a significant influence on their ability to prosper financially [9].

2. Literature Review and Hypothesis Development

2.1. Financial Management and Organization Performance

According to him, embracing the three factors—time, money, and risk—will be the only way for a corporation to see a real return. The risk is in supplying the necessary human labor, which is rewarded. Modern financial management makes use of both statistical and theoretical techniques [14]. To ascertain the effect of the three variables (time, money, and risk) on a business's profitability, for instance, a team of experts from several domains carried out a research.

Financial management is the process by which an organization uses a variety of analytical techniques to analyze its past, present, and future financial performance in order to decide on its general course of conduct [10]. A large section of the people in the country finds major job prospects through private industry enterprises, which is why the business climate is so important to the growth of the economy [16]. It is critical to understand that an economy's prospects are totally dependent on how well its institutions are run. Prioritizing the sort of financial management approach is crucial before determining predicted returns [17]. Long-term financial decisions and short-term financial decisions are the two categories into which financial management may be separated [9]. However, when the capital returns surpass expectations, both parts converge. Financial management is entwined with time, money, and risk [38]. These three elements serve as the foundation for the concept

of financial management in an organizational structure [11]. At the conclusion of every trading session, every institution aspires to turn a profit, devoting a substantial amount of time and energy to this goal [12].

H1: There is a statistically substantial positive correlation between financial management and organizational performance.

2.2. Financial Management and human Capital

Human capital refers to the monetary worth of an employee's talents and abilities. Employers value education, intellect, abilities, and physical and mental health highly in addition to attributes like loyalty and timeliness [15]. Through efficient cost and revenue management, the finance department provides resources in support of the organization's objectives. The HR department is responsible for hiring, recruiting, and motivating employees to further these same objectives. This area often represents the costliest component of HR for a company [18]. This expression has more recently come to refer to the labor required to produce manufactured goods. However, Gary Becker and Theodore Schultz, who coined the phrase in the 1960s to express the value of human talents, employed the most recent theory—developed by a number of economists [20] [21]. According to Schultz, human capital may be employed to increase output's quantity and quality just like any other type of capital. Investing in personnel development, training, and improved benefits would be necessary to achieve this [23]. Since investments in worker skills and knowledge via education are a prerequisite for investments in human capital, they may be simply calculated. The total profitability may be evaluated by HR managers both before and following any investments [14]. The prospective return on investment (ROI) may be calculated by dividing the entire income of the business by the sum of the investments made in human capital [19].

H2: Financial Management has statistical significant positive relation with human Capital.

2.3. Human capital and Organization Performance

The effectiveness and viability of a corporation depend on its human capital expertise [20]. Knowledge enhances a person's cognitive capacities, increasing productivity and efficacy in task development [22]. In addition to attracting and retaining talent, investing in human capital may also help employees see prospects for growth within the organization [23]. By making employees feel appreciated, respected, and supported, learning, training, and other employee-related activities that enhance their values, knowledge, talents, and skills—all of which are considered components of their human capital—can enhance the corporate culture [17]. There is a connection between increased organizational and employee performance and job satisfaction [14].

One important factor that influences organizational success is human capital, which is defined as people's knowledge, talents, and skills [24]. Previous research has demonstrated the leverage ability of human capital. On the other hand, some studies have examined human capital in isolation, while others have examined it in its whole [23]. The fact that human capital is multifarious may make it more significant for many areas of business performance, highlighting the necessity of human capital working in concert with organizational conditions. However, the bulk of studies on organizational performance and human capital have focused on large corporations [22].

Human capital competency is crucial for organizational success since it enhances management and organizational traits as well as learning processes [24]. The ability to gather, share, and use information is currently essential for enabling and modifying an organization's business processes. By exploring their learning potential, businesses might look into new production choices for organizational performance and growth [25].

H3: There is a statistically substantial positive correlation between organizational performance and human capital.

2.4. Mediation of Human capital between organization performance and financial management practices

The resource-based approach [26] states that human resource operations, such as training, are investments in human capital that enhance company performance by ensuring that employees have the skills and knowledge required to meet organizational objectives. Positive attitudes are also encouraged by HR procedures [27]. Management of current assets and liabilities of a business is known as working capital management, and it is done with the goal of maintaining a suitable level of liquidity and optimizing profitability or performance [39]. Profitability and sales may both be increased with efficient working capital management, which helps a company run more smoothly. This covers working capital, inventory management, and accounts receivable and payable [8].

The Human Capital Theory, which was initially formulated by Becker and Rosen in 1976, presupposes that every employee has some sort of skill or aptitude. Training or education are necessary to develop or amass such attributes. As a result, managers need to be capable of coaching, mentoring, and leading their teams every day [10]. The present worth of all future salaries is what investors refer to as human capital. By continuing your education or enrolling in on-the-job training, you may raise your human capital. Financial capital should be a hedge for human capital, which should be a major motivator for an investor's portfolio requirements [13].

Higher average levels of education are often associated with higher labor productivity and cumulative human capital [18]. As mentioned below, the accumulation of human capital produces future production from current investments over time, much as the accumulation of physical capital:

H4: Organizational performance and financial management techniques are mediated by human capital.

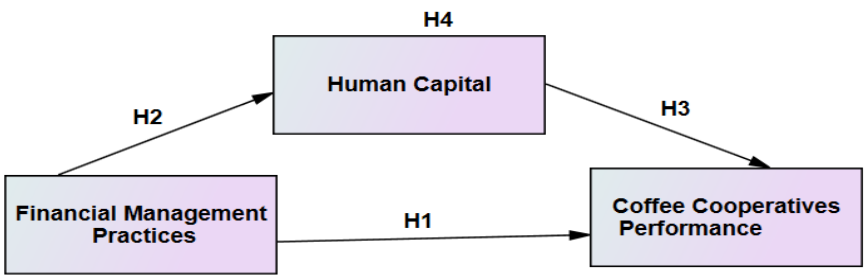

Figure 1. Conceptual Framework

3. Research Methodology

3.1. Description of the Study Area

In the current fiscal year, Oromia, one of Ethiopia's main regions, produced 3,101,927.33 quintals of coffee on 489,799.36 hectares of land, with an average yield of 6.33 quintals per hectare. In 1999, the Union of Coffee Producers' Cooperatives was established in Oromia. Green coffee growers in Ethiopia had the most rises in OCFCU. Its 250 cooperatives have a combined membership of 250,000 people [21].

3.2. Study Population, Sample Size and Data Sources

Due to the usage of a panel data application that tracks entity heterogeneity across time, it may be unable to quantify the control of variables such cultural effects or modifications to business procedures [201223]. Using a standard questionnaire, 425 members of these Coffee Producers' Cooperatives have provided primary data. Three key growers' unions were included in the population research, which comprised six coffee-producing locations in the west and east Guji zones of Ethiopia.

That being said, only a very tiny sample will be able to accurately reflect the homogenous population. It takes a big sample size to cover a lot of different populations. It was suggested that the appropriate percentage of 10:1 event plus adequate individual variable be employed in order to do a multiple regression. Similarly, Hair et al. (2010) contends that a 10:1 sample size is suitable, 21. As a result, to gather further data, data on the balance panes time series spanning 10 consecutive years has been utilized.

3.3. Sampling Techniques & Procedures

The primary cooperatives from various clusters were chosen using a multiple phase clustered suitable approach of systematic random selection. A random sample of large groups or communities with different geographic features can be collected using a cluster sampling method, as described below. Cost reductions by increasing the sampling efficiency are an important objective of cluster analysis. Additionally, while each cluster has an equal chance of being picked, things with a high number of clusters have a lower likelihood of being selected from the preceding sample than the other items. A probability technique pro-portionate to the sizePSS6 may be used to solve this problem by taking into consideration both the variability of cluster sizes and the possibility that specific clusters would be chosen.

3.4. Data Analysis Tool

Normality Test

The skewness and kurtosis values of each indicator can be used as an estimate of its normalcy in an AMOS normality test. This strategy, however, might not work if your indicators only contain one question since there aren't enough data points to reliably estimate the distribution.

Table 1: Normality Assessment

Variable	Min	max	skew	c.r.	kurtosis	c.r.
FDI_Mean	1.375	5.000	-.350	-2.806	.305	1.221
AM_Mean	1.857	5.000	-.566	-4.536	.191	.766
EMSAT_Mean	2.000	5.000	.051	.407	-.491	-1.968
FIN_Mean	2.333	5.000	-.044	-.352	-.783	-3.136
NONFIN_Mean	2.333	5.000	.054	.434	-.339	-1.356
AW_Mean	1.000	5.000	-.710	-5.687	.971	3.888
TRAN_Mean	1.000	5.000	-.959	-7.681	.974	3.900
EDU_Mean	1.000	5.000	-.763	-6.109	.101	.403
ID_Mean	2.000	5.000	-.481	-3.852	.114	.458
CM_Mean	2.000	5.000	-.500	-4.009	.653	2.616
ICS_Mean	2.000	5.000	-.246	-1.970	.004	.016
Multivariate					23.428	13.591

Source: AMOS, Output, 2023

The measure of skewness for each item is evaluated by the researchers in order to determine the normalcy. The data is considered properly by the researchers distributed because skewness is equal to or less than 1.0 in absolute terms. A distribution found was symmetric if its mean, median, and mode all fall within the same range, in which case its skewness and excess kurtosis are both 0. If a distribution's skewness or kurtosis (excess) falls within the range of 1 and +1, it is referred to as approximate normal. The researchers believe that the values for asymmetry and deviation based between -2 and +2 are sufficient to construct a normal univariate distribution. According to research, if the kurtosis is between -7 and +7 and the skewness is between -2 and +2, the data is considered standard.

The data have been analyzed using an SPSS AMOS version 26. The comprehensive statistical application includes all standard univariate, bivariate and multivariate statistical procedures [29].

4. Data Adequacy Test

Table 2: Diagnostic for Reliability

Adequacy of Sampling. assess (Kaiser-Meyer-Olkin)		.875
Bartlett's Test for Sphericity of data	Chi-Square (Approx.)	13079.459
	Degree of Freedom	1431
	P-value	.000

Source: SPSS Output, 2023

With the use of statistical techniques and the Kaiser-Meyer-Olkin (KMO) diagnosis (.875), it was determined that the data were sufficient for factor analysis. The test determined if the model was complete and whether the sample size was sufficient for each variable. The relevant data was assessed overall using the KMO and Bartlett test. The investigation came to the conclusion that there was a significant relationship in the data since the KMO value of.875 was bigger than 0.5 and the statistical limit for the Bartlett's test was less than 0.05. Using variable collinearity, strong correlations between capital structure, resources, liquidity, and knowledge management systems and company success were found.

4.1 Total Variance Explained

Table 3. Total Variance Explained

		Eigen values			Squared Loadings Extraction			Squared Loadings Rotation		
		Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
	1	1.194	10.852	57.111	1.194	10.852	57.111	2.451	22.283	45.088
	2	1.057	9.609	66.721	1.057	9.609	66.721	2.380	21.633	66.721
	3	.680	6.185	72.906						
Extraction Method: Principal Component Analysis.										

Source: SPSS Output (2023)

Researchers employed principal component analysis as a way to reduce the dimensionality of large data sets. Using principal component analysis, a large amount of data was reduced in number of variables while retaining the majority of the data. The PCA Investigators found that the initial Eigen values of the information systems and asset funding were both greater than 1.

Using the principal component analysis (PCA) technique, they were able to get the principal components (eigenvectors) for the explained variance and link each one with the degree of heterogeneity found in the research dataset [36]. Consequently, either asset liquidity or knowledge systems are considered for the goal of verifying factory analysis.

5. Confirmatory factory analysis

In order to verify the factor structure of a group of assets that includes capital, liquidity, and knowledge systems, researchers have utilized confirmatory factor analysis (CFA). The hypothesis was proven to be correct by statistical evidence showing a significant correlation between all of the observable variables and the underlying latent ideas. In every parameter under study, factor loadings more than 0.70 and p values less than 0.05 are found.

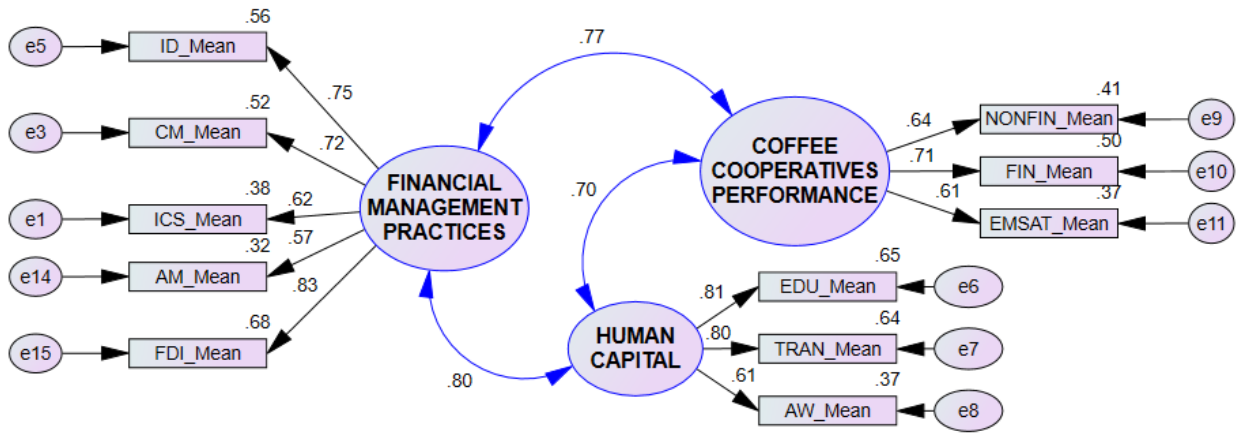

Figure 2. CFA; Source: AMOS Output (2023)

Table 4. Model Covariances

			App	S.E.	Critical Ratio	Sig.	H	Covariance
Financial Management Practices	<-->	Human Capital	.158	.020	8.064	***	H2	Established
Financial management practices	<-->	Coffee Cooperatives Performance	.095	.013	7.085	***	H1	Established
Human Capital	<-->	Coffee Cooperatives Performance	.164	.021	6.056	***	H3	Established

Source: AMOS Output, 2023

Covariance measures the trajectory of the interaction amongst the two parameters. When a pair of variables have a positive covariance, they usually exhibit either high or low values together. Although there is a positive covariance between all the variables, it is frequently low while one is large. the default model (Group 1) Covariancei To put it another way, each one started off extremely differently.

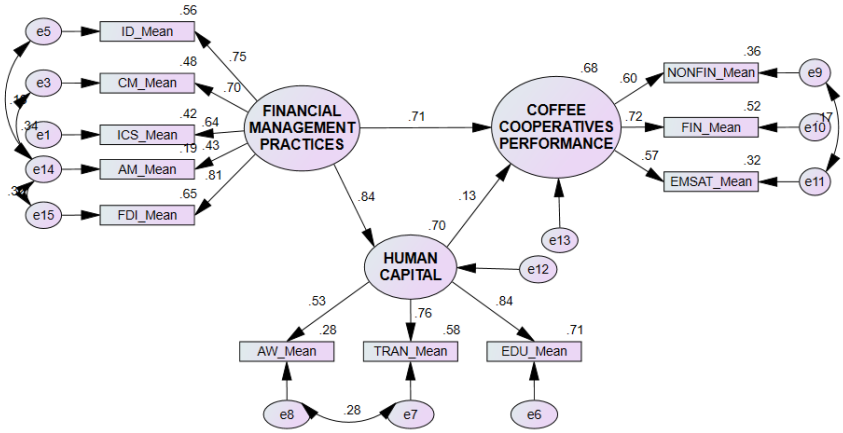

Figure 4. Structure Equation Modeling

Source: AMOS Output (2023)

Table 4. Model Fitness

Abbrevation	exposition	Criteria to fit	Output
Probability Ratio	P-value	≥ 0.05	0.07
comparative X2	(X2/df)	≤ 2 = sufficient fit	1.806
CMIN by DF	Chi-square divided by Degree of Freedom	≤ 3 = sufficient fit ≤ 5 = logical fit	1.908
GFI	Index Fit for Goodness	1 = perfect fit ≥ 0.95 = excellent fit ≥ 0.9 = sufficient fit	0.91
AGF	Fit Index for Goodness Adjusted	≥ 0.90 = sufficient fit	0.92
CFI	Index Fit for Comparison	1 = perfect fit ≥ 0.95 = excellent fit ≥ .90 = sufficient fit	0.94
RMSEA	Square Error of Root Mean Approximation	≤ 0.05 = logical fit	0.034
RMR	Mean Residual Root Squared	≤ 0.05 = sufficient fit ≤ 0.07 = sufficient fit	0.006
SRMR	Root Squared Residual Standardized Mean	≤ 0.05 = sufficient fit	0.04
CN	N (Critical)	≥ 200 = sufficient fit	254

Source: AMOS output (2023)

When the researchers considered the requirements of the various model fit indices and the RMSEA value was less than 0.05, they concluded that the framework was appropriate. Additionally, they discovered that the relationship between effective financial management strategies and the performance of coffee cooperatives was mediated by human capital. The researchers discovered that the CMIN/DF was less than 3.0, which indicates model acceptance. The Tucker Lewis Index (TLI), created by the researchers, assesses incremental compliance with a score of > 0.90 by comparing the model under test to the baseline model.

In line with scholars, both the availability and information capabilities were shown to be mediators of the link between capital structure and firm success. It was first discovered that there was a 17.3% link between capital structure and company performance, but it has subsequently increased to a 42% correlation.

Table 5: Mediation Analysis

	Financial Management Practices	Human Capital	Coffee Cooperatives Performance
Human Capital	1.342	.000	.000
Coffee Cooperatives Performance	.762	.582	_____

Source: AMOS Output, 2023

A correlation of 0.762 was discovered between coffee cooperatives' financial management techniques and their level of success. This indicates that 76.2% of the success of the coffee cooperatives was impacted by financial management strategies. However, when human capital was accessible, financial management methods had a 134.2% detrimental influence on the performance of coffee cooperatives. An almost 58.2% improvement in performance has been attributed to human capital. It was consequently demonstrated that there was some mediation between the financial management strategies and the performance of coffee cooperatives.

6. Conclusion

Better average levels of education are often associated with economies that have better levels of human capital and performance [32]. Similar to the accumulation of physical capital, the acquisition of human capital was rewarded over an extended period of time with potential production. An organization's current assets and liabilities are represented graphically through financial management procedures. A company's goal is to employ its resources as profitably as possible in addition to ensuring that it can cover its regular operating expenses [33]. Financial management techniques and coffee cooperative success are closely related. This demonstrates how financial management strategies have a significant impact on the coffee cooperatives' success. The performance of coffee cooperatives and financial management strategies were shown to be directly correlated, with a 0.762 coefficient. This suggests that the financial management practices of the coffee cooperatives affected their performance in 76.2% of cases. Nevertheless, when human capital was available, financial management strategies had a 134.2% negative impact on the performance of coffee cooperatives. Human capital has been identified as the reason for a nearly 58.2% increase in performance. The finding of a partial mediator between the coffee cooperative's financial management practices and performance was the end result.

The resource-based approach holds that human capital expenditures such as training and other HR practices improve business performance by ensuring that workers possess the skills and knowledge needed to meet organizational goals. HR procedures also promote positive attitudes. The administration, control, and management of current assets and liabilities within a company with the goal of optimizing profitability or performance and preserving an appropriate degree of liquidity is known as working capital management. Effective working capital management makes a business function more smoothly and may boost sales and profitability. Included are working capital management, inventory management, and accounts receivable and payment management.

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Conflict of interest

The authors have no conflicts of interest.

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