

The Impact of Working Condition on Employee Productivity in Production Companies: Case Study Somalia

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Abstract: Productivity is known to be a key factor in the success of an organization because it is the engine that drives improvements in job performance. The interaction between employees and the culture of their organization creates both mental and physical work conditions. So the goal of this study was to find out about the impact of working condition on productivity of employees in production companies in Somalia. Each part gets a different number of points, and each point has a different effect on how productive the staff as a whole is.

Keywords: Working Condition, Work Environments, Productivity, Performance Motivation, Training

JEL Classification: E24

1. Introduction

Since the 18th century, the number of micro and small businesses, as well as the number of people working in the informal economy, has increased dramatically around the world. These enterprises and people account for the vast majority of new jobs, as well as the vast majority of the working poor. When it comes to performance evaluations, Workplace conditions, including concerns of workplace safety and health, maternity leave, and other factors safeguarding, work–family difficulties, schoolwork, working hours, earnings and income, and working conditions Organization, workplace violence, workload, worker's welfare facilities, and other issues, housing, nutrition and environments. as well as the millions of Women and men who works in micro and small businesses. Small and medium–sized firms and the informal economy (MSE/IE) suffer some of the most difficult challenges of any sector. The population in the labor forces, A healthy work environment promotes employee well–being. Employees have always

been able to exert themselves fully into their roles because of the support they have received, could result increased productivity (Akinyele, 2007).

Firms that previously had the ability to complement employees to put in extra effort by using harsh treatment and paying them far less than the value of their work may find it difficult to justify leaving the sweatshop model. Because of this, factory owners may assume that only by using harsh treatment, poor wages, and little to no investment in fundamental industrial improvements can they maintain their enterprises viable while still fulfilling the needs of foreign clients. It is a "poor route" to progress to use unlawful or irregular pay practices to keep profits, in this viewpoint, as opposed to actions such as connecting compensation to work effort or adopting other human resource enhancements. Human resources and production circumstances are examined in this study to see if they can compete with sweatshop practices in terms of optimizing profits. Based on survey responses from garment workers and managers in Vietnam, as well as data from Better Work compliance assessments, researchers discovered that factories increase their profitability when they move away from sweatshop conditions and toward more humane and innovative labor management practices (Beckerman, P. & Ilmakunnas, P. 2006).

2. Working Conditions

There are a lot of things that affect working conditions, such as health and safety, security, and working hours, among others. It's not unusual to put your health and safety at risk when you work in bad conditions. Your employer is required by law to give you a safe place to work, but you are also required by law to work in a safe place. In the sections that follow, we'll talk in more depth about people's or groups' working conditions, including but not limited to amenities, physical surroundings, stress and noise levels, level of safety or risk, and other things. When it comes to paid work and employment relationships, the work environment is very important. When we talk about "working conditions," we're talking about things like work hours, breaks, and work schedules. Other things that are talked about include pay and the mental and physical demands of the job (Chandrasekhar, K. 2011).

As defined by the business lexicon, "working conditions" are defined as "the working environment and all current concerns effecting labor in the workplace, such as job hours, physical components, legal rights and responsibilities, and organizational culture." Working conditions, according to the definition provided by Gerber and colleagues (1998, p.44), are "the interaction of employees with their organizational

environment, which includes both psychological and physical working environments." This has resulted in the following definition of working conditions being employed: The word "working circumstances" refers to both the physical setting in which an employee works and the terms of the employee's contract of employment. Productivity, on the other hand, is a concept that changes in response to the environment, state that it lacks any specific criteria or operational description. (Wasiams et al., 1996)

They are the most important parts of paid work and relationships with employers. Working conditions cover a wide range of topics and problems, such as pay, working hours, breaks, and schedules, as well as the physical and mental demands of the job. The interplay between employees and their organizational climate results in the creation of work conditions those are both psychological and physical." As a result, we propose the following definition of "working circumstances": "Working conditions encompass both the physical work environment and the components of an employee's employment terms and conditions." (Bernardin & Russell, 1998,p. 9, and Ross, 1981).

3. Importance of Employee Productivity in the Organization

Businesses have a reason for being, and we've already seen that how productive employees are can make or break a company's ability to do well. The success of an employee at work depends on two things: how they feel about their jobs and how hard they work. Productivity is how much work you get done in a certain amount of time. How well something works depends on how hard you work at it. Some people may take a long time to finish a small amount of work. These people are more effective at their jobs than they are productive. Some people may be able to get a lot done in a short amount of time. These people are more productive than they are effective. Always try to get the most out of your productivity and effectiveness. Put in as much effort as you can and finish as much work as you can in as little time as you can. The value of high employee productivity in your organization may be demonstrated by a number of benefits — if employees are productive, the following benefits accrue to the company: as a result,

- It becomes more profitable,
- Grows
- Addresses the needs of consumers,
- Maintains its competitiveness,
- The bottom line is that strong staff productivity ensures that a company remains competitive in the market (Freeman, R., 2008).

3.1 Approaches to Improve Employee Productivity in Workplace

3.1.1 Improve Workplace Conditions

If you want to increase the productivity of your staff, you must first ensure that they are working in the most favorable settings. Make sure there is enough natural light in the office by taking the right steps. When there are windows and enough natural light in the workplace, employees can sleep 46 minutes longer at night. This helps them feel more rested and ready to work when they get to the office. There should be plants in the office. Green offices make workers feel more at ease, which makes them more productive at their jobs. Don't try to use as few colors as possible on your walls. Instead of white walls, choose colors like red (which is good for tasks that require attention to detail), green (which is a motivator), or blue to cut down on the number of mistakes employees make (it boosts creativity) (Bechler, J.G, 1984).

3.1.2 Allow Flexible Schedules

Work hours should be made more flexible. Instead of working eight hours straight every day, encourage your employees to work in two smaller blocks of time that add up to eight hours. For example, let them clock in from 7 a.m. to 1 p.m., take a long lunch break or go to the gym, and then end their workweek between 3 p.m. and 5 p.m. After a long, satisfying 2-hour break, employees will have more energy and be more productive and efficient. They will also avoid the dreaded afternoon slump that workers have right before "close." Allow employees to work from home. Even though working from home has its challenges, 65 percent of workers say they are more productive when they do so, and 47 percent wish their company gave them this perk. Choose jobs that can be done from home, tell remote workers when they are available, set a specific response time, and teach employees how to log their time so that productivity reports can be made (Kartzell, R. & Yanalorich, G. 2000).

3.1.3 Enhance Workplace Communication

Teamwork is more productive and effective when people can work together well, and effective collaboration is made easier by good communication and feedback. Set out to get people to work together. Effective cooperation doesn't just happen; you and your team will have to work at it to become a productive group of coworkers. You can grow your network by getting people together in a casual way on a regular basis. For example, you could throw an office party, plan a staff outing, or set up a paintball game to help build teamwork. Make sure that new employees feel welcome at work, and make sure that they are treated the same as their new coworkers. Locate the most effective mode of communication for your situation. The communication tool, email,

and phones used by your organization may be a communication tool; however, you will need to learn how each employee responds the most effectively. Slack messages are often answered quickly, while emails are often responded to quickly, and phone calls are answered quickly (Mundel, M.E. 1983).

4. Organizational Culture Impact on Employees' Productivity

The shared beliefs, values, and norms of the people who work in an organization are what make up its culture. It is thought to be one of the most important parts of an organization's internal structure. In reality, the culture of an organization has a big effect on how well it does. So, each organization has its own unique culture, which has a big effect on everything about it. The organizational culture affects the whole organization, including its employees, as well as how well it does its job. which, in turn, has an effect on performance as a whole. In 2016, Kebriaei found that there is a large amount of There is a lot of evidence that shows a link between organizational culture and productivity. Also, he thinks that the studies are correct. There isn't enough information about the relationship between organizational culture and productivity in different countries to answer the questions. because each country has its own unique situation, which is affected by its own unique situation How the culture is made up Also, in 2016, "Kebriaei" did a study in Iran to figure out the exact amount of There are different parts of an organization's culture that affect how productive it is. The following were the factors that were looked at: Some of the things that are needed are creative thinking, taking risks, having clear goals, working together, getting support from management, being in charge, having a sense of identity, and getting rewarded (Kebriaei 2016)

Organizational culture, system of dealing with conflict, communication pattern, and productivity are all factors to consider. According to the findings of the study, only four dimensions had a significant impact on productivity, and they are as follows: Conflict, solidarity, innovation, and goal clarity are all important. As a result, in order to increase productivity, managers should place a strong emphasis on the four dimensions that have the greatest impact on productivity. Furthermore, in order for managers to contribute to the development of a positive organizational culture, they must think strategically. Regarding the factors that are important to the achievement of the desired result (Chandrasekhar, K. 2011).

Organizational culture is regarded as a strategic component, and it is comprised of four components. The characteristics of involvement, consistency, adaptability, and mission are all important. As for the situation, Participation includes having a

subjective relationship between work and involvement, which can be beneficial. Measurement is done through three indicators: empowerment, team-building, and developmental opportunities capabilities. Another characteristic is that of consistency in the way adjustments are made. Adjustments are the most powerful factor that contributes to increasing productivity, and they have to do with the behavior of the employees. Fundamental values, consensus, coordination, and coherence are some of the ways in which it can be measured. When it comes to adaptability, it has to do with being able to make changes while also being mindful and thoughtful. Aware of one's own errors Customers' orientation, for example, could be used to evaluate this feature. Organizational learning and change are important. The final characteristic is mission, and it entails a number of activities (Rajaei & Arghavani, 2016).

After identifying the organization's mission and objectives in order to design a clear direction for the organization, it will be advantageous to: A strategic review could be used to examine whether or not an organization is establishing an effective support system. a distinct understanding of direction, aims, and mission (Rajaei & Arghavani, 2016).

5. Factors That Affect Employee's Productivity

If the rival is able to accomplish more with less, it is possible that employee productivity is a problem. Employees that produce little output suggest a severe problem inside any firm, prompting employers to adopt novel strategies to boost staff productivity and raise employee morale. Employee productivity can be affected by a number of factors, the most significant of which are as follows:

1. Attitude is the most important thing. When workers are happy with their jobs, they do a better job. Even a rocket scientist or a consulting firm wouldn't be needed to figure that one out. When it comes to staff productivity, a bad attitude can do a lot more damage in a short amount of time than an uninterrupted stream of basketball on the Internet. Henning says that an employee with a good attitude is more likely to like the work they do, feel like they have control over it, and be praised for their work. "An employee who is lazy and doesn't really like their job but is just there for a paycheck doesn't do a good job, has a bad attitude, and brings the team down as a whole," says the author. (Roelofs, P.2002).
2. How to Manage Staff Productivity: If the boss is a jerk, how can you get your staff to work harder? A recent poll found that an employee's relationship with

their immediate supervisor is one of the most important things that affect how well they do their job. When a bad boss doesn't do what they say they'll do, never gives credit where it's due, says mean things, or puts the blame for their mistakes on other people, the productivity of their workers drops by a lot. Barry L. Brown, the president of a consulting firm in Florida, said, "There's no question that a bad boss is the number one cause of low productivity." From what I've seen, a good boss will motivate and inspire their workers, as well as praise and reward their hard work. On the other hand, poor management is the exact opposite, but it happens more often. Employees who don't have a direct connection to the company lose their desire to go the extra mile or put in extra effort to make things right over time (Barry L. Brown 2001).

6. Production Technician Requires the Following Competencies

- 1) Operation monitoring means keeping an eye on gauges, dials, and other signs to make sure a machine is working right.
- 2) Part of the second skill, reading comprehension, is being able to understand the words and paragraphs in papers for work.
- 3) Critical thinking is using logic and reasoning to figure out the pros and cons of different solutions, conclusions, or ways of approaching a problem.
- 4) Monitoring means keeping track of and judging your own, other people's, and the organization's performance so you can make changes or fix problems. Active listening is when you really pay attention to what other people are saying, take the time to understand what they are saying, ask questions when you need to, and don't talk over them at the wrong times. An equipment technician's job is to keep up with routine equipment maintenance and decide when and what kind of maintenance is needed.
- 5) Operation and control — Overseeing and controlling the activities of equipment or systems. In order to generate and evaluate choices, as well as implement solutions, complex challenges must be identified and reviewed.
- 6) Repairing: Making repairs to machines or systems with the appropriate tools.
- 7) Quality Control Analysis — Testing and inspecting items, services, and processes for the purpose of determining their quality or performance.

7. Somalia Country

The Federal Republic of Somalia is a country located in the Horn of Africa. Ethiopia borders the country on the west, Djibouti on the northwest, the Gulf of Aden on the north, the Indian Ocean on the east, and Kenya on the southwest. Somalia has the

longest coastline on the continental shelf of Africa. The majority of the country's terrain consists of plateaus, plains, and hills. Somalia has an estimated population of over 15 million, with over 2 million residing in its capital and largest city, Mogadishu, and has been described as the most culturally homogenous nation in Africa. The climate is consistently warm, with sporadic monsoon breezes and variable precipitation. For the most part, deep river valleys cut through the Somali plateau divide the country's plateaus, with rivers running during the rainy season but remaining dry at other periods of the year. The waters of these rivers go into the Indian Ocean. The Jubba and the Shabeelle, which flow through the southern part of the country, are the only perennial rivers in the country (Barlin Ali (2007).

Somali population is 100% Muslim. Sunni Muslims make up the vast majority of Somalia's Muslim community, which is dominated by them. Sufism is also widely practiced in the country and is considered to be highly effective. Besides Sunni Muslims, there is a small Shia Muslim presence in the country. Islam came to Somalia not long after the hijra, which is the name for Prophet Muhammad's journey from Mecca to Medina, and set up roots there. On the advice of the Prophet, a small number of Muslims crossed into the Horn of Africa to get away from persecution in their home country. Records from the past show that some of the country's first mosques were built in the 7th century, Over the years, the country has produced a large number of Islamic leaders whose writings have had a big effect on the spread of Islam in the Horn of Africa and around the world. Sunni Muslims make up most of Somalia's Muslim population, and they are the ones in charge. Sufism is also widely practiced and thought to be very effective in the country (I. M. Lewis.1998).

Somali, also called "Mother Tongue," is the country's official language. It is an Afroasiatic language that is closely related to Oromiffa and less closely related to Swahili and the Semitic languages Arabic, Hebrew, and Amharic. Somali is the only language that people speak in Somalia

Somali nationalism, or Soomaalinimo, is based on the idea that Somali people are a separate nation from the rest of the world because they have the same language, religion, culture, and ethnicity. Somalia has more people than any other country.

In Somali culture, a person's ancestors are a big part of who they are. The huge extended family clan system that makes up the society is one thing that makes it stand out. Clan membership is based on a person's father's family tree (through the father). People can trace their ancestry back several generations with just their name and clan

membership. Most of the time, they don't have to do any more research to figure out how they are related to someone and how they should address and treat them.

Elders play a very important role in Somali society and in the lives of Somali people every day. In different situations, they negotiate, act as mediators, and give advice. They can also act as representatives for their own clans. Somalis often talk to a community elder about a problem they are having before they do anything else.

Somalia is run by a federal parliamentary system, where the President is in charge and the Cabinet reports to him or her through the Prime Minister. Even though the judiciary is a part of the government, it is a constitutionally independent branch that doesn't work with the other two. This means that the Federal Parliament of Somalia and the executive branch are the only two branches that make up the government in a legal sense. Civil wars that have torn the country apart have made it hard to set up a stable government that works for everyone. There are, however, some semi-independent groups called Federal Member States that are in charge of their own areas. Under the 1979 constitution, which was changed in 1990, the most important positions of power were held by the president and his allies, while the People's Assembly had no real power. Because of this, Islamic law had a big impact on the legal system, there was no independent court, and human rights were often broken. In Somalia, there was only one legal political party, the Somali Revolutionary Socialist Party. There were also a number of mass organizations with socialist ideas (Zeid Adle, 2017).

8. Production Sector

8.1. Manufacturing

Before the civil war broke out at the beginning of the 1990s, the manufacturing sector was starting to grow and do well. During the civil war, however, all industries lost a lot of money, and by 2000, they made up less than 10% of the country's GDP. Most industrial work is done for the domestic market and, to a lesser extent, for Somalia's agricultural exports. For example, banana crates are made so that bananas can be shipped. On the other hand, most industries have been broken into and many of them have been sold for scrap metal. The state-owned sugar mills at Jowhar and Gelib, an oilseed crushing mill, and a soap factory were some of the most important businesses in the country. Refining oil, which stopped in 2000, was another important business. Other industries made things like corrugated iron, paint, cigarettes and matches, metal cooking tools, cardboard boxes and polyethylene bags, and textiles. In 1985, the cement plant in Berbera was done being built (Zorloni, Alberto.2003).

The fish and meat canning businesses in the United States are operating at or below capacity. The SOMALTEX Company manufactures textiles for the whole domestic market, which supplies almost the entire country. The vast majority of significant firms were held by the government, while private plants manufacture food, beverages, chemicals, clothes, and footwear, among other things. Milk processing companies, vegetable and fruit canning plants, wheat flour and pasta plants, as well as various grain mills, are all located here as well as other industries. The first pharmaceutical factory in the country, located in Mogadishu, opened its doors in 1986. Sandals and other leather products, cotton textiles, ceramics, baskets, and containers made of clay or meerscham are all produced by the local craft industries. Since 1991, when money ran out, the oil refinery in Mogadishu, which could make 10,000 barrels of oil per day, has been closed. Even though there is one natural gas field in the country, oil and natural gas have not been explored or taken out since the political crisis started (Zorloni, Alberto.2003)

In the past few years, many of these small plants have reopened and new ones have been built, mostly because the Somali diaspora has put a lot of money into the area. In the north of the country, there are factories that can fish and process meat. Around Mogadishu, there are about 25 factories that make pasta, mineral water, candy, plastic bags and bags made of hides and skins, detergents and soap, aluminum, foam mattresses and pillows, fishing boats, packaging, and stone processing. During 2001, investments in light manufacturing have gone up a lot in places like Bosaso, Hargeisa, and Mogadishu. This shows that businesses are getting more confident about the economy. In 2004, investors from many different Somali communities came together to build a Coca-Cola bottling factory in Mogadishu that cost \$8.3 million. Companies like General Motors and Dole Fruit have put money from outside the country into a number of different areas (Samatar, 2004).

8.2. Agriculture

Agriculture is one of the most important industries in Somalia. More than 65% of the country's workers are involved in agriculture. Agriculture, like most other parts of Somalia's economy, has been hit hard by the violence that has spread across the country. According to the United Nations Development Program, more than 60 percent of the country's GDP came from agriculture in 2013. A lot of Somalia's agricultural production is in the southern part of the country, especially in places like Hiran, Lower Juba, and Gedo, which are thought to be the most fertile parts of the country. Several rivers, like the Juba and the Shabelle, run through the south of Somalia. This makes the

area better for farming than the north. Farmers in Somalia grow sugarcane and bananas, both of which are shipped to other countries. Maize (corn) and sorghum, on the other hand, are mostly grown for people to eat in Somalia. Even though Somalia has a strong agricultural sector, most of the food its people need must be brought in from other countries. Farmers in Somalia made a deal with the World Food Program to sell cereals to the group. This was done to help the country's farming industry. Somali businesspeople have promised to help farmers improve the agricultural industry of their country (Mire.2015).

There are two main types of farming in the world: one that has always been there and one that European settlers brought with them. Somalis have traditionally relied on rain-fed dry-land agriculture or dry-land farming that is supplemented by irrigation from the waters of the Shabeelle and Jubba rivers or collected rainwater to increase their income and food security. Corn, sorghum, beans, rice, vegetables, cotton, and sesame are all grown using both methods. The banana farms are run by Somali and Italian farmers, as well as some of the newly formed Somali cooperatives that use more modern farming methods from Europe. At the beginning of the 1970s, a system of farms run by the government started to take shape. Along the banks of the two rivers, irrigated land is used to grow bananas and sugarcane, both of which can be sold. Bananas are the country's most important commercial product. In 1999, the country made 50,000 tons, which is less than the 110,000 tons it made in 1990. Sugarcane is grown by a state-owned business in both Giohar and Jilib. It was thought that 210,000 tons of sugarcane were grown in 1999. This was less than the 500,000 tons that were grown in 1985. Somalia makes the most frankincense in the world each year, with a total of 500,000 tons (Ali.2000).

Somalia made 209 thousand tons of sugarcane, 138 thousand tons of maize, 129 thousand tons of sorghum, 92 thousand tons of cassava, and 75 thousand tons of vegetables. It also made smaller amounts of beans, bananas, sesame seeds, tomato, coconut, orange, and date, among other things. The majority of Somalia's farmland is in the south, in the Gedo, Middle Juba, Lower Juba, Lower Shebelle, Middle Shebelle, and Hiran regions, as well as in the Gedo, Middle Juba, Lower Juba, Lower Shebelle, Middle Shebelle, and Hiran regions. The Juba River and the Shabelle River run through this area. Because of this, the soil here is better for growing crops than in the north, which is much drier and where pastoralist has been done for a long time (Barlin Ali.2007).

9. Conclusion

Productivity is a key factor in making sure that your company's operations run smoothly. Your employees are the heart of your business, so it makes sense to spend time and money on many things that will help boost their productivity and, in turn, the productivity of your company as a whole.

Your company wouldn't be able to move forward if you didn't have a strong, productive staff that feels engaged every day when they go to work. Also, it would be much harder to reach all of the goals you have set. So, if you own a business or work in human resources, it is your job to make sure that your employees are engaged and have everything they need to produce the best results possible.

We often think that being productive means getting more done every day, but this isn't true. James Clear says that being productive means consistently getting important things done, and no matter what you're working on, there are only a few things that really matter. To be productive, you need to keep a steady, average speed on a few things instead of going all out on everything else.

Once you realize how important employee productivity is to the success of your business, you'll need to put in place the right ways to measure, calculate, and, most importantly, improve it.

So, you'll need to pay equal attention to what's good for your business and what's good for your employees. For example, make sure you improve working conditions, optimize emailing and meetings, give employees flexible schedules, give them the best training, don't try to control everything, improve office communication, and encourage employees to take care of themselves.

The interaction between employees and the culture of their organization creates both mental and physical work conditions. So, here's how we'd define "working conditions": "Working conditions include both the physical work environment and the parts of an employee's terms and conditions of employment."

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