

Study of Relation of Psychological Factors of Empowerment and Entrepreneurship

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Abstract: Problem statement: Today, organizations are able to survive that have dynamic requirements and potentials and can make a proper response to changes and equip their human sources to the knowledge and skill of generative entrepreneurship through establishing necessary aspects. The increasing rate of changes in scientific, economic and social areas is one of the most common features of the century. The purpose of this research is to study the relationship between the psychological factors of empowerment and entrepreneurship of trainers of Northern provinces, technico-vocational skill organizations (Mazandaran, Golestan, Guilan) of Iran. **Approach:** The research with respect to the methodology and nature is descriptive, it is of kind of adhesion in regard to the relation of psychological factors of empowerment with entrepreneurship and it is applicable with respect to the aim because it can be implemented. The 566-people statistic community included the total of trainers employed in three Iranian Northern provinces that based on the Cochran formula, 270 people selected as samples. The way of collecting field information and data collection tool has been questionnaire. The admissibility of the questionnaire was studied in regard to the content and professional consultants gave some ideas about it and its durability calculated by using Cronbach Alfa test, that competed 92 and 87% for entrepreneurship and empowerment respectively. Statistical techniques used include: Descriptive statistics, variance analysis, Pearson adhesion coefficient and analyzing data done by using software SPSS. **Results:** That there is a meaningful and positive relationship between all psychological dimensions of empowerment (self-efficiency, self-determination, personal consequence, meaning, trust in others) and entrepreneurship as feeling to be meaningful is first, feeling of self-efficiency is second, feeling to be efficient is third, feeling of self-determination is fourth and feeling to trust in others is the last in analyzing. **Conclusion:** So, the attention to the ability dimension in evaluating productivity to establish a process system for selecting and acting, to uncentralize operational system, to flexibility and the attention to mental creativeness and finally to the deep relationship in organizational levels as well as to let trainers express themselves, can have a key role in developing a entrepreneurship.

Key words: Entrepreneurship, self-efficiency, self-determination, personal consequence, meaning, trust in others, trainer

INTRODUCTION

In modern world where the speed of changes is very amazing and the move from industrial society to informational society has taken only a few years. It seems that new concepts should be defined in global economy as changes exist. Developed countries from several past decades and developing countries in recent years with respect to the useful and effective role of economic entrepreneur in the society, have taken the utilization of this potential in to consideration to encounter problems such as record, inflation, unemployment. This consideration has been to the extent of formulating strategies, policies, practical program to develop entrepreneurship behavior and mentality, education and consultation, to establish

suitable space for entrepreneur activity in different economic and social aspects, to remove barriers, to establish relationship and coordination between them and to facilitate their access to global markets, and it has brought significant results (Hosseiny and Moradpour, 2008). New organizational environments accompanied by features such as complexity, agitation, speed, fast changes, need flexible, entrepreneurship, responsible and reliable labors who seek initiative and participation. In such organizations, organizational structures and managerial style and methods should be such that human sources of the organization involve in decision making and implementing and accomplishing to organizational aims (Niazi and Nasrabadi, 2009). In current competitive world, one of important tools for developing organizational changes and survival and for

Table 1: Definitions of entrepreneurship in different centuries

Levels	Christian century	Definitions
First	15 and 16	Owners of large projects who have an operational responsibility such as constructing a church, castle, infrastructure and soon, are called entrepreneurship.
Second	17	People who take risks, like businessmen, industries and People who takes risk and provides needed capital other privacy owners.
Third	18 and 19	People who takes risk and provides needed capital through giving loan. There is no, distinction among entrepreneurship capital provider and business manager.
Fourth	Mid-decade 20	In this period, the concept of innovation includes creating new product, establishing new distribution system or establishing new organizational structure as a main part of the definition of entrepreneurship has added to it.

Table 2: Component of entrepreneurship process

Entrepreneur	One who decides consciously to begin a new risky business.
Opportunity	The opportunity of market is identified and analyzed.
Structure	A person decides to begin his work individually or jointly or through Joint Stock Company.
Sources	Sources are identified and supported by investors.
Strategy	Total aims of work, strategy, comparative are performed and determined.

reaching to desired prophecy is human being. In the meantime, what vitalizes the revelation category and also ensures the organizational survival, is human sources. The fact is that is we are deprived of existing creative, alumnus individuals and one who knows opportunity and explains issues, we will lose many opportunities. To accomplish the aim of globalization, or even stay in this level, the raising and replacement of new forces for continuing the growth and development is necessary and the future of primary element of organizational entrepreneurship. Man, one of productive sources of wealth, whose existence crystallizes in two sections of management and human sources, has a duty for directing and leading other sources of wealth production such as investment sources and land. It is impossible to do any entrepreneurship in an organization taking the role and place of man in to consideration. Principally, the only source that has extendable quality (in comparison with the other wealth production sources), is human source. This quality results from his/her power of creation and innovation (Amin and Ramzani, 2007). Entrepreneurship is the process of initiative and innovation the establishment of new job in risky conditions through exploring opportunities and utilizing sources. Entrepreneurship is to change new idea to a product or services that has some results can be referred as the increase of efficiency, wealth production, welfare, Entrepreneurship (Zahiri and Torani, 2008; Ahmadpour Daryani, 2008; Talebian and Vafaii, 2009). In this research with respect to trainers, role of technico-vocational skill educations in training skilled labor for privacy and, public organizations, the relationship between dimensions of empowerment (self-efficiency, self-determination, personal

consequence, meaning, trust in others) as an independent variable and entrepreneurship as a dependent variable has been analyzed for trainers of technico-vocational skill organization in north Iran. So, the research question that: Is there any relationship between psychological dimensions of empowerment and entrepreneurship of trainers?

Background of entrepreneurship: Entrepreneurship and enterpreneur were first considered by economists and all economic schools since 16 century have described somehow entrepreneurship in their theories (Table 1). The history of entrepreneurship concept in current knowledge backs to 200 years ago and the first person who proposed this issue is called cantilon.

The change occurred in the category of entrepreneurship, has affected all of the word, as if the world of business and trade will be always affected by it.

It can be claimed that in some countries like America, Malaysia, Taiwan, business opportunities created is a symbol of systematic movement toward the promotion of the quality of entrepreneurship activities in different aspects.

The process of entrepreneurship: The process of entrepreneurship, itself, has consisted of some elements including entrepreneurere, opportunity, structure, sources and strategy (Table 2).

Wiliam by Griow believes that the process of entrepreneurship includes the total of activities, duties, actions related to identify opportunities and the establishment of organizations for pursuing opportunities (Ahmadpour Daryani and Moghimi, 2008). Therefore, a enterpreneur is formed by a set of conditions, occasions, sources and methods and it main base is enterpreneur-oriented.

Table 3: Result of the adhesion coefficient test

Variables	Number of sample	Adhesion coefficient rate	Meaningful level	Result
Self-efficiency and Entrepreneurship	270	58.6	0.001	Approve hypothesis
Self-determination and Entrepreneurship	270	36.9	0.000	Approve hypothesis
Personal consequence and Entrepreneurship	270	52.9	0.001	Approve hypothesis
Meaning and Entrepreneurship	270	68.3	0.000	Approve hypothesis
Trust in others and Entrepreneurship	270	32.1	0.000	Approve hypothesis

Entrepreneurship is a behavioral attitude. A hinge called personality attitude supports it, whereby socialists and psychologists have paid attention to demographic variables to identify entrepreneur. The lack of perceiving individual creativity and innovation is one factor causes the political and economic retardation in developing countries that can be referred.

MATERIALS AND METHODS

The research with respect to the methodology and nature is descriptive, it is of kind of adhesion in regard to the relation of psychological factors of empowerment with entrepreneurship and it is applicable with respect to the aim because it can be implemented. The statistic community includes the total of trainers employed in technico-vocational skill education centers that based on the statistics presented by human sources management of mentioned provinces are 566 people and Guilan, Golestan and Mazandaran are 198,113 and 255 respectively. To selected based on the hierarchic sample of each province. The tool of collecting information was the questionnaire in which questions desired in 2 parts. The admissibility and durability of the questionnaire was approved. The admissibility of the questionnaire was studied in regard to the content and professional consultants gave some ideas about it and it's durability calculated by using Cronbach.

Alfa test, that computed 92 and 87% for entrepreneurship and empowerment respectively. In this research for analyzing data and information by using Pearson adhesion coefficient test, research hypotheses was tested.

RESULT

In part of descriptive statistics, research findings show that 23% of respondents are female and 77% are male. With respect to the age, 3% of respondents have been below 25 years old, 52% have been in a range of 26-35 years old, 35% in a range of 36-45.

Years old and 10% of respondents have been above 46 years old. In regard to education, of respondents who answered to questions, 8% have been diploma, 38% have been associate of arts, 49% have been B.A., 5% have been M.A. and above it. With respect to job

history, 34% up to 5 years, 29% between 6-12 years, 25% in a range of 13-20 years and 12% of respondents have job history above 20 years.

Since in part of hypotheses test (inferential statistics), Pearson adhesion coefficient method has been used, a meaningful level, an adhesion coefficient rate and result are presented in the Table 3.

DISCUSSION

As seen in the Table 3, all hypotheses have been approved. In other words, there is a relation between psychological factors of empowerment (self-efficiency, self-determination, personal consequence, meaning, trust in others) and entrepreneurship, but the rate of relationship is no the same. Therefore, the ranking of empowerment dimensions shows that the relation between "feeling to be meaningful" category and entrepreneurship in regard to the rate of adhesion between them, is first among technico-vocational skill education trainers, the relation between self-efficiency and entrepreneurship is second, is third, the relation between self-determination and entrepreneurship is fourth and the relation between feeling to trust others and entrepreneurship is fifth.

CONCLUSION

Man is a main element of entrepreneurship. Other materials and supports necessary for discovering and developing entrepreneurship, need to pay attention to human Source. Studies done show that entrepreneurship is a human evolutionary process. Many people can develop their potentials in form of entrepreneurship if they want to do it. Authorities' research shows that organizational planning and individual motives in public and private aspect cause a tendency toward entrepreneurship. These motives

Help a entrepreneur to identify opportunities and to seek to create new ideas and creative ways.

In regard to the results of this research, the following recommendations parallel with research hypotheses and aims are presented:

- Considering dimensions of trainers, efficiency causes to develop their potentials

- In evaluating trainers, productivity, their special efficiency is taken in to consideration
- To increase self confidence and self-efficiency of trainers, they should be given professional responsibilities Work should not be done as a matter of routine only
- Establishing a down-top process system or in other word, un concentrating on the implementation of educational programme
- Determining a recommendation system and encouraging trainers to give some recommendations
- Trainers' participation in the processes of regulating educational standards and results of workspace
- Mental creativity of trainers should be taken in to consideration. Flexibility in variation of educational programme should be reviewed
- Organizational top officials should act as if their behaviors and actions seem to be fair
- Top officials should utilize trainer's mental to solve structural problems

With respect to the results of research, it is shown that trainers are considered one of the most important human capitals in technico-vocational skill organization which dynamics has a key role in developing other parts.

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