

The Study of the Relationship between Organizational Climate and the Staff's Entrepreneurial Spirit

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ABSTRACT

Current era is the age of alternation and speed, and the mankind is the main orientation of this era. The entrepreneur is as an infinite source, center of development and requires a creative space. The aim of this study is to analyze the relationship between organizational climate and the entrepreneurial spirit in the Guilan province Islamic Azad University in Iran.

The research method is descriptive-analytic, and its type is practical. Statistical society of the Guilan province Islamic Azad University is composed of 759 individuals, and the statistical case which is defined by Kehen-Kerjesai and Morgan formulas is 248. Applied data gathering for the organizational climate is Sasman and Diep (1989) standard questionnaire, and for entrepreneurial spirit is Robins and Kolter; s (2001).

The research results demonstrate that there is a significant relationship between the organizational climate and entrepreneurial spirit. Correlation coefficient between the two above variables is 53 percent. The results of this study shown that the organizational climate variable can predict 28 percent of entrepreneurial morality. So it is recommended that the person in charge pays adequate attention to the organizational climate for enhancing the Guilan province Islamic Azad University entrepreneurial morality.

KEYWORDS: organizational climate, entrepreneurial spirit, staffs, universities.

INTRODUCTION

Concept of organizational climate denotes to a set of relative consistence internal features of an organization which distinguishes that organization with others, and has considerable effect on the staffs' behavior and organizational efficiency. Source of description and making the climate clear, understanding and common sense in people are some objective and perceptible organizational features.

Organizations are unique as finger prints are. Each organization has unique organizational climate. Organizational climate and its derived unintentional consequences can effect experience, learning, moral personality and the learners' educational progress. It also affects efficiency and visualizing organizational objectives (Alikhani, 2009).

Organizational climate reflects common policies and ideas and validating system in an organization.

Climate shows members' comprehension about the environment which is influenced by official and non-official organization, individual personality and leadership of the organization. In other words, it is a set of internal features of an organization which effects members' behavior either motivating them to an efficient and creative task or boost unwillingness, their non-commitment, unrestrained. Therefore, suitable climate is necessary for a creative and entrepreneurial spirit among members (Sadeghi, Shahmirzadi and Adli, 2010).

Richard and Schneider believe that organizational views, official and non-official actions and their methods are called organizational climate. It is proportionately a surrounding and holding feature for an organization. Organizational culture contacts with nature, believes and expectations about organizational life. While the climate is: applied criteria to determine the visualization of thoughts and expectations (Bahramzadeh, Bavarsad, Ja'farpour, 2010).

Organizational climate is composed of two elements: cooperative and innovative climates. When there is a cooperative climate in an organization, its members more tend to work as a team and their promotion. Probably there would be an interacting relation when the individuals understand the higher level of cooperation in the organization. When companies offer higher level of innovative climate, staffs will increase their interaction in order to exchange and knowledge sharing for creating the new topics (Barati Ahmad Abadi, Arizi, Nouri, 2010).

Academic climate system means sub-surveys with the dimensional questionnaire of organizational climate description in this research as Sasman and Diep said (1989). These dimensions are: aim clearness and agreement and communication efficiency.

Entrepreneurial is a process of making value by composing a set of unique source in order to use the opportunities. Importance of academic climate system study and endeavor for its improvement for progressing the educational level of learners and increasing quality and quantity of products, university task output as well as friendship factor, necessity on paying attention to the students' or instructors' rights for having creative or

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entrepreneurial climate. Entrepreneur is one of the most important and infinite sources of every humanistic society. The source which returns to power and creativity of men, it is both inexpensive and unlimited (Sadeghi, Shahmirzadi & Adli, 2010).

Some of the challenges of the current era are: quick environmental changes, society complexity and competitiveness all over the world, in another way, quick population growth, unemployment rate increase, social anxiety derived from unfair capital and income distribution, low quality level of living for some people of the society in the national status. The entrepreneur has been well-known for solving these problems as an infinite source and orientation main development. The process of solving the problems would be facilitated if the people of a society have entrepreneurial spirit. Educational system of every society is the beginning of this field. The first step is: making an innovative and creative climate (the same source, 2010). Whereas, staffs of university branches are one of the most effective sections if an office in a academic center, presence of an organizational climate can improve and expand spirit entrepreneurial which is known as the main factor in a motivate and dynamic academic system.

Finally, staffs common beliefs and comprehension of a positive organizational climate can cause the growth and development of other sections of academic centers.

Therefore, the researcher is going to discover a solution for the following question in this research.

What is the relationship between dimensions of organizational climate and entrepreneurial spirit among Guilan province Islamic Azad University Branches staffs?

1.1. Historical Research

Many researchers involved in educational climate system and entrepreneurial ship, such as, Atif, A & Ayes G. (2011), on a research known as effect of organizational climate on group innovation in the software development companies. They understood that the landscape and dimensions of supporting from organizational climate has straight and positive effect on group innovation.

Zamptaks and et al. (2009), in a study known as "entrepreneurial excursion in organizations" understood that those staffs, who receive high organizational support- organization attention-, are more commitment to their organization based on their abilities, and they have better performance.

Jean and et al. (2009), in their studies, with the topic of "universities of entrepreneurs?" understood that publishing many articles about research has an outstanding role in commercialization of scientific inventions. Innovation begins from creative knowledge performance and instruction, alternation of the instructions can strengthen the organizations.

Sable & king (2008), in a study known as "whether school selection can increase the speed of new entrepreneur or not?" understood that students who enroll in the private schools show more outstanding progress, in comparison with, those who stay in public school.

By understanding that an entrepreneurial university must educate the entrepreneurs to make a sense of entrepreneurship in all fields, subjects among students. Therefore, university must act in the way of entrepreneur; Cholet (2004), in his research called "entrepreneurial university".

Rashid (2000), in a study known as "role of education on the entrepreneur views and features enhancement" understood that those individuals who were under influence of entrepreneurial special education considerably demonstrated higher scores in progress motivation, internal control center, self esteem and creativity.

Firez (2004), in a study known as "seeking entrepreneur sources?" understood that entrepreneurs' motivation at the start, and their decision on creating new things were different, and economical profit was not their prior motivation.

Miner and et al. (1989), in a research known as "entrepreneur role in technology and innovation of companies' development" understood that managers' progress motivation had a considerable relation with annual growth based on the indicator of the companies.

Pal & Saxon (1985), in a research known as "the quality control in educational studies" noted that there is a positive relationship between a succulent, friendly environment and innovation or invention methods.

Alikhani (2009), in a study known as "analyzing organizational climate of a university complex and its unintentional derived consequences" understood that organizational climate described lower level than it was in the students' and instructors' point of view. Students described more closed climate than the instructors. And the difference among college organizational climate was not significant statistically.

Samadi & Shirzadi (2008), in a study known as "the relationship between organizational climate and creativity" discovered that there is only a positive relationship between cooperative climates with the teachers' creativity.

Shirzadi (2006), in a study known as "considering school climate relation with entrepreneurial morality in students" understood that there is a positive and meaningful relation between organizational climate and entrepreneurial morality.

Mousavi (2004), considered the relationship between organizational climate and job depreciation in Mazandaran medical university staffs. The results demonstrated that there was a relationship between

organizational climate and job depreciation. If the climate be understood better, the level of job depreciation will decrease.

In a research Ghaseminezhad (2002), defined the relationship between organizational climate with job stress and Shahrekord teachers' job satisfaction. His research results shown that there was a negative relationship between organizational climates, and there was a positive one with job satisfaction.

Siadat & et al. (2001), considered a relationship between organizational climate and managers' personality characteristics. Their research findings shown there was no relationship between four personality dimensions and organizational climate.

Khazaei (2001), in a study about "considering the relationship between school organizational climate and the principals' self esteem" found that there was no significant relationship between school organizational climate and the principals' self esteem, degree, major and also the principals' management experience.

Sabeti (2000), in a research considered the relationship between schools organizational climate and Malayer public school teachers' morality. The results demonstrated a significant relationship between organizational climate and teachers' morality. What so ever, if the schools organizational climate became more open, the teachers' morality would exceed.

Maghsoudlu (1998), in a research considered teacher's satisfaction with organizational climate. The results shown there was a meaningful relationship between teachers' job satisfaction and school organizational climate. There was also a significant relationship between the organizational climate and essence of the job.

2. Research Model

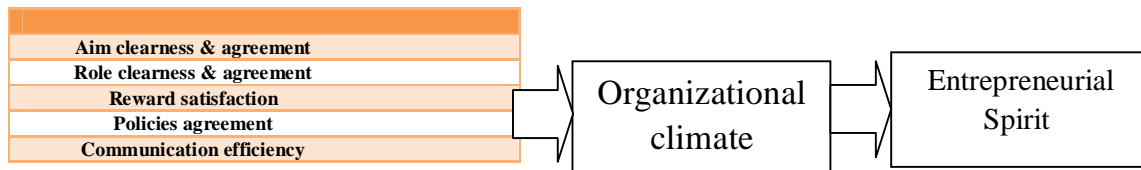
According to the studies based on available statistics, unemployment is one of the most important problems beyond the developing societies and even industrial countries. A set of solutions are suggested for solving this problem which is called "entrepreneurial".

Twenty first century is introduced as the knowledge-century based on the human abilities. In this era, the main capital of societies is knowledge skill and mankind's thinking abilities usage. Therefore, prosperity of the societies relays on the adequate usage of human sources.

The entrepreneurs and those who have entrepreneurial characteristics can react the process of professional development, acquaint the alternative process, be informed the new necessities and be important in making new jobs (Rezaei & Rahsepar, 2009).

Nowadays, one of the factors which can change the economical, social and industrial aspect of a country is entrepreneurial spirit and entrepreneurial activities, entrepreneurial spirit, and at last entrepreneur. Max Weber, a famous German sociologist, knows the entrepreneurial spirit as an important factor in defining and describing of how to construct new industrial civilization and capitalism in the Western countries (Bahramzadeh, Bavrsad, Ja'farpour, 2010).

It must be accepted that the age of government's domination on mankind societies is decreasing. Now, it is time to entrepreneurial spirit domination. In the full competitive world's markets, the classical capitalism is losing its strength. Only those who have the entrepreneurial spirit can survive in the international socio-economical ground. So in the new competitive ground, the society can be pioneer that has dynamic and creative knowledge learners, who are able to collect different production sources, and can do business with their creative endeavors, in other words, they must be entrepreneur (same source). Therefore, it is important to pay attention to the organization climate requirements in the academic centers which have the main role in a sufficient communication with other sections in order to staffs' satisfaction, upgrading the level of their abilities to settle down the university requirements.



(The researcher's study model)

2.1. Research Hypothesis:

Main Hypothesis: There is a significant relationship between organizational climate and entrepreneurial spirit in Guilan Islamic Azad University staffs.

Sub-ordinate Hypothesis:

1. There is a significant relationship between organizational objectives and entrepreneurial spirit.
2. There is a significant relationship between role clearness and entrepreneurial spirit.
3. There is a significant relationship between policies satisfaction and entrepreneurial spirit.
4. There is a significant relationship between communication efficiency and entrepreneurial spirit.

3. MATERIALS AND METHODS

This research method is descriptive-analytic and it is practical based on its goal. In the present study, statistical population is composed of Guilan Islamic Azad Universities, such as, Islamic Azad University Rasht Branch, Islamic Azad University Lahijan Branch, Islamic Azad University Astara Branch, Islamic Azad University Anzali Branch that have 759 staffs altogether. According to Kehen, Morgan, and Kerjesai's chart, required sample test proportions' statistical population in respect is Rasht Branch 45 percent, Lahijan Branch 38 percent, Astara Branch 10 percent, and Anzali Branch 7 percent. The Sample test of 256 individuals proportionately was made from statistical population that is supporting in its analysis. Data gathering was square like. Tool of data gathering is packaged questions questionnaire in this study. In the present research, the first section of the questionnaire is some questions related to the dimensions of organizational climate staffs in which the standard questionnaire of Sasman & Diep (1989) is used. In the second section, some questions related to entrepreneurial spirit, in which the questions 21 to 42 are designed by using the standard questionnaire of Robins & Kolter (2001). The narrative content is used by for narrative measuring of the questionnaire in this study. Cranach's alpha coefficient is used in order to evaluate the questionnaire. The Cranach's alpha is 8/1 for organizational climate and 8/2 for entrepreneurial spirit. In this research, data analysis is both descriptive and presumptive. According to the type of hypothesis variable characteristics, sample test and statistical data are used.

4. Findings

In accordance with the goal of present research the results shown that there is a relationship between organizational climate and entrepreneurial spirit.

Table 1- Correlation coefficient between organizational climate and entrepreneurial spirit

Variable	N	Correlation coefficient	Sig.
Organizational climate and entrepreneurial spirit	248	0.53	0.000

According to the above table, it is shown that correlation coefficient 0.53 that is the reason of 95 percent assurance which confirms there is a relationship between organizational climate and entrepreneurial spirit. We also can claim that the measure of correlation between the two variables is +53 based on the chart. So there is a direct relationship between the variables.

In table 2, there is a description of an entrepreneurial spirit variable.

Table 2- entrepreneurial spirit variable description

variable	N	Mini.	Maxi.	Mean	Std. Deviation	Variance
Entrepreneurial spirit	248	2.27	5	3.798	0.638	0.407

According to the above chart, it is demonstrated that entrepreneurial spirit variable has the minimum of 2.27, the maximum of 5, the mean of 3.798, the standard deviation of 0.638, and the variance of 0.407. The relationship between organizational climate dimensions and entrepreneurial spirit is demonstrated in table 3.

Table 3- Correlation coefficient of relationship between organizational climate dimensions and entrepreneurial spirit

variable	N	Correlation coefficient	Sig.
Organizational aims & entrepreneurial spirit	248	32.4	0.000
Role clearness & entrepreneurial spirit	248	48.7	0.000
Reward satisfaction & entrepreneurial spirit	248	36.7	0.000
Policy satisfaction & entrepreneurial spirit	248	36.8	0.000
Communication efficiency & entrepreneurial spirit	248	66.6	0.000

As it is shown in table 3, the most correlation in organizational climate dimensions with entrepreneurial spirit is in the "communication efficiency", then in the "role clearness", and at last in the "organizational aims & entrepreneurial spirit".

5. RESULTS AND DISCUSSION

The results of this research concordance with the studies of Zampiak & et al. (2009), Atif, A & Ayes G. (2011), Cholet (2004), Shirzadi (2006), Sabeti (2000) and Maghsoudlu (1998).

In the relation with the main hypothesis, it is observed that there is a significant relationship between organizational climate and Guilan Islamic Azad University staffs' entrepreneurial morality. So that the correlation between organizational climates and staffs' entrepreneurial spirit variables is 53 percent. Therefore, the organizational climate make the 28 percent of dependent variable (entrepreneurial spirit) clarify.

In the relation with the first subordinate hypothesis, it is observed that there is a significant relationship between organizational aims and Guilan Islamic Azad University staffs' entrepreneurial spirit. So that the correlation between organizational aims and staffs' entrepreneurial spirit variables is 32.4 percent. Therefore, the organizational aims make the 10.4 percent of dependent variable (entrepreneurial spirit) clarify.

In the relation with the second subordinate hypothesis, it is observed that there is a significant relationship between role clearness and Guilan Islamic Azad University staffs' entrepreneurial morality. So that the correlation between role clearness and staffs' entrepreneurial spirit variables is 48.7 percent. Therefore, the role clearness make the 23.7 percent of dependent variable (entrepreneurial spirit) clarify.

In the relation with the third subordinate hypothesis, it is observed that there is a significant relationship between reward satisfaction and Guilan Islamic Azad University staffs' entrepreneurial morality. So that the correlation between reward satisfaction and staffs' entrepreneurial spirit variables is 36.7 percent. Therefore, the reward satisfaction make the 13.4 percent of dependent variable (entrepreneurial spirit) clarify.

In the relation with the fourth subordinate hypothesis, it is observed that there is a significant relationship between policy satisfaction and Guilan Islamic Azad University staffs' entrepreneurial morality. So that the correlation between policy satisfaction and staffs' entrepreneurial spirit variables is 36.8 percent. Therefore, the policy satisfaction make the 13.5 percent of dependent variable (entrepreneurial spirit) clarify.

In the relation with the fifth subordinate hypothesis, it is observed that there is a significant relationship between communication efficiency and Guilan Islamic Azad University staffs' entrepreneurial morality. So that the correlation between communication efficiency and staffs' entrepreneurial spirit variables is 66.6 percent. Therefore, the communication efficiency make the 44.3 percent of dependent variable (entrepreneurial spirit) clarify.

5.1. Recommendations

In accordance with the main hypothesis in which the relationship between organizational climate and Guilan province Islamic Azad University staffs' entrepreneurial spirit was confirmed, the following items are suggested based on this results.

Try to concord the universities' objectives with the staffs' requirements and pleasure for improving the individual goals. Staff influence go getter on the university aims, it means an attention must take place in the future aiming for staff's request.

Try to define the role of each staff to others in a workplace, in order to improve the role clearness. Also designation of personnel schedules in a way that it satisfy the staffs. In fact, they seek their goal in visualization of the organization objectives.

Try hard to fit the amount of reward according to the assistance of the individual for intensifying the reward satisfaction among the staffs.

Try to solve the university problems by using a sufficient method for increasing the staffs' satisfaction from the policies. Also allow the staffs to express their ideas about different matters.

The ability of data transmission to others as well as true feelings transfer to colleagues must be strength among the staffs for improving the communication efficiency among them.

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