

Determining the Status of Entrepreneurship of Employees and Ranking Them for Training Course of Entrepreneurship

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ABSTRACT

In the past, there was an imagination that entrepreneurs have virtual specialties such as innovation and risk ability which are born accompanied with them. Whereas, today this fact is known that entrepreneurship similar to all of the other fields is trainable. Thus, in this article, training process of entrepreneurship in an governmental organization in Iran is studied and the status of employees regarding to their background, education and sex are verified by an answer sheet and in this way, the employees are given priority for training entrepreneurship. The reliability of answer sheet was confirmed and for validity, %93 Chronbach's Alpha was computed. A short glance to the obtained results shows that employees are virtual entrepreneur and they will be able to be elevated as an actual entrepreneur. Sex has no effect in entrepreneurship of employees, the employees with high background and also the employees with high education, are in the low level of entrepreneurship. On this basis, entrepreneurship training course is advised for all employees. Regarding the educational restrictions, the employees are categorized on the basis of their background and the group with high background are placed into the higher priority of training level and in any group, the employees with higher education put into high priority.

KEYWORDS: entrepreneurship training, employees priority, background, education, sex

1. INTRODUCTION

Today, in the progress world, prosperity is related to the organizations and societies which establish a meaningful relationship between the rare sources and the managing capacities and the human sources entrepreneurship.

Today, the human resources is one of the most important resources of any organization. On the other hand, on the basis of some resources, entrepreneurship usage has many precious results and the entrepreneurs play the main role in the world progress. All the human have this cheap and endless source and we can use that by training. Generally the entrepreneurship training is a regular, with awareness and purposeful process which non entrepreneurs but having the power, are trained in an innovation form.

1.1. The problem explaining

In recent years, the entrepreneurship in our country is regarded and also is inserted in the third progression program and it's educational and research scopes is emphasized especially. Also, it's progress is predicted in some governmental organization. In this study, one of these governmental organization is analyzed. Now, regarding the educational limitation for programming the employees entrepreneurship education, we can ask these questions:

What is the entrepreneurship level of the employees? Regarding the sex, experience and education factors, what is the priority for the entrepreneurship training? answers to these questions are the subject of this research.

1.2. The effect of sex, education and experience upon the entrepreneurship

There are the different factors that are effective in determining the level of ability of the entrepreneurship of the people and with regarding being the governmental of this organization, these above factors are surveyed.

Sex:

Generally the specification of the two groups of the entrepreneur, either men or women, are similar to each other, but are different from these views: aims, commercial skills, and occupational back grounds, specially for the women group. There are some factors for starting the economical activity among the men and women entrepreneurs. The men aim is often that they determine their fate and gain the work administration themselves. On the contrary, the women aim is often getting into the success that is obtained because of the occupational success resulted from the being impossible of advancement in the last occupation [1]. Also, gotten

into his result that the women at last at the same level of the men benefited the market opportunities and have the entrepreneurship specifications [8].

Education:

Although, some people may think that the entrepreneurs in comparison with the most of the people have the less education, but findings of the research shows that this belief is incorrect. The education is very important in training the entrepreneur. Although, the formal education is not necessary for starting the economical activity, for example, Andro Carengi, William Dorant, Henry Ford and William Liier, left the education in high school section, but we must tell that a good background is provided in this case. Education necessity is very important in financial subjects, effective programming, market and management. The relationship, establishment ability and audio and visual informative process, also, are important in many entrepreneurship alternative [1]. Jenigs et. al. show in their research in 1994, that the higher education is not a necessity for success [6]. Zare (2008) also, found in his research that more educated people, less the acquired scores by them from the entrepreneurship specification view and he believes that the universities don't make the people ready for awareness entrance to the market and using the present chances [8].

Experience:

Occupational experience may have the negative effect on doing the novel entrepreneurship activity, but have the important role in final success and advancement. Specially, the last experiences are important in financial subjects, the goods and services progress, production and increasing the distribution networks and preparation the marketing project [1]. there are many evidences that novel companies with the young managers have succeeded towards the more experienced rivals that have more aged and skilled managers [8].

1.3. Entrepreneurship in organizations

Employees who believe their abilities and talent are eager to create something that is of their own and they like to have more freedom and responsibility, otherwise, their productivity is reduced and finally they leave the organization. Meanwhile, in the organization traditional culture, they should act as a given instruction, makes no error, no defect, no innovation, and should be waiting for the direction, remaining in their scope and observing the sidings problems in their works, ... while the entrepreneurship culture, gives an entrepreneurial direction to the inter-organization medium [2]. Inter-organization entrepreneurship, reflects in the entrepreneurial activities and the directions of the organization higher level management [3].

Some of the most important barriers of spreading entrepreneurship of the government sector are [4]:

1. being confused and numerous of the aims that destroys management
2. the independence of limited management
3. the conservative management behavior
4. the unsuitable reward system
5. the shot time watching
6. the outline limitations and Personnel policies and bureaucratic structure [7]

2. RESEARCH METHODOLOGY

This research is an applicable one because it's survey is done in one of the "Iran" organizations, and it's result is used in this organization. However, is axial for gathering information. Regarding the entrepreneurship situation of the employees in the present position and on the basis of the experience, sex and education criteria is studied, our research is done in the descriptive manner.

2.1. Aims

1. Determining the entrepreneurship level of the organization employees for the necessities of entrepreneurship education.
2. Determining the priority of entrepreneurship education of employees with attention to experience, sex and education.

2.2. Research questions

1. In what level of entrepreneurship, are the organization employees?
2. What is the effect of the education level, background and sex upon the entrepreneurship level of the employees?
3. What kind of priority of the people in this organization from the entrepreneurship education with attention to the limitations of the facilities and the education space?

2.3. Introducing the variables

The used variables, in this research, are:

1. Sex: because of the special culture in breeding and training the sons and daughters and also, the different nature of these two groups, sex is considered as a testable variable.
2. Education: with attention to the educational custom methods in the high schools and universities which play an important role in the formation of the mind of the people, the verification of this variable is necessary.
3. Background: the background along with the experience and skill, makes the people have no need the more think for choosing the method and may act as a barrier for innovation and entrepreneurship

In the present research, the entrepreneurship content of the dependent variable and age variables, background and education change as the independent variable and these changes are verified.

2.4. The gathering information method

In this case study, the field method is used besides the librarian studies.

2.5. The statistical society and optional sample

The statistical society which is verified in this research, are all of the organization employees. With attention the being unknown the society variance, the studied sample based upon the Morgan table is determined in 380 people. This sample is chosen as the random cluster of different parts.

The verification of public specification of the questioned people:

On the basis of table1, about %95.4 are the men and %4.6 are the women.%76 have the education until the higher diploma and %24 B.S. and higher. %19 employees with background lower than 10 years, %21 between 10 to 20 years and %56 with more than 20 years.

Table1. Demographic of the questioned employees

item	sex		education				Background (year)				Sum		
			up to higher diploma		B.S. and higher	up to 10		10 - 20	Higher 20				
	men	women	men	women	men	women	men	women	men	women			
%	95.41	4.59	75	1.3	20.4	3.28	18.85	2.8	21.38	0.88	55.41	0.9	100

2.6. The experimental devices

Moghimi (2007) presented some answer sheets for measuring the entrepreneurship content and innovation of the people, which with attention to the cultural positions of this organization, the most suitable answer sheet is chosen and after some changes in that, is used in this research [5]. This answer sheet has 3optional answer and special score for any answer to the questions which these scores is different in questions. It's reliability was confirmed by the experts in this organization and for validity, %93 Chronbach's Alpha was computed. Because of being higher than %70, the tested variable is creditable. Then, the answer sheet is reliable.

3. RESULTS

The results of the answer sheets in the sample is inserted in the table2, with attention to three important criteria, sex, education and background.

Table2. the results of the answer sheets

criteria	sex		education			Background (year)			sum
	men	women	up to higher diploma	B.S. and higher	up to 10	10 - 20	Higher 20		
Employees No	268	112	93	287	118	100	162	380	
average score	59.95	59.61	62	59.15	84.69	56.88	43.59	59.85	

3.1. Answer to research question

3.1.1. question 1

In what level are the employees of the organization from the entrepreneurship's view?

An answer to this question: with a view to table2, the entrepreneurship mark average (59.85)from the optional sample, shows that the employees of this organization are in the nonoperational level from the view of entrepreneurship that can be promoted to the operational level. On this basis, planning and executing the entrepreneurship educating course is necessary for all of the employees of this organization.

3.1.2. question 2

What is the effect of education level, background and sex, upon the entrepreneurship level of the employees?
An answer to this question: we consider three hypothesis for answering to this question:

First hypothesis: sex affects upon the entrepreneurship level of the organization employees.

Second hypothesis: the education level affects upon the entrepreneurship level of the organization employees.

Third hypothesis: background affects upon the entrepreneurship level of the organization employees.

The research hypothesis test method

For testing the first hypothesis, so as the comparative criteria of the average is between two groups men and woman, thus, T-test with two independent samples, is used. For testing the second hypothesis, also so as the comparative criteria of the average is between two groups, the diploma and higher diploma education with the B.S. educational level and higher, thus, we can use the T-test with two independent samples for testing the second hypothesis. Also we mention that in this test, if a significant level of T (sig) is less than 0.05, then we can accept the difference between the groups. Also, for testing the third hypothesis, because of being the comparative criteria of the average among three background group (lower than 10 years), (between 10 to 20 years) and (higher 20 years), then we can use one-side variance analysis (ANOVA). In this test, if the significant level F Statistics lower than 0.05, then differences between the groups are accepted.

Research hypothesis test

First hypothesis: sex affects upon the entrepreneurship level of the employees of this organization. With attention to table3, we conclude that there is no difference between the entrepreneurship average of the two groups men and women, in the employee groups of this organization, and as a significant level of this test is 0.233 and higher than 0.05, then the first hypothesis rejected and emphasize upon the no difference about these two groups, men and women.

Table 3. test of the first hypothesis

SEX	N	Mean	t	sig
men	268	59.95	1.406	0.233
women	112	59.61		

The second hypothesis: the educational level of the employees affects upon the entrepreneurship level of the employees of this organization. With attention to table4, we conclude that entrepreneurship average in the diploma and higher diploma groups are higher than the B.S. and higher degrees and as the significant level of T is 0.028 and lower than 0.005, then the hypothesis “the education level affects upon the entrepreneurship level of the employees of this organization”, confirmation and difference between two groups (diploma and higher diploma) and (B.S. and higher), becomes meaningfulness.

Then, we conclude that the employees with higher educational level have less entrepreneurship abilities. Therefore we must consider them in the high priority of entrepreneurship education.

Table 4. test of the second hypothesis

Education	N	Mean	t	sig
up to higher diploma	93	62	3.357	0.028
B.S. and higher	287	59.15		

Third hypothesis: background affects upon the entrepreneurship level of the employees of this organization. With attention to table 5, we conclude that entrepreneurship mark average in the group with background (lower than 10 years) is more than the group with background (between 10 to 20 years) and higher than 20 years and higher. And also about the group with background (between 10 to 20 years) is more than the group with background (higher than 20 years). Also because of significant level of F (0.002) that is lower than 0.005, then the hypothesis “background affects the entrepreneurship level of the employees of this organization” confirmation and difference between three groups will be significant. Then, we conclude that the employees with more backgrounds have less the entrepreneurship abilities. Therefore, we must consider them in the high priority of entrepreneurship education.

Table5. test of the third hypothesis

Background (years)	N	Mean	F	sig
Up to 10	118	84.69	106.188	0.002
10 -20	100	56.88		
Higher 20	162	43.59		

Table 6. analysis of variance for third hypothesis

ANOVA					
Mean background					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1832.760	2	916.380	106.188	.002
Within Groups	25.889	377	8.630		
Total	1858.649	379			

3.1.3. question 3

With attention to limitation and educational space, what will be the people priority from the entrepreneurship education view in this organization?

Answer of third question: as we verify the scores in priority of the entrepreneurship education this organization, it's found that sex of the employees has no effect upon the difference between their entrepreneurship ability level, but the education and background factors are effective in affecting the entrepreneurship level. As it's observed in table2, the entrepreneurship scores of the employees on the basis of the background in third groups (lower than 10 years, between 10 to 20 years, higher than 20 years) have many differences, while the score differences upon the educations in two groups are verified (diploma and higher diploma, B.S. and higher) is nearly lower. Therefore, the criteria for priority of entrepreneurship education in this organization are as below:

The first criteria is background and the second, after that will be education. In this sequence that first, employees with more than 20 years background and then employees with the background between 10 to 20 years and finally, employees lower than 10 years background, are placed in the education priority 1-3 and then among groups, the employees are set to priority on the basis of their education. So that the people with higher education in any group are in high priority for entrepreneurship education.

4. CONCLUSION

Entrepreneurship as a scientific subject such as all of the other subjects are trainable. The necessity of the expansion and spreading the entrepreneurship culture in the organization, make the researchers of this article that verify and plan the entrepreneurship education course. The gained results are as below:

1. entrepreneurship education in all levels of the organization is an important necessity, because the employees of this organization are in preliminary entrepreneurship level. This matter is important for using the opportunities and conquering over the threats.
2. The prior researches (which are pointed in the main body of the article) confirm the gained results which are:
 - Sex factor in verifying the entrepreneurship level of the employees is not important.
 - Education factor has nearly a little role and the more education (not related to entrepreneurship) lower the entrepreneurship of the employees and increase with entrepreneurship.
 - Background factor has many role, so that the more background, lowers the entrepreneurship of the employees and this problem will be present at the starting part of the work and improves with education and in the continuation of the entrepreneurship activity, their experience increase their success and also increase the ability of this employee group.
3. This priority and entrepreneurship education can increase the ability of the experienced employees in their services and also increase capacity of the organization and also improves their conditions in the activities after retirement, because about %56 of the employees of the organization have more than 20 years' experience and the other hand, the gained results of this research says that the employees with more background must be prior in the entrepreneurship education.

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