



Examining the factors affecting organizational entrepreneurship in technical and vocational training centers in North Khorasan in 2015 (based on a conceptual model of entrepreneurial attitude)

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ABSTRACT

The study was carried out earlier in 2015 aimed at examining the factors affecting organizational entrepreneurship in technical and vocational training centers in North Khorasan. The study's main hypothesis is based on the fact that factors including structural, behavioral and contextual factors have an impact on corporate entrepreneurship. This research is considered as practical in terms of the objective and it is descriptive and measurement as it considers the relationship between the variables in the present conditions. It's a cross-sectional research in terms of the time of collection of the data. The statistical population of the study consists of all employees, managers and trainers of vocational training in North Khorasan province, of which 132 employees were selected from among 210 employees on the basis of random classified sampling using Morgan table. Dehghan questionnaire (2011) was used to measure the factors affecting organizational entrepreneurship. Professors and elites had already confirmed its validity and its reliability calculated to be 86 percent using Cronbach's alpha coefficient. SPSS software version 20 was used to analyze the data from descriptive statistics including the percentage frequency, mean and standard deviation and from inferential statistics variance analysis tests, chi-square test and Friedman test. The results showed that there is no significant difference between the scale of the impact of structural, behavioral and contextual factors. It means that the three factors are not different in terms of the impact on corporate entrepreneurship. The main hypothesis of the research is rejected according to the earlier assumption. The results of the secondary hypothesis of this research and its individual scales were separately tested on organizational entrepreneurship and its impact on organizational entrepreneurship was confirmed.

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INTRODUCTION

Due to rareness, price and inimitability, knowledge and skills of human resources are considered as the most important sources of competitive priority in an organization (Garavan, 2007 quoted by Rahnama Iraqi and Soleiman Pouromran, 2015). At the present time when communities and organizations are rapidly progressing, and consequently, their complexities are on the rise with the increase in the number of people, entrepreneurship is severely required within a multilateral interaction i.e. both as a concept of jobs creation and as a concept of enforcing development through innovation and improving processes and as a key element in economic growth and development (Nahid, 2009). In today's developing world, if an organization fails to respond to changes and its clients' needs or falls into a passive state in facing with the changes, it will be left isolated from the development convoy. This will not be achieved unless policy-makers seriously consider corporate entrepreneurship inside organizations (Alambeigi et al., 2008). Therefore, the necessity of having corporate entrepreneurship has been due to incompatibility and a slow reaction by medium and large

organizations to the environment's increasingly rapid, complex and uncertain changes. It offers rapid action and innovation as key factors and a code for survival of an organization inside today's scene of intense competitions (Yadolahi Farsi et al., 2009). As far as the above subjects are concerned, corporate entrepreneurship can be defined as the extent to which products or new markets are developed and on this basis, corporate entrepreneurs are considered as those which are more involved in producing new products or creating new market. A higher performance achievement is possible in corporate entrepreneurship through using innovative capacity. This would become achievable through supplying new product, the introduction of new production methods, finding new resources, improving existing products and bolstering the organization and management. To make a contribution to entrepreneurial activity in the organization, managers are required to put on their agenda planning, guidance, resources' allocation, implementation of new ideas, performance evaluation and continuous improvement.

Corporate entrepreneurs in Third World countries lose their responsiveness to the people's increasingly diverse needs