



Designing Organizational Entrepreneurship Structural Equation Modeling with Emphasis on Knowledge Management and Empowerment of Employees

Golnaz Heydarian

MBA, Amir Kabir University, Tehran, Iran

Original Article:

Received 2 June, 2018 Accepted 02 Sep. 2018 Published 30 Sep. 2018

ABSTRACT

The purpose of this research was to design an Organizational Entrepreneurship Structural Equation Modeling with emphasis on knowledge management and empowerment of employees. The statistical population consisted of the personnel of IranKhodro Company, totaling 1000 people. Using the Cochran equation, the sample size was 278 people. Data were collected by Thomson Enterprise Standard Entrepreneurship Questionnaire (2002), Knowledge Management, Proust et al. (2000), and Empowerment of Speakers (1995), whose face and content validity was confirmed by 10 experts and its reliability was in a preliminary test. With 30 subjects, all of the variables evaluated were above 0.7, which has acceptable limit. Descriptive and inferential statistical methods of structural equation analysis using Smart PLS software and regression test in SPSS software were used to analyze the data. Findings showed that knowledge management and its components affect organizational entrepreneurship. On the other hand, employee empowerment and its components also have a mutual positive and significant effect on organizational entrepreneurship. Therefore, according to the results of this study, it can be said that designing a knowledge-based structure at all levels of the country's organizations will be effective in improving the entrepreneurial status of these organizations, and in this regard, managers will play an important role as producers and national knowledge funds. Therefore, it is necessary that the top managers of IranKhodro Company be more concerned with the training and empowerment of their employees and one of the first activities to be considered by the managers of this organization and emphasized in different sections. Educational needs based on the acquisition of knowledge as one of the components of knowledge management and the establishment of continuing education programs for empowerment in different parts of IranKhodro Company, in order to empower the employee, will develop organizational entrepreneurship in this organization.

Keyword:

Organizational Entrepreneurship, Knowledge Management, Employee Empowerment, and Structural Equation Model

*** Corresponding author: Golnaz Heydarian**

Peer review under responsibility of **UCT Journal of Management and Accounting Studies**