

## The effective factors on creation of foundation for organizational entrepreneurship in Port and Maritime General Organization of Guilan Province

Hussein Sobhi Aj Bisheh\*<sup>1</sup>, Soodabeh Rajabi Moghadam Limooee<sup>2</sup>

<sup>1,2</sup>Graduated Master of Public Management, Rasht Branch, Islamic Azad University faculty, Iran

\*Corresponding Author: Hussein Sobhi Aj Bisheh; Email: [Sobhi629@yahoo.com](mailto:Sobhi629@yahoo.com)

**Abstract:** The present survey is aiming to analyze the effect of different factors (organizational characteristics, individual characteristics, environmental changes, basis factors) for creation of entrepreneur foundation of organization using Kratko Model and colleagues in PMO of Guilan Province. So to recognize the entrepreneur foundation of organization. The methodology considering the type of survey is applied – descriptive. And the sample population are the all employees of PMO of Guilan province which were measured according to Cochran sample 160 and were elected randomly. The tool for measurement and evaluation was questionnaire and for final evaluation of the questionnaire the Alpha test of Cronbach was used. Also the descriptive part of the indexes of the survey were evaluated by advice of the honorable instructors. For analyzing the relationships the correlation ratio of Gama was used. And also for determining the power of effect of the independent variables on dependent variables of the regression test and analyzing the path was used. According to results and regression analysis of multivariable and the diagram of analyzing the path the foundation factors by correlation of 0.568 and organizational characteristics with correlation of 0.172 and with out mediator have the highest effect on the factors creating the organizational entrepreneur foundation. Also the highest positive correlation was between environmental changes variables and individual characteristics with 0.397 of positive correlation.

**Keywords:** organizational entrepreneurship, organizational characteristics, individual characteristics

### INTRODUCTION

Today many countries by applying creativity in processes of management from one side and by activating managers from other side could be able to inject very effective factors in organizational, scientific and industrial evolutions and developments. The evolution process of economical functionalists or entrepreneurs shows that entrepreneurship in developed in different economical hypothesizes and is recognized as the main factor of creation of wealth or economical value and exists in the core of discussion of different economical schools of thoughts[1].

Entrepreneurship is a process in which the entrepreneur tries to create new businesses and companies by new ideas and determining new opportunities and collecting the resources which is risky and ends to introduction of a new product or service to the society[2].

According to the afore mentioned points the present survey discusses the effective factors on creation of organizational entrepreneur foundation in PMO of Guilan Province which represents the question and objective using analytic model. Fortunately in recent years in Iran the subject of entrepreneurship became of importance, however this concept is still

strange and isolated for many individuals and authorities and may be it is the reason of why still there is no proper foundation set for development of entrepreneurship in economical, social and educational levels [3].

Besides the need for proper planning for development of entrepreneurship in any organization is the theorists of management and recognition of effective factors for preparing suitable foundation for organizational entrepreneurship.

In other words, unless the organizational situation doesn't analyzed in this case, we can't prepare the foundation for development of entrepreneurship. In this regard and considering the aforementioned points, the present survey tries to discuss the effect of effecting factors on creation of organizational entrepreneur foundation using Koratko Model and colleagues so that by this the basis for development of entrepreneurship in organization be recognized, therefore the main question of the present survey is:

Do the organizational characteristics, individual characteristics and basis factors effect the creation of organizational entrepreneur foundation in PMO of Guilan?

In the late 20<sup>th</sup> century the glob observed vast changes in all areas of business . so that today globalization , increase in completion , development of IT and attention to quality of goods and services , customer services , qualification of governments and a like have faced the governance of public sector around the world with new challenges in this fields .

Effective ways to facing these challenges is to depend on entrepreneurship[4-5]. From the other side considering economical difficulties of the country in public or private sector the wide sprding the concept of entrepreneurship and making foundation for entrepreneurship development culture among the individuals of the society for solving the economical and social obstacles is of great importance .

In recent years the need of managers to the election of entrepreneurship at the time of regulating their strategies has been declared however the need for creation was always there , in recent years this need has been increased because of the velocity in changing technology and the globalized growth of competition . The ideas and entrepreneurship behaviors for all organizations and firms in different sizes are needed in competitive environments so that organizations become successful and to grow .

There are variety of variables which effect the choice of entrepreneurship .from which we may note the individual characteristics and intentions or the features of organizations which the individual works for them [6]. The necessity of entrepreneurship in Iran is because of creating opportunities for employment , the necessity to unemployment , the catastrophe situation of finance and currency because of laying on oil income , to diminish and privatization of productive units because of high expenses of big governmental economical firms which all their expenses shall be secured by the government and their exploitation is low and the necessity of export for creating opportunities for employment and presence in the area markets and international markets and finally to access the new technologies and to compete nationally and internationally[7]. Active organizations in public sector and governmental sector need development of entrepreneurship and the ..... to entrepreneurship for many reasons . the most important of them are as follows :

Limited recourses, social problems , the process of shrinkage of the government , political forces, political competitions , the growing process of the necessity of managers to reply according to the performance, the Disfunctionality of traditional administrative management methods , the plans of

national and local development , fast local changes , to save the effective human resource[8].

In the present survey we discuss the effective factors on creation of the organizational entrepreneur foundation in PMO of Guilan .in this regard the main and sub original goals of the survey according to the analytic model are as follows :

The main objective is to evaluate the effective factors on creation of entrepreneurship foundation of PMO of Guilan .

Other objectives of the research are as follows :

1. To evaluate the effect of organizational characteristics for creation of organizational entrepreneur foundation in PMO of Guilan .
2. To evaluate the effect of individual characteristics for creation of organizational entrepreneur foundation in PMO of Guilan .
3. To evaluate the effect of environmental changes for creation of organizational entrepreneur foundation in PMO of Guilan
4. To evaluate the effect of underlying factors for creation of organizational entrepreneur foundation in PMO of Guilan

## **THEORETICAL FRAMEWORK**

Today, manpower is the new source of centerpiece of any proposed development, in which the role of entrepreneurs in particular are the most efficient in the process of economic development. researches have shown that there is a positive correlation between economical improvement and number of entrepreneurs in a country . because a country which possesses more entrepreneurs has stronger stimulators for business and economies [9]. Therefore considering the importance of entrepreneurship and conditions and factors effecting that lots of studies have been done by management sciences researchers and other humanities field related to this subject. In this regard however all studies done regarding organizational entrepreneurship was to determine the individual characteristics and organizational characteristics for strengthening the entrepreneurship behavior in organizations , also beside the growing interest in the recent years in this fields still there are complex challenges at scientific and theoretical level as well . On a practical level, organizations need the guidelines to conduct effective strategies of entrepreneurship . While in theory the researchers haveto explain and predict elements or aspects of the environment, which broadly evaluates. few researchers have already been applied and theoretical models of corporate entrepreneurship is presented[10].

At the same time, Kuratko and colleagues studied the literature on entrepreneurship models, eight categories of factors have been considered in implementing an effective organizational thinking, which the interaction between these 8 groups leads to the formation of the entrepreneurial process barrier in organizations. Kuratko and associates pointed out the eight groups are:

Organizational characteristics (such as management support, hands-free operation in the field of labor - reward - motivation, etc.), (2) individual characteristics (such as the tendency of risk-taking, desire for freedom and independence, the need to succeed etc.) 3 .accident environmental change (eg, hostility, dynamism, heterogeneity, etc.) 4 decided to conduct entrepreneurial activity (interaction, organizational characteristics, and personal accident) 5 work plan possibility . 6 .accessibility of resources7.

Ability to overcome obstacles (such as administrative procedures for the wrong committed, long-term planning activities, structures, task management, etc.). 8 enforce thinking (interactions of seven up) [10] as you can see, Kuratko and associates have classified eight types of factors, which can be in the context of entrepreneurship. Accordingly, the researcher analyzed using the above-mentioned eight factors how the eight factors to explain the conceptual model (theory) has already paid for the research. Remarkably, the model proposed by Kuratko and associates, the role of organizational characteristics, individual attributes and environmental changes and orient the context of entrepreneurship in organizations, relative to other factors highlighted factors , This study investigates the sake of most of these factors, the impact of these three factors are measured on entrepreneurship. While other factors also influence entrepreneurship are examined which those factors underlying technology.

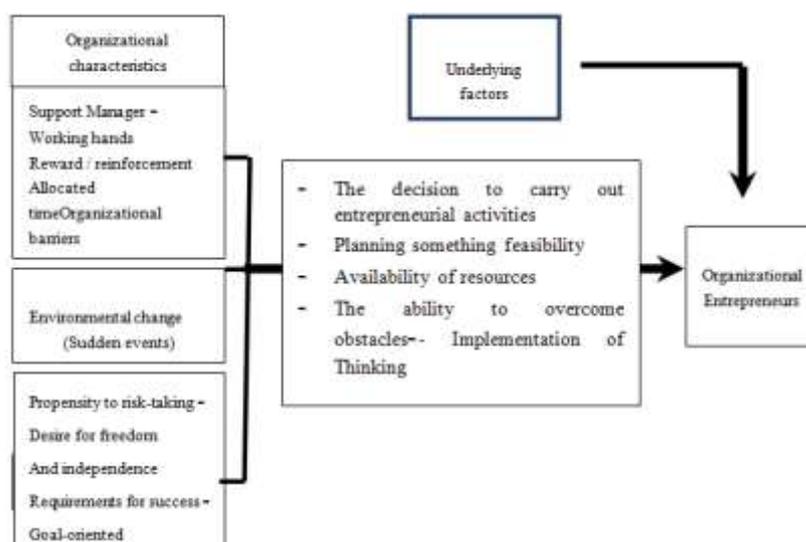


Fig-1: Analytical models - Kuratko and assistants, 1993

**QUESTIONS OF THE RESEARCH**

1. Does the organizational characteristics of PMO of Guilan effects the creation of entrepreneur foundation ?
2. Does the individual characteristics employees of PMO of Guilan effects the creation of entrepreneur foundation ?
3. Does the environmental changes of PMO of Guilan effects the creation of entrepreneur foundation ?
4. Does the underlying factors of PMO of Guilan effects the creation of entrepreneur foundation ?

2. Individual characteristics employees of PMO of Guilan effects the creation of entrepreneur foundation
3. Environmental changes of PMO of Guilan effects the creation of entrepreneur foundation
4. Underlying factors of PMO of Guilan effects the creation of entrepreneur foundation

**METHODOLOGY**

**Technique of the survey**

The sample population in this survey are all employees of PMO of Guilan which are 275 individuals . In this study to estimate the sample size formula Cochran is used. Based on the results obtained with a sample size of 160 people. It is worth mentioning that in the study , the random sampling was used in selecting the sample. Data obtained from samples collected from the study

**HYPOTHESES**

1. Organizational characteristics of PMO of Guilan effects the creation of entrepreneur foundation

through questionnaires were analyzed using statistical software. SPSS.VER.13 .In this regard, the following method was used to analyze the data:

- Frequency distribution tables for individual and organizational variables, frequency distribution tables for respondents-respondents to the questionnaire responses
- Cronbach's alpha ration for final analysis of questionnaire – Survey – Gama test for analysis between the variables of survey – regression test with multiple variables , for analysis of synchronized effect of independent variables on the dependent variables , - analysis of the path of variables relationships for analyzing their indirect effect and general effect of each of the independent variables on dependant variables .

### Testing hypothesizes

**The first hypo of the survey :** Organizational characteristics of PMO of Guilan effects the creation of entrepreneur foundation

H0 : organizational characteristics of PMO of Guilan has no effects on the creation of entrepreneur foundation.

H1.: organizational characteristics of PMO of Guilan effects the creation of entrepreneur foundation

For analyzing the effect of organizational characteristics on creation of entrepreneur foundation first 2 variables were tested by gama test and following that they were evaluated using multivariable analysis and regression of the effect of independent variables on dependant variables .

$$n = \frac{N(1.96)^2 p.q}{N(0.05)^2 + (1.96)^2 (p.q)}$$

For analyzing the relationship the Gama test is used as it is observed the amount measured taking I to account the correlation coefficient is less than 0.05 and shows that there is a relationship between two variables . The results at significance level is less than 0.05 which shows that the organizational characteristics has significant effect on creation of organizational entrepreneurship foundation and in other words this issue means the rejection of H0 and confirmation of H1 ( researcher Hypothesis ) .

**Second hypothesis of the research :** Individual characteristics in PMO of Guilan has effects on the creation of organizational entrepreneurship .

H0 :individual characteristics in PMO of Guilan has no effect in creation of organizational entrepreneurship .

H1: individual characteristics in PMO of Guilanhas effect in creation of organizational entrepreneurship.

For analyzing the effect of individual characteristics on creation of organizational entrepreneurship first the relationship between 2 variables is analyzed by Gama test and following that is evaluated using multivariable analysis and regression of the effect of independent variables on dependent variables .

For analyzing the relationship the Gama test is used . as it is observed the amount measured taking In to account the correlation coefficient is less than 0.05 and shows that there is a relationship between two variables .

The results at significance level is less than 0.05 which shows that the individual features has significant effect on creation of organizational entrepreneurship foundation and in other words this issue means the rejection of H0 and confirmation of H1 ( researcher Hypothesis ) .

**Third hypothesis of the research :** Environmental changes in PMO of Guilan has effects on the creation of organizational entrepreneurship .

H0 : environmental changes in PMO of Guilan has no effect in creation of organizational entrepreneurship .

H1: environmental changes in PMO of Guilan has effect in creation of organizational entrepreneurship.

For analyzing the effect of organizational characteristics on creation of organizational entrepreneurship first the relationship between 2 variables is analyzed by Gama test and following that is evaluated using multivariable analysis and regression of the effect of independent variables on dependent variables .

For analyzing the relationship the Gama test is used . as it is observed the amount measured taking In to account the correlation coefficient is less than 0.05 and shows that there is a relationship between two variables .

The results at significance level is less than 0.05 which shows that the environmental changes has significant effect on creation of organizational entrepreneurship foundation and in other words this issue means the rejection of H0 and confirmation of H1 ( researcher Hypothesis ) .

**Forth hypothesis of the research :**underlying factors in PMO of Guilan has effects on the creation of organizational entrepreneurship .

H0 :underlying factors in PMO of Guilan has no effect in creation of organizational entrepreneurship .

H1: underlying factors in PMO of Guilanhas effect in creation of organizational entrepreneurship.

For analyzing the effect of underlying factors on creation of organizational entrepreneurship first the relationship between 2 variables is analyzed by Gama test and following that is evaluated using multivariable analysis and regression of the effect of independent variables on dependent variables .

For analyzing the relationship the Gama test is used . as it is observed the amount measured taking In to account the correlation coefficient is less than 0.05 and shows that there is a relationship between two variables .

The results at significance level is less than 0.05 which shows that the underlying factors has

significant effect on creation of organizational entrepreneurship foundation and in other words this issue means the rejection of H0 and confirmation of H1 ( researcher Hypothesis ) .

**Analysis of Multivariable Regression**

In previous sections the relationship between variables were analyzed dually and the effect of dependent on independent variables were evaluated and proper answers to the questions and hypothesizes of the research were represented . But in multivariable analysis using regression the effect of dependent and independent variables are analyzed synchronically .for performing this statistical analysis the Enter method is used . In step by step method independent variables are entered in to equation according to the lowest amount of lapses of estimation to reach the laps of 0.05 .and then the rest of the variables are evicted.

**Table 1: Regression Analysis**

	Non-standardized coefficients.		Standardized coefficients	Value of t	Significant	R	R <sup>2</sup>
	Value of B	Standard error					
Constant	0.181	0.179		1.011	0		
Organizational characteristics	0.154	0.06	0.172	2.562	0.011	0.482	0.232
Individual characteristics	0.04	0.067	0.112	1.587	0.065	0.483	0.232
Environmental changes	0.023	0.056	0.097	1.411	0.059	0.336	0.113
Underlying factors	0.623	0.083	0.568	7.551	0	0.692	0.479

In the afore presented model the variables of the research consist of organizational characteristics , individual characteristics, environmental changes and basis factors were all entered to the analysis synchronically . In this model R , reached 0.712 and R<sup>2</sup> reached 0.507 , it means it determines 50 % of the dependent variable . (the factors of creating organizational entrepreneurship foundation)

In other words according to the resulted research we can state that , the set of factors analyzed in this research could reach 50% of the creation of organizational entrepreneurship foundation . Besides other factors effecting this issue are those which in this research we did not study on them and needs more comprehensive researches .

**SUGGESTIONS**

The results of the research represent that the organizational characteristics effects the in creation of organizational entrepreneurship foundation . This means that the factors such as support of the manager , giving more career option to the personnel, reinforcement of the motivation of employees by giving bones and attention in the way of giving that , presenting proper time to personnel for completion of the affairs and to remove the probable obstacles can prepare the foundation for entrepreneurship . so it is advised to authorities and planners of the organization , as it was stated in this research , that to pay more attention to guidance , consulting of managers with employees in facing problems , the way of granting bones , giving proper organizational services to the employees in improving the objectives of the organization so that to be come successful in creation of organizational entrepreneurship foundation .

Individual characteristics based on the results of the research effect the foundation of organizational entrepreneurship . this issue means that the attention to capabilities and surrounding cases of personnel of the organization can prepare situations for making them entrepreneur. Therefore it is recommended that planners of the organization pay much more attention to the following cases :

1. Desire to success and victory of employees
2. Considering the sense of independence of employees .
3. From the results of the present research , is the confirmation of the effectiveness of environmental changes in PMO in creation of foundation for organizational entrepreneurship . in other words the attention of authorities to factors such as effect of the activity of other organizations and companies on the activity of PMO and treat of organizational activities by other competitors are issues which can prepare the environment for creation of foundation for organizational entrepreneurship .
4. Basis factors are from the variables effective on creation of organizational entrepreneurship environment and the results from the present research also confirms that in fact the attention of authorities of the organization must always be on issues such as planning , availability of personnel to resources , their guidance in overcoming obstacles , helping personnel in execution of thoughts , ... so that to create a proper organizational entrepreneurship foundation.

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