

## Study the Relation between Perceptions of Empowerment and Entrepreneurship (The Case Study of Applied-Scientific University)

Zahra Poursaeidbonab<sup>\*1</sup>,Majid Ebadisharafabad<sup>2</sup>,Masuomeh Ebadisharafabad<sup>3</sup>

<sup>1</sup>Department of Public Management, Payamenoor University, Tehran, Iran

<sup>2</sup>Department of Educational Planning, Ministry of Education, Marand, Iran

<sup>3</sup>Department of Educational Management, Ministry of Education, Marand, Iran

### Abstract

The researches in terms of empowerment and entrepreneurship have increased significantly and the entrepreneurship educations as university or non-university educations in developed and developing countries have developed very much. Due to the special role of entrepreneur in economic development, the strategic policies of many of developed and developing countries has been paid to issue it. The objective of this study is survey the relation between capabilities perception and entrepreneurship among students of applied-scientific University of Marand. The statistical population of this study consists of 550 students. The sample population are selected using Cochran formula and by simple randomly method. This study is a applied-descriptive-survey one. The data is gathered using two questionnaires including empowerment perception questionnaire (with 20 question based on Vatren and Cameron model) and entrepreneurship questionnaire (121 questions provided by Dr. Homan). Data is analyzed using Spearman correlation coefficient and F test. The findings of study indicated that there is positive and significant relationship between empowerment perception dimensions (self-effectiveness, autonomy, significantly, effect, and trust) with entrepreneurship.

Keywords: capabilities perception, empowerment, entrepreneurship

### 1. Introduction

Entrepreneurship is one of the most important and interminable human resources that refer to the human creativeness capacity. They are cheap in one hand and they are valuable and interminable in other hand. Nowadays, the entire world understands that the societies that rely on human resources not mineral resources are more successful in long term. In the third world countries, in spite of the the advantages of mineral resources, they are considered as the barrier of developing in there and they cannot use of thinking force, creativeness, initiative and or entrepreneurship and be a developed country in present world.

In the present era that is the era of knowledge, creativeness and the integration of ideas and initiatives, attention to entrepreneurship in the development of countries is very important. Simply, the entrepreneur is the legal or real person who has the capability of risk-often financial- and he can convert initial idea to an economic action. The man or woman who his/her initial responsibility is to gather the needed resources to business and or the man/woman who campaign the

needed resources to begin and or the development of a business and his/her focus is on innovation and process, production or new service development. The entrepreneurship should continuously evaluate the ideas to enhance the entrepreneurship activities successfully. Today organizations are affected by the factors such as increasing global competition, the sudden changes, need to quality and service after sale and the limited resources. After years of experience, the world has reached to the conclusion that if the organization wants to be leading in economic and its issues and in the field of competition did not back, it should have the expert human force, creative and high motivation. Also, the object of empowerment of human resource is the use of potential capacities of human to develop the organizational added value, to enhance the sense of confidence and to dominate on individual in-capabilities and inabilities. In other words, the object of empowerment is to provide the best intellectual resources related to any field of organization performance. Galbrit and laver believe that the long term object of empowerment is to ensure the employees that in its mission framework, outlook and organization strategy, they achieve success. One of the ways to highlight the

creativity is to create the stimulus, susceptible and overly creative environment. The cultural and art institutions can help to its organization survival by creating appropriate environmental fields and creativity. The results of Baven and Velaver (1992) suggested that the capability is created when the power, knowledge and rewards is distributed in organization and if one of the four elements is zero, the capability will be zero. Also, employment abilities such as the capability of gathering, organization and analysis information, familiarity with tools of production and knowledge issue, programming and organization ability of personal activities, have a cultural understanding, the ability to use of technology, the ability of use of foreign language, positive perception of the field and positive orientation toward to it, ability to local-thinking, ability to communicate, problem-solving ability, critical thinking ability and group-working ability influence on it.

## 2. Literature review

The subject of entrepreneurship has woven into creativity and innovation. Draker (1985) thought that creativity and entrepreneurship are the cause and affect each other so that we can say that entrepreneurship has no yield without creativity and innovation. The conception of creativity is considered as a dynamic power in psychological and sociological studies and also before cultural and artistic thinkers. This conception had no place in economic conceptions initially and only when it brought innovation, it was considered very important. The creativity is one of the specific attributes of entrepreneurs that has been woven into innovation and has different approaches. When the mind of an entrepreneur was filled with raw information, it starts to work invisibly and achieve a new way after the analysis the data.

To study creative management and entrepreneurship, we should being familiar with creativity and management conceptions. In this field, the studies indicated that one of the prominent features of entrepreneurs and creative managers is their creativity (samadAghaie, 1999).

It is said that the entrepreneurship is one of the features of a person who create job and

employment (samadAghaie, 1999). In other words, he/her creates the employment opportunities. The independent entrepreneurship is created by the dealing individual features with the environment in which they has been grown (Postijio, 2002). The creativity is the world of experiences. The creative person starts out to communicate with the world using his increasing pry. So, he/her attempts to gain the much experiences and information (pierKhayefi, 2000).

Rashel in his studies stated that the entrepreneurship environment is formed of the factors such as macro-economic, culture, social and policy that effect on the orientation and ability of the individuals for the selection of entrepreneurship activities (rashel, 2008).

Study the literature in the entrepreneurship field highlights the similarities and differences among entrepreneurs. From their main skills, we can refer to individual strategies, the ability to coherent resources; tend to risk and dictatorship, and the features such as competitiveness sense, goal-oriented behavior, confidence, opportunistic behavior, realistic performance and ability to learn from failures (King, 2008).

The entrepreneurs are people who influence on the institutionalized borders and goes further and percept the opportunities that ignored by others (Plitis, 2008). Garol and Astan believed that the entrepreneurship is the creation of job and the social modification (Gatol, 2008).

We can refer to improve the life quality, proportional distribution of income and after that relief, exploitation of resources among the entrepreneurship effects (Shahhosseini, 2007).

The entrepreneurship is the core of market economic activities and the entrepreneurs are the people or groups that establish new business and administrate it. The create employment opportunities for more than one people (Kirkood, 2007).

So far, different studies conducted about the establishment of entrepreneurship firms (Renolds, 1993), the effective factors on success and failure of entrepreneurship process (King, 2006), the role of demographic features in entrepreneurship process (Kigondo, 2002), being the genetic of

entrepreneurship (levi, 1999), the entrepreneur personal characteristic (Vager, 2004) and so on. But, the study in Marand is a new research to evaluate the relationship between entrepreneurship and innovation in this University.

The results of De Pyle (2007) indicated that demographic characteristic have positive effect on creating motivation and entrepreneurship intent (De Pilis, 2007). Howard (2004) believed that there is direct relationship among the entrepreneurship abilities of independence, risk, growth motivation, internal control, creativeness and entrepreneurship abilities of people (Howard, 2004).

### Empowerment perception

There is no doubt that the prosperity of any society lies in the improvement and education of human resource. So, the organizations officials with the help of behavioral science and human resource experts paid special attention to the education of employees. One of the implications that been raised in line with the development of human resource is the empowerment of employees (Tourban, 2004).

Capability perception is defined as the individual experiences from internal motivation that is based on the cognition of one's self in relation to his working role (Tavenz, 2010). Empowerment dimensions have been introduced in five elements:

**Self-effectiveness:** Refer to the self-perception of his/her abilities to success for a task.

**Autonomy:** or self-organization means the right to choose and choice and independence in the task.

**Significant:** Related to the goal and ideals of activities that judgment in relation to standard and personal ideals.

**Effect:** Refer to individual perception of how he/she can affect organization goals performance and create a change.

**Trust:** Refer to the confidence of employees toward to if they be treated fairly in workplace (Blanchard, 2003).

Use of potential human resource abilities has many advantages for every organization. In individual productivity, Organizations use of all talents and individual potential abilities for the sake of (DOI: [dx.doi.org/14.9831/1444-8939.2014/2-4/MAGNT.108](https://doi.org/14.9831/1444-8939.2014/2-4/MAGNT.108))

organization development and will cause individuals development and their alignment with organization using actualize their potential powers and talents. Therefore, the need to achieve organization goals is effective management of these value resources. In this regard, growth, development, prosperity and promotion of employee's capabilities are considered as employee's empowerment (tavenz, 2010).

The advantages of human resource empowerment

Baven and Laver (1992) describe the advantages of human resource empowerment as follows:

1. The empowered employees have rapid and in time reaction to customer's needs.
2. The empowered employees have rapid and in time reaction to unhappy customers during repatriation services.
3. The empowered employees have better feelings toward him/her and his/her jobs.
4. The empowered employees communicate with customers warmly
5. The empowered employees can be a big resource from services ideas (Abdolahi, 2006).

### 3. Research hypothesis

The main hypothesis: There is significant relationship between empowerment perception and entrepreneurship.

Sub-hypothesis: There is positive and significant relationship among empowerment dimensions (self-effectiveness, autonomy, significant, effect and trust) and entrepreneurship.

### 4. Research method

This study is an applied one in terms of objective and it is a descriptive-survey one on terms of data gathering method.

The statistical population of this study consisted of all students of applied-scientific University of Marand city (N=550). The samples was selected using relative randomly method and by Morgan table (n=226). Two questionnaires (entrepreneurship and empowerment) were used to gather data and to discover the ideas of studied people. To calculate the reliability of the questionnaires, it was used from Cronbach Alpha

coefficient (r=0.94). To analyze data, we used from observation average test and Pearson correlation coefficient. It was used from SPSS software to conduct these tests.

**5. Data analysis**

Survey the status of entrepreneurship components

Table1: rating and compare the observed and expected means of empowerment perception components

Empowerment perception components	frequency	Mean measure	Observed mean	Standard deviation	t	df	Significant level
Self-effectiveness	226	3	3.26	0.07	23.8	225	0.000
Autonomy	226	3	3.32	0.46	4.59	225	0.000
Significant	226	3	3.09	0.57	2.76	225	0.000
Effect	226	3	3.49	0.38	5.54	225	0.000
trust	226	3	3.8	0.41	4.4	225	0.000

The results indicated that 65% of students have relative good empowerment and 30% have desired level of empowerment. As table 1 indicates that because the all the components of empowerment have the score higher that mean level, students have desired level of empowerment. The trust

factor (3.49) have the better status compared to the rest of dimensions that in turn indicates that students of this university have the people who have confidence and they believe that they are treated fairly and sincerely.

Table 2: Rating and compare the observed and expected mean in entrepreneurship components field

Entrepreneurship components	frequency	Mean measure	Observed mean	Standard deviation	t	df	significant
Independence	226	3	3.17	0.12	3.32	225	0.000
progressmotivation	226	3	4.02	0.35	5.29	225	0.000
Risk	226	3	3.25	0.49	3.84	225	0.000
Internal control	226	3	3.38	0.28	5.46	225	0.000
creativity	226	3	3.76	0.45	4.76	225	0.000

The results of table 2 in entrepreneurship components field indicated that the progress motivation component has the highest score and has desired status. The students have high progress motivation, but the independence component has the less mean.

Table 3: correlation coefficient between entrepreneurship and innovation

Correlation coefficient	Significant level
0.647	0.000

The results of table 3 by Pearson correlation analysis suggested that there is significant relationship between empowerment perception and entrepreneurship with confidence level 0.95, significant level (0.05) and 0.647 correlation coefficient.

The main hypothesis: There is significant relationship between empowerment perception and entrepreneurship

Table 4: Pearson correlation coefficient of empowerment components with entrepreneurship

Component	Self-effectiveness	Independence	Significant	Effect	Trust	entrepreneurship
Self-effectiveness	1					
Independence	**790.0	1				
Significant	**775.0	**787.0	1			
Effect	**674.0	**598.0	**645.0	1		
Trust	**626.0	**675.0	**650.0	**730.0	1	
entrepreneurship	**549.0	**689.0	**346.0	**326.0	**790.0	1

Results of table 4 suggested that there is significant relationship among all dimensions of empowerment perception and entrepreneurship in 0.05 significantly level, namely, increase or decrease of each of empowerment perception dimensions before students has direct effect on

their entrepreneurship. The less observed correlation level is related to the relationship between effect component score and entrepreneurship and the most correlation level is related to the relationship between trust component and entrepreneurship.

Table 5: Compare the empowerment perception in terms of students gender

gender	Sample number	mean	Standard deviation	T value	Degree of freedom	Significant level
Female	66	3.10	0.79	-0.843	225	0.400
male	160	3.19	0.74			

According to table 5, significant level was calculated 0.4 and it is more than 0.05. So, there is no significant difference between the perspectives of female and male students about entrepreneurship.

## 6. Conclusion

As noted in the findings, according to the findings of study, there was positive correlation coefficient among every empowerment perception dimensions and entrepreneurship and there was significant relationship among them in 95% confidence level which means that the trust dimension was higher among others. This means that the empowerment people hold personal trust feeling. People, who have trust, have more fitness to replace the honesty with glaring. They are committed to openness and they attempt to communicate with others while expressing interest to others and they are trying to be effectively part of a group. The empowerment of people is the most important effort of managers in creativeness and decentralization. The empowerment of people causes that managers and organizations achieve their goals without waste of resources. It cause that the employees considered the organization and job as their own and work there with pleasure. Managers and organizations cannot achieve their goals without empowerment. Since, the students enter the job market directly after graduate in an applied-scientific University; they should increase their abilities and skills effectively due to entering the expert and empowerment people to society. In this area, Universities have the major role in student's empowerment and creativity. On the other hand, the findings of this study suggested that the empowerment people who have responsibility and

possessiveness sense toward their activities, they see themselves as hyperactive. They able to do initiative activities and therefore they are entrepreneurial. And or, people who feel they are significant, create the excitement or mission sense for others and provide them the source of power and interest, that in turn, create entrepreneurship background for others. The findings of study demonstrate that in studied population, people have the significant and competency sense about themselves that it is very effective in create entrepreneurship interest in organizational processes.

## References

- Pirkhalefi, Alireza (2000). Fostering creativity, Center for intellectual development of children and adolescent, Center for distance education.
- SamadAghayee, Jalil (1999). entrepreneurship organizations, education center of state management.
- ShahHosseini, Ali (2007). Entrepreneurship, Tehran, Ayyej
- Abdilahi, Bijan.,Nooh Ibrahim (2006). Employees empowerment, golden key of human resource management, Tehran.
- Blanchard K H, Carlos J P, Randolph A(2003). Empowerment take more than one minute. Barrett-Koehler.Sanfrancisco,.
- De Pillis, E(2007). The influence of personality traits & persuasive messageson entrepreneurial

- intention, *Journal of Career Development International*, Vol, 2, No. 2, pp. 1-10.
- Gürol, Yonca and Atsan, Nuray (2006). Entrepreneurial Characteristics among University Students and Training in Turkey, *Education and Training*, Vol. 48, Issue. 1, pp. 25-38.
- Howard, S. (2004). Developing entrepreneurial Potential in Youth: the Effect of entrepreneurial Education and Venture Creation, University of South Florida Report, 3-17.
- King, William R., Chung, T.R., Honey, M.N. (2008). "Knowledge management and organizational learning", *International Journal of Management Science*, OMEGA, Vol. 36, p. 168
- Kiggundu, M. N. (2002). Entrepreneurs and entrepreneurship in Africa: What is known and what needs to be done, *Journal of Developmental Entrepreneurship*, 7(3), pp. 239-258.
- Kirkwood, J. (2007). Igniting the entrepreneurial spirit: is the role parents play gendered? *International Journal of Entrepreneurial Behavior and Research*, Vol. 13, No. 1, p. 39.
- King, S. F., Burgess T.F. (2006). Beyond critical success factors: A dynamic model of enterprise system innovation, *International Journal of Information Management*, (26), p. 59.
- Levie, J., (1999). Entrepreneurship: my thane Reality, *Science & Public Affairs*, (17), pp. 24-25.
- Politis, D. (2008). The process of entrepreneurial learning, *A Conceptual Framework*, Routledge, Taylor & Francis Group, London & New York.
- Postigo, S. (2002). Entrepreneurship Education in Argentina : the case of San Anders University, In *Proceedings of the Conference Entitled the Internationalizing in Entrepreneurship Education and training*, Malaysia, July, pp. 8-10.
- Russel, S., Kerry, A. (2008). Dose School Choice Increase the Rate of Youth Entrepreneurship? *Economic of Education Review* 27, PP. 429-438
- Reynolds, P., Miller, B., and Maki, W. (1993). Regional characteristics affecting business volatility in the United States 1980-4, In C. Karlsson, B. Johannisson, and D. Storey, eds., *Small Business International, National and Regional Perspective Dynamics*. London: Routledge.
- Turban, E. E., J. Information technology for management. John Wiley & Sons, (2004). New York.
- towns, P. (2010). "empowerment, coercive persuasion and organizational learning : do they connect learning organization, the volume : Issue 1".
- Wagner, J. & Sternberg, R. (2004). Start-up activities, individual characteristics, and the regional milieu: Lessons for entrepreneurship support policies from German micro data, *The Annals of Regional Science*, (38), pp. 219-240.
- Whetten, D. A., & Cameron, K. S. (2010). *Developing management skills*. Boston: Prentice Hall.