



# The Relationship between Resilience Employment and Entrepreneurship in the Province PNU

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## ABSTRACT

**Objective:** This was a descriptive study whose main objective is always to examine the relationship between organizational resiliency and entrepreneurial career. In this study, both descriptive and inferential statistics were used to analyse the data. Average ranking resiliency test for employment and entrepreneurship has been used. **Methodology:** Pearson correlation coefficient to assess the resilience correlation between employment and entrepreneurship and to determine the contribution of each component of resiliency career in entrepreneurship, the regression model is used. The most important tool for data collection in this study was a questionnaire, Using Cronbach's alpha coefficient and discriminant validity, reliability and validity is determined. **Results:** According to the analysis, it can be said strongly positive correlation between entrepreneurship and job resiliency in PNU Fars province and resiliency characteristics of employment and entrepreneurship in different between men and women and among men than women. **Conclusion:** The share component of resiliency in the corporate entrepreneurship are as follows: Willingness to change, risk, networking, confidence, adaptability, independence, awareness of its goals, the desire to do great work, awareness of trends, employability and active learning.

## 1. Introduction

Despite the turmoil in global trade and competition, entrepreneurship is an effective tool for economic and social development its development to a variety of factors and conditions such as personal characteristics and personality and environmental factors and depends on the structure.

Effective features leading entrepreneurial organizations and has played a significant role in economic and social development. Entrepreneurship is an important source of unending human societies that dates back to the power of human creativity. Therefore, creative entrepreneurs, venture and have high self-confidence and perseverance, it seems that a variety of factors and conditions such as psychological and personality characteristics of individuals are concerned (Saeedi Kia, 2007).

Entrepreneurship is a process that opportunity by those without the resources that are being observed in the control (Maher, 2016). Entrepreneurship and corporate entrepreneurship and personal definition, the various definitions offered by experts due to the dominance of entrepreneurship in various disciplines and sciences, definitions of diversity is also uncontrollable and inevitable. Rezaeian doctor entrepreneurial process of hunting opportunities by individuals, regardless of resources available to define it is based on the principle that entrepreneurs when imagining new opportunities, ignore the current resource constraints.

Sampson Jr et al., (1998) in which the entrepreneurial process can be used for creative new members with new value using the time, resources, risk and other factors to create employment.

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Churchill entrepreneurship from a different perspective believes that entrepreneurs should focus on the movement and continuous improvements that are constantly trying to exploit the opportunities and risks are manageable (Kim, 2015).

But we can also consider entrepreneurship as a process that has to be extracted from within the definition of entrepreneurship that is more realistic direction.

Of course, entrepreneurship is not only an individual, but can also be an organization in the present day where the opposition is knowledge-based organizations, reflect on why and how the organization is very important (Feller, 2003).

A very simple question, can bring about entrepreneurship. That is what creates that if it does not exist or does not work well. Organizations take advantage of the talents and encourage employees and encouraging them to achieve behavioral called corporate entrepreneurship

By transcending the bureaucratic process in most organizations and companies in the mid-70s, entrepreneurial organizations have been receiving much attention from managers and decision makers; the other hand, the employment patterns differ from previous occupational patterns, and almost no organization can guarantee jobs for life. As a result, job security and employment the focus of a lifetime of work to the capabilities and features have changed (Collard et al., 1996).

In other words, the current emphasis is on self-employment. In line with the development of entrepreneurship, it is important that in addition to environmental opportunities for the individual, the individual in terms of personality traits also have the entrepreneurial capacity. Resilience of the entrepreneur's career as one of the personality traits known.

Rinn and Plucker (2004) believe that resilience is not only stable against damage or threatening conditions, but also active participation and individual constructive environment. Their resilience know a person's ability to balance Bio-being in dangerous situations. In relation to human behavior, resiliency as a feature generally associated with the character, personality and ability to deal considered to be the capability, flexibility, and ability to control or back to normal after exposure to extreme stress and challenges implies (Leberman and McDonald, 2016). Reich et al., (2010) have presented several definitions of career resilience. One of the definitions ability to adapt to changing situations, even situations is disappointing and Akhlalkndh. Another definition is the result or outcome of self-employment and job resiliency know although self-employment and job resiliency interchangeably used is a slight difference between these two words. Khvdatskayy job management, responsibility for jobs and growth to keep pace with the organization's commitment to the success of returns.

Jalili (2009) in his doctoral dissertation on the relationship between academic and applied technology entrepreneurship, found that personality traits such as entrepreneurial self-efficacy and tolerance of ambiguity of the most important factors is to grasp the opportunity. The integration of human capital, money and the situation is when the consequences of the entrepreneurial process.

John (2000) tend entrepreneurial and organizational impact on individuals studied. They found that workplace and personality predictor of entrepreneurial motivation and desire to be an entrepreneur is a person. In fact, research on the reasons for leaving the work of the organization and start a business was risky and dangerous. Also another of their findings associated with strong efficacy and entrepreneurial intentions of individuals.

Since resiliency is an important feature in the success of well-known people, despite the resilience in organizations leads to more efficient organization. So with that introduction of a new concept of entrepreneurship and focus on the development of conditions that will lead to the development of entrepreneurship, it is worth the personality factors that affect it, focus. Whereas many issues beyond personality factors appear more resilient, innovative organizations and organizations that are pursuing research and development, focused on attracting people with the personality traits of resiliency could have a significant role in the success of entrepreneurial projects and long-term plans. So, considering the arguments advanced, the paper seeks to explore these questions: Does the job resiliency and entrepreneurial organizations in the province PNU there?

## 2. Materials and methods

The aim of this study was to investigate the relationship between occupational resilience and entrepreneurship at the University of Payam-noor is Fars province.

In this study was to analyze the information, by using descriptive statistics, descriptive information subjects such as mean and standard deviation, is determined. Then in order to meet the pose of regression, t test and one-way analysis of variance will be used (Domenico and Jones, 2006).

### 2.1 Data

Between business resilience and entrepreneurship in the province Payam-noor University staff there.

**Table 1. Correlation between business resilience and entrepreneurship**

The correlation coefficient	Entrepreneurship
Career Resilience	0.782
Significance level	0.000
Number	206

According to Table 1 achieved significance level (0.000) for the correlation coefficient alpha level showed a significant relationship is 05/0. The correlation coefficient is equal to 782/0 this amount represents a significant correlation between the two variables. So the hypothesis that there is a significant relationship between job resiliency and entrepreneurial organization will be accepted.

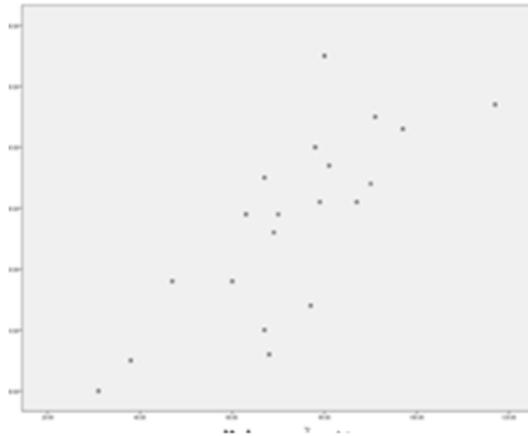


Figure 1. Correlation between business resilience and entrepreneurship

### 3. Discussion and results

#### 3.1 Sub assumptions

Job resilience characteristics between men and women is different.

Table 2. Table of independent samples t-test for resilience career among women and men

Sex	number	samples	Average	Standard deviation	The amount of t Degrees of freedom	Significance level
Man	165	76.036	21.340	3.447	204	0.001
Female	41	64.097	11.220			

According to Table 2 t value calculated (447.3) with 204 degrees of freedom in 05/0 alpha level is placed outside the area accepting the null hypothesis, the presence of a significant difference between men and women is between resilience jobs. Or in other words such as t-statistics calculated significance level for the amount of alpha 0.05 and 0.001 smaller. So differences will be accepted. In other words resiliency career in men than women. Features differ between men and women entrepreneurship.

Table 3. TABLE independent samples t test for characteristics of entrepreneurship among women and men

Sex	number	samples	Average	Standard deviation	The amount of t Degrees of freedom	Significance level
Man	165	129.303	16.043	2.396	204	0.017
Female	41	122.829	12.920			

T value calculated according to Table 3 (396/2) with degrees of freedom outside the area 05/0 204-level alpha accepting the null hypothesis behalf, the presence of significant differences in characteristics between men and women entrepreneurship. Or in other words such as t-statistics calculated significance level for the amount of alpha 05/0 017/0 smaller. So there is an accepted difference. So we can say corporate entrepreneurship among men than women.

Research questions

The share of each of the components of a career in corporate entrepreneurship what is resilience?

Table 4. Summary regression model of each component of resilience career in entrepreneurship

Model	R	R <sup>2</sup>
1	0.924	0.853

Table 5. Analysis of variance of each component of resilience career in entrepreneurship

Model	Sum of squares	Degrees of freedom	Mean	Square	significance level
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				F statistic	
regression	42889.983	11	3899.089	102.566	0.000
The remaining	7374.974	194	38.015		
Total	50264.956	205			

**Table 6. Table of significant regression of the share of each of the components of resilience career in entrepreneurship**

Model	Not standardized		standardized	t	sig
	B	standard error	Beta		
Width of origin	2.164	2.164	2.164	39.711	0.000
Desire to change	0.483	0.483	0.483	2.164	0.000
Risks	0.517	0.517	0.517	0.483	0.001
networking	0.615	0.615	0.615	0.517	0.008
Self Confidence	0.787	0.787	0.787	0.615	0.000
Compatibility	1.014	1.014	1.014	0.787	0.010
Esteghlal	1.027	1.027	1.027	1.014	0.010
Knowing your goals	0.809	0.809	0.809	1.027	0.007
Desire to do great	0.717	0.717	0.717	0.809	0.954
work	0.629	0.629	0.629	0.717	0.000
Knowledge of trends	0.450	0.450	0.450	0.629	0.086
/ demand	0.711	0.711	0.711	0.450	0.019
Employability					
Active learning					

F value is calculated according to tables 5 (566.102) with 194 degrees of freedom 11 and 0.05 of the table is smaller alpha level, which is the meaningful regression. Also according to Table 4 overall coefficient of determination between the variables of 0.924 that this amount represents the strong relationship between the variables respectively. Therefore the regression model resulting from this research is presented in Table 6 below.

The share of each of the components of resilience in entrepreneurship in the regression model is presented below.

$$5X_4+2.646X_3+3.834X_2+1.639X_1+1.756X=85.944-2.023Y \quad (1)$$

$$11X_{10}+1.680X_9+0.766X_8-3.952X_7+1.756X_6=2.198X-2675 \quad (2)$$

Y = entrepreneurship

X<sub>1</sub> = willingness to change

X<sub>2</sub> = risk

X<sub>3</sub> = networked

X<sub>4</sub> = confidence

X<sub>5</sub> = Compatibility

X<sub>6</sub> = Independence

X<sub>7</sub> = awareness of its goals

X<sub>8</sub> = desire to do great work

X<sub>9</sub> = knowledge of trends / demand

X<sub>10</sub> = Employability

X<sub>11</sub> = active learning

#### 4. Conclusion

According to the analysis done all hypotheses were confirmed and came to the conclusion that the resilience of employment and entrepreneurship in the province PNU direct positive relationship exists and resiliency job a strong predictive variable for corporate entrepreneurship.

The results of the test to assess the relationship between resiliency employment and entrepreneurship in the province of PNU was performed using Pearson correlation coefficient,

A significant relationship between resiliency career and entrepreneurship in Fars province showed PNU. (R = 0.782, P = 0.000)

Resiliency can be said that the relationship between employment and entrepreneurship Vtab high-tech job creation and entrepreneurship can be an important factor.

The results of resiliency features in employment between men and women, showed that resiliency characteristics differ between men and women and it is in men than in women, in this research, entrepreneurship is seen in men more than women supporting resiliency features of the relationship between employment and corporate entrepreneurship. The results of the share component of resiliency career in entrepreneurship, a strong relationship between the components of organizational resiliency and entrepreneurial career has been accessed thus resiliency factors predictive power of entrepreneurship is as follows.

Willingness to change, risk, networking, confidence, adaptability, independence, awareness of its goals, the desire to do great work, awareness of trends, employability, active learning according to verify the hypothesis that resiliency positive and direct relationship with entrepreneurial career, it seems that resiliency features people must be strengthened from an early age on children's social and educational processes with an emphasis on increasing the resilience.

Given the importance of entrepreneurship to create and fund the maintenance and development of entrepreneurial organizations should be considered. The resilience training workshops Job and to eliminate potential gaps or shortcomings of their efforts, Company employees working in the organization in setting goals, creating optimal communications and useful for networking and exchange of information on employees in the organization, remove the dry rules and red tape and hierarchy in organizations.

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