

Investigating the relationship between job resilience and organizational entrepreneurship in Payam Noor University, Fars province

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Abstract

Background and purpose: presence in a turbulent environment and a competitive market, and the need for innovation drives entrepreneurs towards resilience. The requirement of entrepreneurs in organizations has led to innovation; Its primary purpose is to investigate the relationship between job resilience and organizational entrepreneurship. The geographical area of this research is Payam Noor University of Fars province. **Methodology:** The current research is descriptive-permanent research. This study used descriptive and inferential statistical methods for data analysis. The average test has been used to rank the components of job resilience and organizational entrepreneurship. Pearson's correlation coefficient test has also been used to measure the correlation between job resilience and organizational entrepreneurship. A regression model has been used to determine the contribution of each component of job resilience in organizational entrepreneurship. The most important tool for data collection in the current research was the questionnaire, measured using Cronbach's alpha coefficient and differential validity tests, as well as the reliability and validity of the questionnaire. **Results:** According to the analysis, there is a positive and strong correlation between job resilience and organizational entrepreneurship in Payam Noor University of Fars province. The characteristics of job resilience and organizational entrepreneurship are different between women and men and more among men than women. **Conclusion:** The contribution of resilience components in organizational entrepreneurship are, in order, willingness to change, risk-taking, networking, self-confidence, adaptability, independence, awareness of one's goals, willingness to do great work, awareness of trends, employability, and active learning.

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Introduction

Despite the chaos of business and the globalization of competition, entrepreneurship is an effective solution for economic and social development, depending on various factors and conditions such as individual and personality characteristics of people and environmental and structural factors. Entrepreneurship is an effective feature of leading organizations and plays a significant role in economic and social development. Entrepreneurship is one of the important and inexhaustible resources of human societies, which goes back to the creativity of humans. Therefore, the existence of creative, risky entrepreneurs with high self-confidence and perseverance seems necessary, which is related to various factors and conditions such as people's psychological and personality characteristics. Entrepreneurs are the center of economic development. By destroying the old and inefficient methods and replacing them with efficient and modern methods, they give dynamism and life to the economic system (Saidikia, 2007). Entrepreneurship is the process by which individuals pursue opportunities regardless of the resources under their control (Hardley, 1992).

Experts present various definitions of entrepreneurship, personal, and organizational entrepreneurship. Considering the scope of entrepreneurship in various disciplines and sciences, various definitions are also uncontrollable and inevitable. Rezaian defines entrepreneurship as the process of hunting opportunities by individuals, regardless of available resources, and it is based on the fact that entrepreneurs ignore the limitations of current resources when imagining new opportunities. Thompson (2000) considers entrepreneurship as a process in which creativity can be used to create a new member along with new value using time, resources, risk, and other factors. Churchill believes about entrepreneurship differently: entrepreneurs should focus on continuous movements and improvements that seek to exploit controllable risks and opportunities. However, entrepreneurship can also be considered as a process from which a more realistic definition of entrepreneurship can be extracted.

Of course, entrepreneurship is not only an individual but also an organization. In today's age, where knowledge-based organizations conflict, it is very important to reflect on why and how these organizations operate. The above principle was based on the fact that there is a blessing in the existence of a human being that forces him to innovate and create. That is, it creates something that did not exist before or did not work well.

Organizations take advantage of this God-given blessing by encouraging employees and persuading them to achieve a behavior called organizational entrepreneurship to make them implement their plans to increase the organization's productivity and be independent of dry and cumbersome rules. With the spread of the administrative process in most organizations and companies in the mid-70s, entrepreneurship in organizations received much attention from their managers and decision-makers. On the other hand, today's job patterns differ from previous job patterns, and almost no organization can guarantee a job for life. As a

result, the focus has shifted from job security and lifelong employment to one's work abilities and characteristics. In other words, the current emphasis is on self-employment. In line with the development of entrepreneurship, it is important that in addition to the existence of environmental opportunities for the individual, the individual also has the capacity for entrepreneurship in terms of personality traits. Job resilience is known as one of the effective personality traits in entrepreneurship.

Connor and Davidson (2003) believe that resilience is not only stability against damage or threatening conditions but also the active and constructive participation of the individual in the environment. They consider resilience as a person's ability to establish biological-psychological balance in dangerous situations.

Concerning human behavior, resilience is generally considered a trait related to character, personality, and coping ability, which implies ability, flexibility, and ability to master or return to a normal state after facing severe stress and challenge. (Lazarus and Folkman, 1984, cited in Jalili, 2009).

Clard et al. (1996) have provided several definitions of job resilience. One of these definitions is the ability to adapt to situational changes, even frustrating and disturbing situations. Another definition considers job resilience as the result or output of job self-reliance. However, job self-reliance and job resilience are used interchangeably; the difference between these two words is insignificant. Self-reliance refers to one's job management, taking responsibility for the job, and growing while maintaining the commitment to the organization's success. And career resilience is related to the career development of the individual and the development of knowledge and skills necessary to create cooperation with visible and personal motivation towards the organization and customers.

Lindsey (2009) in his doctoral dissertation on the relationship between academic entrepreneurship and technology application, found that personality traits such as entrepreneurial self-efficacy and tolerance of ambiguity are the most important factors for understanding opportunities. Also, the integration of human capital, money and the use of time situations are consequences of the entrepreneurial process.

Since resilience is known as one of the important characteristics in people's success, the existence of resilient people in the organization leads to greater efficiency. Therefore, according to the emergence of the new concept of entrepreneurship and the organization's focus on the development of conditions that lead to the growth and development of entrepreneurship, it is appropriate to focus on the personality factors that affect this. Considering that many issues in resilience appear beyond personality factors, in innovative organizations and organizations that seek research and development, focusing on attracting people with resilient personality traits can play a significant role in the success of long-term entrepreneurial projects and plans. Therefore, considering the issues raised, the

present article investigates this question: Is there a relationship between job resilience and entrepreneurship at Payam Noor University in Fars province?

Methodology

This research aims to investigate the relationship between job resilience and organizational entrepreneurship at Payam Noor University in Fars province. The target sample was prepared using the stratified sampling method with a fixed ratio from the list of all employees of Payam Noor University in Fars province. The number determined through the Morgan and Krejcie table was calculated from the target list to 210 people.

In this research, descriptive statistics of the subjects, such as mean and standard deviation, are determined by using descriptive statistics indicators to analyze the information. After that, in order to answer the existing questions, statistical methods of regression, t-test, and one-way analysis of variance will be used.

Results

There is a relationship between job resilience and organizational entrepreneurship among the employees of Payam Noor University in Fars province.

Table 1: Correlation test between job resilience and organizational entrepreneurship

Correlation coefficient	Organizational entrepreneurship
Job resilience	0/782**
Significance level	0/000
N	206

**The correlation is significant at the 0.01 level.

According to Table 1, the obtained significance level (0.000) for the correlation coefficient, at the alpha level of 0.05, indicates the existence of a significant relationship. The obtained correlation coefficient value is equal to 0.782, which indicates a strong direct relationship between the two variables. Therefore, the research hypothesis that there is a meaningful relationship between job resilience and organizational entrepreneurship is accepted.

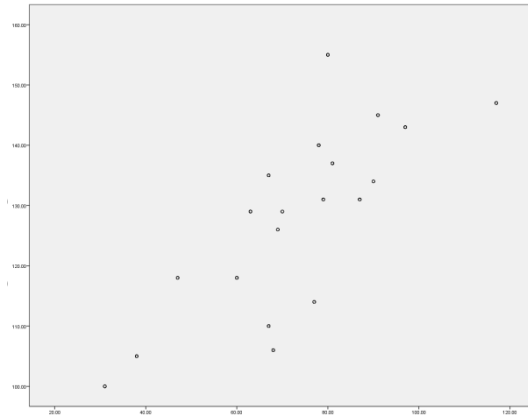


Figure 1: Correlation between job resilience (X) and organizational entrepreneurship (Y)
 Sub-hypotheses:

1- The characteristics of job resilience are different between women and men.

Table 2: Independent samples t-test table for job resilience among women and men

Gender	N	Mean	Standard deviation	t	Df	Sig
Male	165	76/036	21/430	3/447	204	0/001
Female	41	64/097	11/220			

According to Table 2, the calculated t value (3.447) with 204 degrees of freedom at the alpha level of 0.05 is outside the zone of acceptance of the null hypothesis, which indicates the existence of a significant difference between job resilience among women and men. . Or in other words, because the significance level calculated for the t statistic is 0.001 smaller than the alpha value of 0.05. Therefore, the existence of difference is accepted. In other words, job resilience is more in men than in women.

2- The characteristic of organizational entrepreneurship is different between women and men.

Table 3: Table of independent samples t-test for characteristics of organizational entrepreneurship among women and men

Gender	N	Mean	Standard deviation	t	Df	Sig
Male	165	129/303	16/043	2/396	204	0/017
Female	41	122/829	12/920			

Research question:

What is the contribution of each job resilience component in organizational entrepreneurship?

Table 4: Summary of the regression model of the contribution of each component of job resilience in organizational entrepreneurship

Model	R	R ²
1	0/924	0/853

Table 5: One-way variance analysis of the contribution of each component of job resilience in organizational entrepreneurship

Model	Total roots	Df	Mean square	F	Sig
Regression	42889/983	11	3899/089	102/566	0/000
Residual	7374/974	194	38/015		
Total	50264/956	205			

Table 6: Significant regression table of the contribution of each component of job resilience in organizational entrepreneurship

Model	Non-standard		Standardized	t	Sig
	B	Standard error	Beta		
intercept	85/944	2/164		39/711	0/000
Willingness to change risk taking	-2/023	0/483	-0/12	-4/192	0/000
networking	1/756	0/517	0/260	3/399	0/001
Self Confidence	1/639	0/615	0/152	2/663	0/008
compatibility	3/834	0/787	0/561	4/874	0/000
Independence	2/646	1/014	0/294	2/611	0/010
Awareness of your goals	-2/675	1/027	-0/281	-2/605	0/010
Desire to do great work	2/198	0/809	0/366	2/718	0/007
Awareness of trends/demands	0/042	0/717	0/005	0/058	0/954
Employability	-3/952	0/629	-0/671	-6/279	0/000
Active learning	0/776	0/450	0/182	1/726	0/086
	1/680	0/711	0/188	2/362	0/019

According to the above tables, the calculated F value (102.566) with 11 and 194 degrees of freedom at the alpha level of 0.05 is smaller than the value in the table, indicating the regression's significance. Also, according to Table 4, the overall coefficient of determination between the research variables is equal to 0.924, which indicates a strong relationship between the variables. Therefore, according to Table 6, the regression model obtained from this research is presented as follows.

The contribution of each component of resilience in organizational entrepreneurship is presented in the following regression model.

$$y = 85/944 - 2/023X_1 + 1/756X_2 + 1/639X_3 + 3/834X_4 + 2/646X_5 - 2/675X_6 + 2/198X_7 + 0/042X_8 - 3/952X_9 + 0/776X_{10} + 1/680X_{11}$$

Y = organizational entrepreneurship

X₁ = willingness to change

X₂ = risk tolerance

X₃ = Networking

X₄ = Confidence

X₅ = compatibility

X₆ = Independence

X₇ = Awareness of your goals

X₈ = willingness to do great work

X₉ = awareness of trends/demands

X₁₀ = employability

X₁₁ = active learning

Discussion and Conclusion

According to the analyzes performed, all hypotheses were confirmed. It can be concluded that there is a positive and direct relationship between job resilience and organizational entrepreneurship in Payam Noor University, Fars province, and job resilience is a variable with a strong predictor for organizational entrepreneurship.

The examination of the relationship between job resilience and organizational entrepreneurship at Payam Noor University in Fars province, which was conducted using the Pearson correlation coefficient test, showed a significant relationship between job resilience and organizational entrepreneurship at Payam Noor University in Fars province. (r=0.782, P=0.000)

The relationship between job resilience and organizational entrepreneurship is very high, and job resilience can be a very important factor in creating and strengthening entrepreneurship.

Examining the characteristics of job resilience among women and men showed that the characteristics of resilience differ between women and men, and this characteristic is more in men than in women. In this research, entrepreneurship has been seen in men more than women. This confirms the relationship between the characteristics of job resilience and organizational entrepreneurship.

Also, the results of examining the contribution of occupational resilience components in organizational entrepreneurship have shown a strong relationship between occupational resilience components and organizational entrepreneurship. The order of resilience components in the predictive power of organizational entrepreneurship is as follows.

willingness to change, risk-taking, networking, self-confidence, adaptability, independence, awareness of one's goals, willingness to do great work, awareness of trends, employability, active learning

Considering the strong relationship between job resilience and organizational entrepreneurship, entrepreneurial organizations should emphasize the resilience components of applicants. Also, pay special attention and try to grow and develop these components through holding workshops and training employees.

Considering the confirmation of this hypothesis that job resilience has a positive and direct relationship with entrepreneurship, people's resilience characteristics should be strengthened from childhood and the social education process for children should emphasize increasing resilience. Considering the importance of organizational entrepreneurship, attention should be paid to creating and investing in order to maintain and develop entrepreneurial organizations. It is also suggested to hold training workshops on job resilience and organizational entrepreneurship, to get acquainted with these two important categories needed by employees, know more about themselves, and try and make efforts to eliminate possible gaps or deficiencies. Other suggestions include: involving employees in determining their work goals in the organization, creating favorable and useful communication in the organization for networking and exchanging information among employees, removing rigid and cumbersome rules and hierarchies in organizations.

Ethics

This research observed ethical standards, including obtaining informed consent and ensuring privacy and confidentiality. Also, while completing the questionnaires while emphasizing completing all the questions, the participants were free to withdraw from the research at any time and provide individual information. They were assured that the information would remain confidential, which was strictly adhered to.

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Conflict of Interest

According to the authors, this article has no financial sponsor or conflict of interest.

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