

Research Article

SURVEYING ON THE RELATIONSHIP BETWEEN PERSONALITY TRAITS (WILLINGNESS TO TAKE RISK, FORESIGHT, FEEL FREE TO LEADERSHIP & INDEPENDENCE) AMONG MANAGERS & THEIR ENTREPRENEURSHIP IN AHVAZ

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ABSTRACT

In this world, entrepreneurs can be an effective & important role in the society. Today, entrepreneurs are known as economical development motor in each society. In fact, entrepreneurship is an approach to use opportunities for better efficiency & prevention of the possible impact threats of unstable environment by their innovations & efficient use of available resources. The method of research: this research is descriptive, the population included some of managers in 2015-16 that were 132 persons & selected as random (N=200) & their opinion are measured in about managers' personality characteristics relation to the entrepreneurship. The data tool included Dr Moghimi's standard personality characteristics questionnaire (2003) with stable coefficient 0.8 & entrepreneur organization questionnaire which created by researcher & for determining the validity of questionnaire wanted 10 experts to confirm the face validity & for evaluating the liability of questionnaire was used Cronbach's Alpha coefficient that obtained 0.84. Also for analyzing the data was used Pearson correlation coefficient. In this research there is direct & meaningful relationship between managers' & entrepreneurs' personality traits (willingness to take risk, foresight, feel free to leadership & independence). There is significant & positive relationship between managers' & entrepreneurs' personality traits (willingness to take risk, foresight, feel free to leadership & independence) & for promote entrepreneurship in Education, learning & development the personality traits is so important among managers.

Keywords: *Entrepreneurship, Managers, Willingness to Take Risk, Foresight; Feel Free To Leadership & Independence)*

INTRODUCTION

The process of life changes from the caveman era until now depends to the changing factors & it is the origin of the rapid changes in science & technology, human factors & human progress, since the end of World War II, the starting point for many countries due to economic development & global competitiveness for international organizations to create broad opportunities & threats.

Organizations & managers are successful in this global competition that is industrious & dynamic to change, to develop new methods & solutions & their continuous innovation.

In this world, entrepreneurs can be important & effective role in societies, & they are called the economical development motor in each society. In real, entrepreneurship is the process of using opportunities for more efficiency an organization & prevention of the possible impact threats of unstable environment by their innovations & efficient use of available resources.

The process of entrepreneurship & development of efficiency in each organization need to the infrastructures that the one of the most important of them is knowledge & education the characteristics related to the entrepreneurship in creative managers. Knowing the creative managers is considered as benefits effects in growing & development the human forces.

Entrepreneurship improve the life quality, entrepreneurs innovate & develop the new services & product continuum & then caused to improve & easier the life by develop the products & services. Moreover, entrepreneurship is considered as a factor of encouragement & stimulation, sense of competition, of integration & communication markets, elimination of voids, gaps & bottlenecks in the market & cause social change & national renewal & innovation agent & lubricant change (Ahmadpour, 2006).

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Personality Traits

The word of personality is called to characteristics, traits, qualities & characteristics that determine & knowledge a person from others (Alavi, 1995).

Based on the psychology perspective, the personality is total characteristics in a person (Ahadi, 1998), so can be said; personality means all physical, mental, emotional, social & moral individual features that caused to recognize a person from other persons (Nasiri and Reisi, 2006).

Willingness to Take Risk

Willingness to take risk means as accept the balance risks that can be tackled as personal efforts, there are two elements in creation of this concept; 1- the level of entrepreneur understands of risk in beginning of each risk able activity 2- failure in the event of failure of the activity (Brockhouse, 1980).

Bred believed that the entrepreneurs accept 4 kinds of risks:

- Financial risks: the most prominent risks that the entrepreneurs face to them are financial risks that it affects the business.
- Family & social risks: Entrepreneurs' maybe face to it during the launch & manage the new business that led to disorder in family relationship.
- Occupational risks: this kind of risk maybe creates in different reasons such as; leave a job to start a new business or failure may damage the professional reputation of the entrepreneur.
- Mental risks: this type of risk is very complex and ambiguous personality factors such as the ability to overcome the situation, the results are uncertain, knowledge & related to the restricted information.

Independence

It means to be head of yourself that is a basic needs of entrepreneurship, need to independence is related & closed to controlling the relation. Generally, entrepreneurs are persons who do their works as their method & work for others is difficult for them (Feizbakhsh, 2010).

Gallop did research in 1994 & found that public persons & students believe “boss” as a motivating factor for starting a business for themselves & 89% of them preferred to work for themselves than worked in large company. In real, need to independence is a factor that caused to the entrepreneur obtain their goals & imaginaries. Most of entrepreneurs work most of the time but their satisfaction is where they do their work as their ways despite of economical & environmental restrictions, work as their plans & obtain the profits & gains (Ahmadpour, 2005).

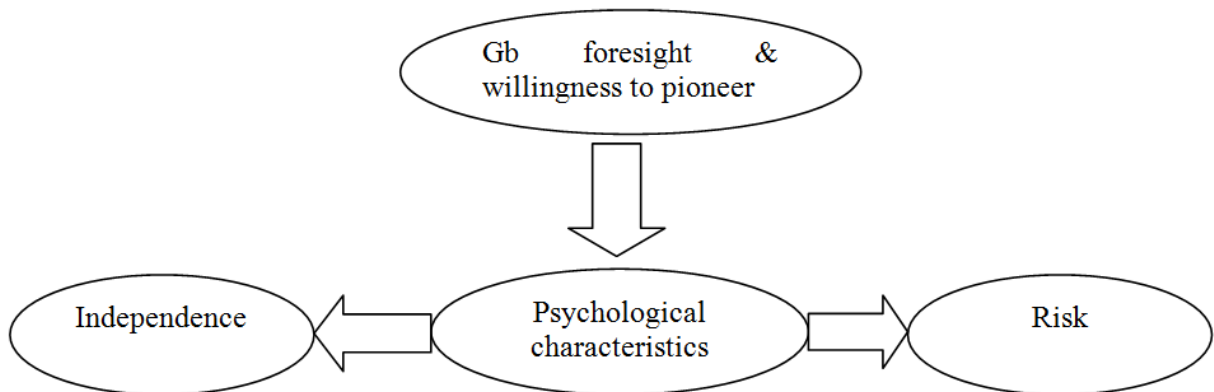


Figure 1: Create the entrepreneurs' psychological characteristics (Zabihi & Moghadasi, 2006)

Zaree (2006) studied on the “relationship between experts' psychological & empowerment factors & entrepreneurship in Physical Education Organization Country & found that there were significant relationship between psychological empowerment (feel the significance of the work, competence, sense of self-determining, influence and trust) & entrepreneurship, also specified that the highest rank is related to the feeling of competence & the second rank is related to the sense of self-determining & sense of trust & confidence is in the third rank. Puran *et al.*, (2007) surveyed on the relationship between managers'

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personality traits & entrepreneurship in the Health Organization affiliated with Tabriz Medical Sciences University & found that staffs' age, gender & their education affected on their judge about personality traits if their martial & field of education did not effect on their judge. Also findings showed that Accepting change was a significant change in managers on the impact of entrepreneurship. In at all, the results of research showed that there was significant & direct relationship between managers' personality traits & entrepreneurship. Somaieh (2013) studied on the female physical education managers' personality traits in Tehran (120 female managers were selected as random sampling). The results of research showed that: 1- female physical education managers (in Tehran) had entrepreneurship characteristics such as; internal control need to progress, activism, challenge, dream 2- there was significant & positive relationship between each others' personality traits & all characteristics & just was found the tolerance of ambiguity & internal locus of control, motivation and seeking challenges fantasized significant relationship. Jeff Brice took entrepreneurial decisions on the role of business in shaping personality characteristics for PhD Education in Mississippi University of America in 2012. In this study, the combination of personality characteristics, mental ability & mental desire for leadership presented a model for the promotion of quality, entrepreneurial decisions, presented model was determined the personality traits, encouragement, reward, independence, profitability & job satisfaction. The results of research:

1. There was direct relationship between entrepreneurship decisions & rewards, the desire for independence & profitability.
2. Loyalty, commitment and seriousness of the decision had direct effect.
3. The financial rewards were moderate effect on job satisfaction entrepreneurs.
4. There was direct relationship between expected profits & satisfaction of obtained rewards (Brice, 2002).

Kauffman (2012) surveyed on the 150 entrepreneurs & found that entrepreneurs' motivation were in beginning a work, creation a new, innovative & different things & their motivation were not in economic profits. Sine (1994) stated that real entrepreneurs begin the new jobs because of innovation & creation.

Howard (2014) surveyed on the effects of entrepreneurship capacities (independence, risky, development motivation, internal control, confidence & daring creativity) on entrepreneurship of 450 students & resulted that; there was direct relationship between persons' entrepreneurship abilities & capacities.

Hofset (2010) measured the tolerance of ambiguity in 53 countries & he did international research (that IBM Company was there branches). The tolerance of ambiguity was 54, 35 in United State & Germany, orderly. While in Pakistan & Iran was 30 & 41, & it meant that avoidance of ambiguity (equal 54) showed that the level of tolerance of ambiguity in Iran is so low.

MATERIALS AND METHODS

Methods

For describing & surveying on the relationship between managers' personality traits & entrepreneurship in Education in Ahvaz was used descriptive & surveying method.

Statistic society included 200 persons of physical education managers that 132 persons of them were selected as random sampling. For measuring the nature of distribution of data was used Kolmogorov Smirnov test. For analyzing the data was used deductive statistics such as; Pearson correlation coefficient & was used SPSS21 software (the p-value is considered $P \leq 0.05$). The tool data is standard questionnaire of Dr Moghimi's personality traits (2003) with stable coefficient 0.8 & Entrepreneurial Organization questionnaire. For determining the validity of questionnaire wanted 10 experts & for measuring the reliability of questionnaire was used Cronbach Alpha coefficient that obtained 0.84.

RESULTS AND DISCUSSION

Results

The findings are shown in the table based on the questions of research. First, the normalization of population distribution is surveyed as Kolmogorov Smirnov test (in table 1).

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Table 1: The results of Kolmogorov-Smirnov test on normalization hypothesis of society distribution

Questionnaire	K-S-Z	P-value
Entrepreneurial managers personality traits	0.81	0.001
Entrepreneurial Organization	0.89	0.001

Regarding to the results of table (1) & the value of Kolmogorov-Smirnov test of each questionnaire between +1.96 & -1.96 can be accepted the normalization of society normalization by 0.95 coefficients. Is there relationship between managers' willingness to take risks skill & their entrepreneurship in Education?

Table 2: The results of Pearson correlation coefficient in managers' willingness to take risks skill & their entrepreneurship in Education

Resource	Frequency	R	P-Value
managers' willingness to take risks skill & their entrepreneurship	132	0.65	0.001

Based on obtained results, there are positive & significant correlation levels among managers' willingness to take risks & entrepreneurship in Ahvaz Education. In other words, existence the willing to risk on the part of managers can be caused to entrepreneurship in Ahvaz Education. Is there relationship between managers' welcome the challenges & teamwork & their entrepreneurship in Education?

Table 3: The results of Pearson correlation coefficient about the relationship between managers' welcome the challenges & teamwork & their entrepreneurship in Education

Resource	Frequency	R	P-Value
managers' welcome the challenges & teamwork & their entrepreneurship	132	0.78	0.001

Based on obtained results, there are positive & significant correlation levels among managers' welcome the challenges & teamwork & their entrepreneurship in Ahvaz Education. In other words, managers' welcome the challenges & teamwork can be caused to entrepreneurship in Education. Is there relationship between managers' foresight & willingness to pioneer & their entrepreneurship in Education?

Table 4: The results of Pearson correlation coefficient about the relationship between managers' foresight & willingness to pioneer & their entrepreneurship in Education

Resource	Frequency	R	P-Value
managers' foresight & willingness to pioneer & their entrepreneurship in Education	132	0.82	0.001

Based on obtained results, there are positive & significant correlation levels among managers' foresight & willingness to pioneer & their entrepreneurship in Ahvaz Education. In other words, managers' foresight & willingness to pioneer can be caused to entrepreneurship in Education.

Discussion and Conclusion

The obtained results show the positive & significant correlation between managers' willingness to take risk & their entrepreneurship in Education. In other words, the managers who had willingness of risk skill & for solving the problems in organization used negotiation & group decisions can be developed organizational entrepreneurship because this kind of decisions that they are based on negotiations are correct & are based on organization resources & goals of organization.

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Willingness to take risks is a kind of skills that strengthen persons' criticism & self-centered decisions that avoid faulting the persons. Negotiations caused to use all organizational forces & used their thoughts for success organization & eliminate & solve the organization problems. So managers must learn the skill of negotiation to strengthen the entrepreneurship in organization & create the entrepreneurial organization. Solomon (1995) reported; today, one of the entrepreneurial managers' successful tools is to solve the willingness to take risks & negotiation & also for solving the organization problems use the willingness to take risks & negotiation & persons' thoughts. In real, by using the negotiation skills, not only they create unity in the organization but also strengthen their creative thinking of them properly in order to achieve organizational goals.

The obtained results show the positive & significant correlation between managers' welcome the challenges & teamwork & their entrepreneurship in Ahvaz Education. In other words, the managers who don't escape the organizational challenges & accept them & try to solve them by logical ways & also support the teamwork & encourage the teamwork caused to strengthen the entrepreneurship & educate the entrepreneurial persons in organization. Teamwork & doing the organizational works by experts are considered as ways of solving the organization challenges & problems because there are many problems & challenges in each organization that the managers must accept & welcome them & try to find solutions, so teamwork is one of the solution (the managers know it). This subject is explained in Aghayee's research, too (2010); the entrepreneurial organizations have culture of collaboration and teamwork, and the employees they support each other's intellectual and emotional because they can solve the organization problems & cause to obtain success in organization. Moghimi (2004) defined the entrepreneurial organization as an organization that can solve the important organizational problems & challenges.

Mississippi University (2002) reported that entrepreneurial organizations try too much & so welcome all organization challenges as successful opportunity & face them with all of forces to achieve next successes. The obtained results show the positive & significant correlation between managers' foresight & willingness to pioneer & their entrepreneurship. In other words, foresight & come and try to superiority over others by having knowledge of the characteristics of an entrepreneur. Howard (2014) stated that entrepreneurial managers are persons who do the logical works for future of their organization & do most efforts to have the best organization than others. Also Ahmadpur (1998) reported that entrepreneurs have three features; Strong executive, logical assessment & planning principles that cause to have successful future (for organization) & also employees can move based on a futuristic map in order to achieve organizational goals and targets beyond the objectives of the company.

The successful & entrepreneurial Education Organization is where its managers have foresight & plans for achieving the organization goals; as a result they encourage & support the personal innovation & creativities because they know them necessary for future & successfully.

People who spend more energy organization & its main focus on the development of the organization are in addition to solve problems can help entrepreneurs & provide success. According to these results, it said using personality traits & increase entrepreneurship in the education can be transformed into a perfect organ.

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