

Studying the relationship between entrepreneurial behavior and job satisfaction of human resources (Case study: Education management in Mahabad City)

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Abstract

The main objective of this study was to investigate the relationship between entrepreneurship behavior and job satisfaction of human resources (case study: education management in Mahabad city). The research method was descriptive-survey. The statistical population of this study is the staff of educational management and school principals of Mahabad city which number is 362 people. The sample size was estimated using Cochran formula 186 people and selected by stratified random sampling. The data collection tool was a questionnaire. Questionnaires for Marzban et al (2010) were used to measure entrepreneurship behavior (2010). Weissky and Chrom (1991) questionnaires were used to measure job satisfaction. Validity of the questionnaire was confirmed by the supervisor and one of the management professors. The reliability of the questionnaires was confirmed by Cronbach's Alpha, which was 0.93 for business entrepreneurship behavior questionnaire and 0.89 for job satisfaction. The questionnaires were analyzed using Pearson correlation and regression tests. The results indicate that there is a relationship between entrepreneurial behavior and job satisfaction of Mahabad educational staff.

Keywords: Entrepreneurial Behavior, Job Satisfaction, Work Satisfaction.

Introduction

The lack of job satisfaction among staff or its low level is the issues and problems that the organizations and agencies faced with them. Education management in Mahabad is also no exception. In recent years, due to various reasons, the job satisfaction of its employees has probably dropped. Considering the importance of the organization of education and its impact on other departments and organizations, the continuation of such a process, in addition to lowering the quality of personal life of employees and their families, also has a significant bearing on the management of education in Mahabad. It will lead to waste of energy and costs and will prevent the organization from achieving its goals and achieve success. Today, job satisfaction is one of the important indicators of life satisfaction due to the tension between work life and personal life satisfaction of job occupants. Job Satisfaction is one of the important factors

that contributes to job success and increases the efficiency and satisfaction of the individual. If employees are dissatisfied with their jobs, they will cause less interest and commitment to perform their duties (East and Yousefian, 2007). Therefore, recognizing the needs, motivations, tendencies, factors of satisfaction and dissatisfaction of employees is not only necessary but also for the adoption of proper policies, appropriate strategies and effective programs (Karimi Goghari et al., 2011). Job Satisfaction is the kind of emotion and positive attitude of people toward their job (East and Yousefian, 2007). Job Satisfaction increases the productivity and commitment of the individual in the organization, ensures the physical and mental health of the individual, as well as increases the person's mental health. Some of the consequences of job dissatisfaction include poor performance, absenteeism, transference, delayed work and service abandonment (Moghim, 2011).

An individual effectively helps an organization to reach its goals, which is first pleased with its occupation and occupation, and is interested in it (Foroughi et al., 2008). The benefits of the job satisfaction of the organization's employees will reach all the people of this community and its citizens. The employee is happy to bring joy and pleasure from the organization to the home and the community. Therefore, it can be defended due to social responsibility and the amount of money that will be available to society in the light of the existence of job satisfaction (Hosseini Zadeh and Sa'emian, 2002).

A lot of research has been done on the factors affecting or affecting job satisfaction. Each of the scholars and scholars, according to their findings and theoretical views, have different reasons for this. From the study of researches, and given the importance of entrepreneurship in today's era, it seems that entrepreneurial behavior, which is a set of activities and methods that help people in different levels of the organization act. It is defined in the production and use of resources for identifying and tracking opportunities in order to create new goods and services in the organization (Chizari et al., 2013), in relation to the employee's job satisfaction involved or influential. Regarding the material that was expressed and the importance of the subject, the main issue of the present research was formed. Therefore, the main objective of this research is to answer the question whether there is a relationship between entrepreneurship behavior and job satisfaction of human resources in the management of education in Mahabad city.

Literature

The results of Zamani and others (2014) showed that there is a direct and significant relationship between the components of job satisfaction and organizational entrepreneurship and organizational growth in insurance companies. Also, the results showed that one of the factors affecting the development of organizational entrepreneurship is employees with high job satisfaction. Aktan (2008) in an investigative study titled "The Effects of Organizational Entrepreneurship on Financial Performance in Newly Emerging Markets" from 312 active firms in Turkey concluded that enterprise entrepreneurship with four dimensions of innovation, risk taking, pioneering and aggressive competition is a factor in improving performance. Corporate finance is in developing countries (quoted by Ebrahim Pour et al. 2011). Anthonick and Hysrich (2004) in their own research (the possibilities of organizational entrepreneurship and organizational value creation) of 477 Slovenian companies came to the conclusion that organizational entrepreneurship and some of its requirements for creating organizational value, growth and profitability have different effects. Shipers et al. (2008) in their study "Enhancing Organizational Entrepreneurship Capabilities" from 315 companies in South Africa concluded that the company's strategic leader should support enterprise-oriented entrepreneurship with dimensions (innovation, risk aversion, pioneering and independence), as well as Allocate rewards for entrepreneurial behavior in order to enhance organizational entrepreneurship. (Quoted by Ibrahim Pour and others in 2011). Vladic et al. (2014) examined the organizational commitment and job satisfaction of nurses in Serbia. In this study, three important factors of organizational commitment were identified and the most important factors were

occupational satisfaction, external job satisfaction and intrinsic job satisfaction. It was shown that job satisfaction affects organizational commitment.

Research Methodology

The research method was descriptive-survey. The statistical population of this study is the staff of educational management and school principals of Mahabad city which number is 362 people. The sample size was estimated using Cochran formula 186 people and selected by stratified random sampling. The data collection tool was a questionnaire. Questionnaires for Marzban et al (2010) were used to measure entrepreneurship behavior (2010). Weissky and Chrom (1991) questionnaires were used to measure job satisfaction. Validity of the questionnaire was confirmed by the supervisor and one of the management professors. The reliability of the questionnaires was confirmed by Cronbach's Alpha, which was 0.93 for business entrepreneurship behavior questionnaire and 0.89 for job satisfaction. The questionnaires were analyzed using Pearson correlation and regression tests.

Findings

Descriptive findings

Descriptive statistics indexes of research variables

Table (1): Descriptive statistics indexes of research variables

Variable	Mean	SD	SD error	MIN	MAX
Work Satisfaction	3.71	0.124	0.008	3.48	4.05
Satisfaction with the supervisor	3.21	0.281	0.197	2.75	3.99
Satisfaction with colleagues	2.95	0.267	0.018	2.39	3.80
Satisfaction with job promotion	3.18	0.085	0.005	3.07	3.56
Satisfaction of salaries and payments	3.26	0.135	0.009	3.12	3.85
Job Satisfaction	3.49	0.171	0.011	3.19	4.06
Entrepreneurial behavior	3.52	0.167	0.011	3.22	4.18

The descriptive statistics of mean and standard deviations for the research variables and components are presented in Table 1. As can be seen, the job satisfaction variable has a mean of 3.49 and a standard deviation of 0.171 and an entrepreneurial behavior variable with a mean of 3.52 and the standard deviation is 0.167.

Inferential Findings

Kolmogorov-Smirnov test

The results of the Kolmogorov-Smirnov test show that for all the research variables, the significance level of the test is greater than the 0.05 error level ($\text{sig} > 0.05$), meaning that in all of the variables the observation observes with 95% confidence in the normal statistical distribution and the zero hypothesis. The test (assuming normal) is verified. Therefore, parametric tests can be used to test hypotheses.

Table (2): The results of the Kolmogorov-Smirnov test (k-s test)

Variable	Kolmogorov-Smirnov statistics of Z	Significance
Work Satisfaction	0.866	0.092

Satisfaction with the supervisor	0.929	0.084
Satisfaction with colleagues	0.417	0.258
Satisfaction with job promotion	0.732	0.115
Satisfaction of salaries and payments	1.132	0.067
Job Satisfaction	0.785	0.148
Entrepreneurial behavior	0.854	0.089

Research hypotheses tests

Main hypothesis: There is a relationship between entrepreneurship behavior and job satisfaction of human resources in the education management of Mahabad city.

Table (3): Linear regression model for the main hypothesis

anova		determination coefficient	Independent variable and constant value	Not-standardized regression coefficient	Standard error	Standardized regression coefficient	t	sig
F	SIG	0.546	Consonant value	1.173	0.157	-	7.486	0.000
242.491	0.000		Entrepreneurial behavior	0.746	0.746	0.739	15.3572	0.000

The results of linear regression model for assessing the effect of entrepreneurial behavior on job satisfaction are shown in table (3). The analysis of variance for linear regression model validation shows that F statistics with mean value of 242.491 at 5% (sig <0.05) means that the linear regression model of the effect of entrepreneurial behavior on job satisfaction is significant at 5% error rate. The coefficient of determination states that 54.6% of job satisfaction changes are explained by entrepreneurial behavior. Regression coefficient (un standardized) is 0.746, that is, by increasing one unit of entrepreneurial behavior, the job satisfaction increases by as much as 0.746 units. The fixed value in the regression model with t statistic is 7.489 at 5% error level (sig <0.05) and the linear regression coefficient with t statistic is 152.572 at 5% positive error and means It is significant (sig <0.05). Therefore, it can be concluded that entrepreneurial behavior has a positive and significant effect on job satisfaction of manpower in education management in Mahabad city and the main hypothesis of the research is confirmed.

First sub-hypothesis: There is a relationship between entrepreneurial behavior and job satisfaction in Mahabad's education management.

Table (4): Linear regression model for the First sub-hypothesis

ANOVA		determination coefficient	Independent variable and constant value	Not-standardized regression coefficient	Standard error	Standardized regression coefficient	t	sig
F	SIG	0.174	Consonant value	1.915	0.260	-	7.376	0.000
242.491	0.000		Entrepreneurial behavior	0.456	0.070	0.417	6.529	0.000

The results of the linear regression model for assessing the effect of entrepreneurial behavior on job satisfaction are presented in Table (4). The analysis of variance for linear regression model validation shows that the F statistics with the value of 42.631 at the error level of 5% Meaningful (sig <0.05) means that the linear regression model of the effect of entrepreneurial behavior on job satisfaction is significant at the 5% error rate. The coefficient of determination states that 17.4 percent of the changes in work satisfaction are explained by entrepreneurial behavior. Regression coefficient (un standardized) is 0.456, that is, by increasing one unit of entrepreneurial behavior, the job satisfaction increases by as much as 456/0 units. The fixed value in the regression model with t statistic is 7.376 at a significant error level of 5% (sig <0/05) and the linear regression coefficient with t statistic is 6.529 at a 5% positive error and the meaning It is significant (sig <0.05). Therefore, it can be concluded that entrepreneurial behavior has a positive and significant effect on job satisfaction in Mahabad educational management, and the first sub-hypothesis of the research is confirmed.

Second sub hypothesis: There is a relationship between entrepreneurial behavior and satisfaction of the supervisor in the education management of Mahabad city.

Table (5): Linear regression model for the Second sub hypothesis

ANOVA		determination coefficient	Independent variable and constant value	Not-standardized regression coefficient	Standard error	Standardized regression coefficient	t	sig
F	SIG	0.303	Consonant value	2.751	0.092	-	29.927	0.000
242.491	0.000		Entrepreneurial behavior	0.267	0.029	0.551	9.379	0.000

The results of the linear regression model for assessing the effect of entrepreneurial behavior on the satisfaction of the supervisor are presented in Table 5. The analysis of variance for linear regression model validation shows that the F-statistic with the value of 971.87 at the error level of 5% is meaningful (sig <0.05), that is, linear regression model of the effect of entrepreneurial behavior on supervisor satisfaction is significant at 5% error level. The coefficient of determination states that 30.3% of changes in satisfaction from the supervisor are explained by entrepreneurial behavior. Regression coefficient (not standardized) is 0.267, that is, by increasing one unit of entrepreneurial behavior, the level of satisfaction from the supervisor increases by as much as 0.267. The fixed value in the regression model with t statistic is 297.97 at 5% error level (sig <0.05) and the linear regression coefficient with t statistic is 9.399 at the error level of 5% positive and meaning It is significant (sig <0.05). Therefore, it can be concluded that entrepreneurial behavior has a positive and significant effect on the satisfaction of the supervisor in the education management of Mahabad city and the second hypothesis of the research is confirmed.

Third sub-hypothesis: There is a relationship between entrepreneurial behavior and satisfaction from colleagues in the education management of Mahabad city.

Table (6): Linear regression model for the Third sub-hypothesis

ANOVA		determination coefficient	Independent variable and constant value	Not-standardized regression coefficient	Standard error	Standardized regression coefficient	t	sig
F	SIG	0.341	Consonant value	2.729	0.087	-	31.516	0.000

104.305	0.000		Entrepreneurial behavior	0.299	0.029	0.584	10.213	0.000
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The results of the linear regression model for assessing the effect of entrepreneurial behavior on the satisfaction of colleagues are presented in Table 6. The analysis of variance for linear regression model validation shows that F statistics with 104.305 at the error level of 5% Meaningful (sig <0.05) means that the linear regression model of the effect of entrepreneurial behavior on the satisfaction of colleagues at the level of 5% error is significant. The determination coefficient expresses that 34.1 percent of the changes in satisfaction of colleagues are explained by entrepreneurial behavior. Regression coefficient (not standardized) is 0.299, that is, by increasing one unit of entrepreneurial behavior, the level of satisfaction of colleagues will increase by 0.299 units. The fixed value in the regression model with t statistic is 316.16 at 5% error level (sig <0.05) and the linear regression coefficient with t statistic is 10.221 at 5% positive error and means It is significant (sig <0.05). Therefore, it can be concluded that entrepreneurial behavior has a positive and significant effect on the satisfaction of colleagues in education management in Mahabad city and the third sub-hypothesis of the research is confirmed.

Fourth sub-hypothesis: There is a relationship between entrepreneurial behavior and satisfaction with job promotion in Mahabad educational management.

Table (7): Linear regression model for the Fourth sub-hypothesis

ANOVA		determination coefficient	Independent variable and constant value	Not-standardized regression coefficient	Standard error	Standardized regression coefficient	t	sig
F	SIG	0.184	Consonant value	1.418	0.325	-	4.365	0.000
45.573	0.000		Entrepreneurial behavior	0.687	0.102	0.429	6.751	0.000

The results of linear regression model for assessing the effect of entrepreneurial behavior on job satisfaction are presented in Table (7). The analysis of variance for linear regression model estimation shows that the F-statistic with a value of 45.573 at the error level of 5. The percentage is significant (% 0.05), which means that the linear regression model of the effect of entrepreneurial behavior on job satisfaction at the 5% error level is meaningful. The coefficient of determination states that 18.4 percent of changes in satisfaction with job promotion are explained by entrepreneurial behavior. Regression coefficient (not standardized) is 0.687, that is, by increasing one unit of entrepreneurial behavior, the job satisfaction rate increases by as much as 0.687. The constant value in the regression model with t statistic is 4,365 at a 5% error rate (sig <0.05) and the linear regression coefficient with t statistic is 6.751 at a 5% positive error level and means It is significant (sig <0.05). Therefore, it can be concluded that entrepreneurial behavior has a positive and significant effect on job satisfaction in education management in Mahabad city and the fourth sub-hypothesis of the research is confirmed.

Fifth sub hypothesis: There is a relationship between entrepreneurial behavior and satisfaction of salaries and payments in Mahabad's education management.

Table (8): Linear regression model for the Fifth sub hypothesis

ANOVA		determination coefficient	Independent variable and constant value	Not-standardized regression coefficient	Standard error	Standardized regression coefficient	t	sig
F	SIG	0.155	Consonant value	1.872	0.267	-	7.00	0.000
37.027	0.000		Entrepreneurial behavior	0.498	0.082	0.394	6.085	0.000

The results of the linear regression model for assessing the effect of entrepreneurial behavior on salary and payment satisfaction are presented in Table 8. An analysis of variance for linear regression model estimation shows that the F-statistic with the value of 37.027 at the error level 5% is statistically significant (sig <0.05). That is, the linear regression model of the effect of entrepreneurial behavior on the satisfaction of salaries and payments at the level of 5% error is significant. The coefficient of determination states that 15.5 percent of the changes in satisfaction of salaries and payments were explained by entrepreneurial behavior. Regression coefficient (un standardized) is 0.498, that is, by increasing the unit of entrepreneurial behavior, the amount of salary and payment satisfaction will increase by as much as 0.498. The fixed value in the regression model with t statistic is 7.7 at a 5% error rate (sig <0.05) and the linear regression coefficient with t statistic is 6.085 at the 5% positive error level and means It is significant sig <0.05). Therefore, it can be concluded that entrepreneurial behavior has a positive and significant effect on satisfaction of salaries and payments in education management in Mahabad city and the fifth sub-hypothesis of the research is confirmed.

Discussion and Conclusion

The main purpose of this study was to investigate the relationship between entrepreneurship behavior and job satisfaction of human resources (case study: education management in Mahabad city). The results of the research showed that there is a relationship between entrepreneurship behavior and job satisfaction of human resources in the education management of Mahabad city. And these findings are consistent with the findings of other scholars of Time and Others (1393), Hazarjaribi and Ebrahimi (2010) and Sadeghzadeh and Abedi (2014). In explaining these findings, it can be said that individuals who have entrepreneurial behaviors are creating new opportunities for work in the organization through creativity, creative behavioral features, creative leadership, policy of encouragement and innovation in services, organizational entrepreneurship and the development of ideas. This in turn, for employees and managers, creates a sense of meaningfulness and usefulness in the organization that results in a person's satisfaction from his or her job and work in the organization.

The results of this study showed that there is a relationship between entrepreneurial behavior and job satisfaction in Mahabad educational management. And these findings are consistent with the findings of other scholars of Zamani and Others (2014), Hazarjaribi and Ebrahimi (2010) and Sadeghzadeh and Abedi (2014). In justifying the possible reasons for such findings, it can be said that according to the definition of entrepreneurial behaviors, it includes a set of activities and practices, as well as the use of innovative resource combinations to identify and track opportunities. Entrepreneurial behavior is the result of a desire to change the status quo using creativity and innovation (Shahsavari Goghari et al., 2013). Therefore, one can expect that having such features in a person will create a sense of satisfaction from work and meaningfulness in the organization, which will strengthen his commitment and attachment to the organization and will make him satisfied with his work.

The results of the research showed that there is a relationship between entrepreneurial behavior and satisfaction of the supervisor in the education management of Mahabad city. And these findings are consistent with the findings of other scholars of Zamani and Others (2014), Hazarjaribi and Ebrahimi

(2010) and Sadeghzadeh and Abedi (2014). In explaining these findings, one who has entrepreneurial behavior and characteristics knows that implementing his new and entrepreneurial ideas without the support and support of supervisors and organizational managers is not feasible, so this person is part of the success of achieving His goals and wishes are the result of his supervisor's support. As a result, there will be some kind of internal satisfaction from the head of the organization.

The results of the research showed that there is a relationship between entrepreneurial behavior and satisfaction of colleagues in the education management of Mahabad city. And these findings are consistent with the findings of other scholars of Zamani and Others (2014), Hazarjaribi and Ebrahimi (2010) and Sadeghzadeh and Abedi (2014). In explaining the possible reasons for these findings, it can be said that someone who has entrepreneurial behaviors knows that entrepreneurship is in most cases a group and the result of a joint co-operation of individuals, and therefore the implementation of entrepreneurial ideas without the technical and advisory support that the colleagues It is not possible or very difficult for them to show that entrepreneurship and success in achieving their goals are the result of the capabilities and support of their colleagues, which in turn will lead to the satisfaction of his colleagues.

The results of the research showed that there is a relationship between entrepreneurial behavior and satisfaction with job promotion in education management in Mahabad city. And these findings are consistent with the findings of other scholars of Time and Others (1393), Hazarjaribi and Ebrahimi (2010) and Sadeghzadeh and Abedi (1393). In explaining these findings, it can be said that in most organizations due to the importance of entrepreneurship for the organization, entrepreneurial and entrepreneurial behaviors are encouraged and rewarded, one of which is the promotion of a career and the achievement of an enterprise of interest. . As a result, it can be said that the entrepreneurial behaviors of the employees lead to satisfaction with their job promotion.

The results of the research showed that there is a relationship between entrepreneurial behavior and satisfaction of salaries and payments in Mahabad educational management. This is consistent with the findings of other scholars of Zamani and Others (2014), Khazar Jarribi and Ebrahimi (2010) and Sadegh Zadeh and Abedi (2014). In explaining these findings, it can be said that in most organizations, entrepreneurial behaviors are encouraged by financial rewards and wage increases, as entrepreneurship and the creation of new opportunities bring new revenue and resources to the organization. Therefore, it can be expected that entrepreneurial behaviors will satisfy the satisfaction of salaries and payments.

Recommendations

In line with the results of the research, the following suggestions for the managers and relevant authorities in the education management of Mahabad city can be offered to achieve entrepreneurship and promote employee job satisfaction:

- 1- Training and familiarizing the organization's employees with the principles and ideas of entrepreneurship and its importance and benefits through the organization of entrepreneurship training courses, the use of educational aids (books, pamphlets, social networks, etc.).
2. Develop new ideas and entrepreneurial behaviors by providing employees with the necessary facilities and facilities.
- 3- Encouraging the culture of entrepreneurship and giving appropriate financial rewards to successful people in entrepreneurship.
4. Promotion of the position and granting of the opportunity for the advancement of the organization to individuals with entrepreneurial behaviors.
- 5- Applying the necessary changes in the organization's recruitment policies to attract and select entrepreneurs and enjoy entrepreneurial behaviors.

Research Limitations

1. The research community is limited exclusively to the education management staff of the city of Mahabad.
2. All the statistics and information provided through the questionnaire.
3. This research has only been carried out among the staff of the organization, and needs more care and further consideration in order to be generalized to other organizations and should take into account the precautionary aspects.

Suggestions for future researchers

1. Perform similar research in other organizations and compare their outcomes with each other.
2. Considering the importance of entrepreneurial behavior for managers, it is recommended that the effect of this variable on other personal and organizational variables be examined.
3. In this study, the effect of organizational factors on the subject variables is assumed to be constant. Therefore, the most important issue for completing the present research is that the impact of organizational factors should be studied and analyzed in a suitable way.

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