

Research Paper

Study the Relationship between Emotional Intelligence and Entrepreneurship Level among Pasargad Bank Personnel

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Abstract

The aim of this study was to examine the relationship between emotional intelligence and entrepreneurial employees of Bank Pasargadae. The method used is descriptive and survey research and case studies are Statistical society of this study a total of 220 cases of all employees who are in Pasargadae Bank. According to Morgan Sample size the sample size is 120. In this study, a questionnaire was used to collect the data needed Emotional Intelligence Questionnaire of book doctor Moghimi inventory and Evaluation of Entrepreneurial Behavior Research Organization of Lyons and colleagues (2007) were used. Both descriptive and inferential data using the Pearson normality test were analyzed. Research results showed that as more employees become entrepreneurs, the higher emotional intelligence is between emotional intelligence and employees of Bank Pasargadae There is entrepreneurship.

Keywords: Entrepreneurship, Emotional Intelligence, Pasargadae Bank.

Introduction

Nowadays, environmental condition and competition rules are so ruthless, complex dynamic and insecure by which organizations never can guarantee their long-term survival just through apparent changes such as changing methods, systems, structure, technology and thus present organizations should create a revolution in managers and personnel's minds. They should provide a condition by which all personnel's get entrepreneurship morale and could perform their activities easily. Continuously and individually or in group. Entrepreneurs provide more benefits and advantage for society such as employment, encouragement, persuade to investment, expanding new markets, encourage for competition sense, organizing resource toward using it effectively and removing market gaps and bottleneck. Intra-organizational entrepreneurship, in addition to support the creativity, pre action and risk ability of business, provide more advantage through creating suitable approaches by using intra-organizational resources effectively whether in managerial domain or in market (Nazari 2013).

In recent years, toward severe competition in market, the globalization and entrepreneurship have considered as a necessary factors for per company. Also, companies need to exploit new opportunities, develop productions and market services in order to succeed in market and preserve comparative advantage.

Consequently, A few previous years, researches of all branches have interested on discussions about client- focused issue, innovation and entrepreneurship (tajdini 2010 paso 12).

Organizations who having entrepreneur personnel's obtain to capabilities by which in addition to enhancing efficacy, could take advantage from available opportunities and more conformability with their environment. (safari 2012).

On the other hand, one of the most important skills which is paid more attention is "emotional intelligence" and its important role in human interactions compared with emotional intelligence have been emphasized (Kordnoghi and co-worker, 2012).

mayer et al (2004) defined the emotional intelligence as an interaction between intelligence and emotion, but it is specially the capability to assess and express exactly the emotion, ability to making senses when they facilitate think, ability to understanding emotions and emotional awareness, and ability to adjusting and arranging emotions to emotional and intelligent development. (zidner 2010).

Human is social being and individual entrepreneurship in the society the frame of his/her own business doesn't yield unless with others cooperation and leadership successfully. It is important to point that seemingly, emotional intelligence play an important role in creating Entrepreneurship behavior, and individuals with higher emotional intelligence are more successful in creating new business and trade, so the more individual be entrepreneurship, the more apparent is the role of emotional intelligence.

Until now, a few effort has been performed on identifying the properties of emotional intelligence concern to its role on entrepreneurship process, thus in this research it is tried to discover this issue and relationship between emotional intelligence and entrepreneurship level among Pasargadae bank personnel's.

Research Literature

Emotional intelligence

Emotional intelligence consist of identifying self and other feelings and using it in order to obtaining to suitable decisions in the life, namely it is an agent that creates a motivation in individual when he/she failed and results in establishing a good relationship with others due to having high social skills (Nikpoor & Shariat, 2012).

Self – awareness:Is ability to accurate and exact perception of emotions when it occurs and percept which interests exist in relation to different situations? Also it is defined as our usual responds to events, problems and ever peoples (hasanzadelh & barmaki 2013).

Self- management:Is something that occurs whether we perform an act or not. It depends on self – awareness and means

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using the awareness of emotions for being flexible and also positively lead the self- behavior (hasanzadelh t barmaki 2013).

Social – awareness:Is ability to guess accurately others emotions and understanding that what is their feeling really (hasanzadelh t barmaki 2013).

Relationship – management: Is ability to applying awareness of self emotions and also other emotions to managing interactions (hasanzadelh t barmaki 2013).

Entrepreneurship

It is a process occurs in various environments and places and in this course, economical system changes through innovation of individual who respond to economical opportunities, and resultly will cause to creat individual and social value.

Histrich & piterz believes that entrepreneurs are known due to everything they do, they create new services, goods and process in market. Totally, they are defined as individuals who make an improvement for both other individual and society (Bronkerd.J.2009 page 449).

Background: Emanoel and his co-worker have done research titled by "study the relationship between emotional intelligence and entrepreneurship policy in Education system in 2012. This research has been focused because of influence of entrepreneurship education on economic development at Nigeria. Theoretical basic of research are supplied by supporting secondary data of reference: from the book context, magazines and internet. Findings showed that enriching and packaging entrepreneurship education result in obtaining skill, enhancing capacity, developing speedily entrepreneurship and more economic development in Nigeria. Thus it is recommended that entrepreneurship education should be focused on practical orientation not regard to theoric perception of course at various

institutions. In addition it is suggested that government should provide suitable study centers with competent personnels and training future – focused entrepreneurs , and considering a budget for their thesis in order to creating business and educating entrepreneurship, and its enrichment, providing curriculum to using at Nigeria schools and faculties. Also they concluded that there is a linear and significant relationship between entrepreneurship components and emotional intelligence among the statistical society.

Roseete & ciarochi explained in a research titled by "emotional intelligence and its relationship with operational results of workplace over personnel's of Australia public service organization "that total average of emotional intelligence was 100 and there is significant relationship between individual emotional intelligence and performance.

Research method

The method of research is descriptive – survey and is among practical researches. Statistical society of research includes total personnel of Pasargadae bank (N=170). Sample volume, regard to morgan table, equals with 120. In order to obtain information concern to research background and topic, library method (internet, books, papers, thesis, reports) have been used. In the field method, the questionnaire tools were used to collecting data.

Descriptive statistic of entrepreneurship level: In order to study the entrepreneurship level, among statistical society, individual who respond averagely to option 5 was considered as extreme entrepreneur, who respond to option 4 as entrepreneur, who respond to options 3, as relatively entrepreneur and who respond to options 1 and 2 as non – entrepreneur Their descriptive statistic is following as:

Table 1-Survey of respondents thinks the level of entrepreneurship

Percent	The number	Amount the Entrepreneur	Options
8.34	10	Extraordinary Entrepreneur	5
70.83	85	Entrepreneur	4
16.67	20	Potential entrepreneurs	3
1.93	5	No entrepreneur	1,2

Comparing average of emotional intelligence and its dimensions

After recognizing the entrepreneurship level of each respondent, their opinions average against to each of obtained emotional intelligence, summarized in following table:

Table 2-Comparison between EI and its dimensions mean the separation of entrepreneurship

The social skills	The empathy	After self-motivation	Auto regulation after	After consciousness	Emotional Intelligence	Level Entrepreneur
3.19	3.91	3.23	3.89	3.73	3.59	Extraordinary Entrepreneur
3.1	3.88	3.18	3.73	3.52	3.48	Entrepreneur
3.09	3.83	3.09	3.55	3.33	3.38	Potential entrepreneurs
3.00	3.66	3.01	3.40	3.16	3.25	No entrepreneur

Above table show that the more entrepreneurship level of personnel's, the higher is their emotional intelligence.

There is a significant relationship between emotional intelligence and entrepreneurship level among Pasargadae bank personnel's.

**Study the research hypothesis
Test of research basic hypothesis**

In order to determine correlation level among this hypothesis variables, the correlation test have used due to normality distribution.

In this coefficient, high level of Pearson statistic and sig lower than 0.05 means significance and relation of both variables to each other. On the other hand , the more close the

level of correlation coefficient to 1, the more relationship between two variable is. Namely increasing one of them, the other decrease.

Table 3-Correlations

		Emotional Intelligence	entrepreneurship
Emotional Intelligence	Pearson Correlation	1	.820**
	Sig. (2-tailed)		.000
	N	120	120
entrepreneurship	Pearson Correlation	.820**	1
	Sig. (2-tailed)	.000	
	N	120	120

** . Correlation is significant at the 0.01 level (2-tailed).

According to table 3, calculation of Pearson correlation coefficient suggests that there is a significant relationship between emotional intelligence and entrepreneurship level among Pasargadae Bank personnel's with $r = 0.820$ and $sig = 0.000$ amplitude.

There is a significant relationship between self-awareness and entrepreneurship level among Pasargadae bank personnel's.

Regard to table 4, calculation of Pearson correlation coefficient explains that there is a significant relationship between self-awareness and entrepreneurship level of Pasargadae bank personnel's with $r=0.710$ and $sig=0.000$ amplitude.

Study the first secondary hypothesis

Table 4-Correlation

		self-awareness	entrepreneurship
self-awareness	Pearson Correlation	1	.710**
	Sig. (2-tailed)		.000
	N	120	120
entrepreneurship	Pearson Correlation	.710**	1
	Sig. (2-tailed)	.000	
	N	120	120

** . Correlation is significant at the 0.01 level (2-tailed).

Study the second secondary hypothesis

There is a significant relationship between self adjustment and entrepreneurship level of Pasargadae bank personnel's.

Regard to table 5, calculation of Pearson correlation coefficient show that there is a significant relationship between self-adjustment and entrepreneurship level of Pasargadae bank personnel's. With $r=0.772$ and $sig=0.000$ amplitude.

Table 5-Correlations

		self adjustment	entrepreneurship
self adjustment	Pearson Correlation	1	.870**
	Sig. (2-tailed)		.000
	N	120	120
entrepreneurship	Pearson Correlation	.870**	1
	Sig. (2-tailed)	.000	
	N	120	120

** . Correlation is significant at the 0.01 level (2-tailed).

Study the third secondary hypo thesis

There is a significant relationship between self-motivation and entrepreneurship level of Pasargadae bank personnel's.

According table 6, calculation of Pearson correlation coefficient show that there is a significant relationship between self-motivation and entrepreneurship level of Pasargadae bank personnel's with $r=0.772$ and $sig=0.000$ amplitude.

Table 6-Correlations

		self-motivation	entrepreneurship
self-motivation	Pearson Correlation	1	.772**
	Sig. (2-tailed)		.000
	N	120	120
entrepreneurship	Pearson Correlation	.772**	1
	Sig. (2-tailed)	.000	
	N	120	120

** . Correlation is significant at the 0.01 level (2-tailed).

Study the fourth secondary hypothesis

There is a significant relationship between sympathy and entrepreneurship level of Pasargadae bank personnel's.

According to table 7, calculation of Pearson correlation coefficient shows that there is a significant relationship between sympathy and entrepreneurship level of Pasargadae bank personnel's. With $r=0.849$ and $sig=0.000$ amplitude.

Table 7-Correlations

		sympathy	entrepreneurship
sympathy	Pearson Correlation	1	.849**
	Sig. (2-tailed)		.000
	N	120	120
entrepreneurship	Pearson Correlation	.849**	1
	Sig. (2-tailed)	.000	
	N	120	120

** . Correlation is significant at the 0.01 level (2-tailed).

Study the fifth secondary hypothesis

There is a significant relationship between social skill dimension and entrepreneurship level of Pasargadae bank personnel's.

According table 8, calculation of person correlation coefficient show that there is a significant relationship between social dimension and entrepreneurship level of Pasargadae bank personnel's. With $r=0.732$ and $sig=0.000$ amplitude.

Table 8-Correlations

		social skill dimension	entrepreneurship
social skill dimension	Pearson Correlation	1	.723**
	Sig. (2-tailed)		.000
	N	120	120
entrepreneurship	Pearson Correlation	.723**	1
	Sig. (2-tailed)	.000	
	N	120	120

** . Correlation is significant at the 0.01 level (2-tailed).

Discussion and research suggestions

As results showed emotional intelligence is effective in creating successful and efficient entrepreneurs, and regard to acquisitive nature of emotional intelligence, it is suggested that enhancing and promotional intelligence in individuals and various parts of society should be focused.

Concern to individual emotional intelligence, it is recommended that through in-service training courses, held by bank, lessons should be trained by which individual emotional intelligence increase. As emotional intelligence is not stable among individuals and can be improved through training, hold up educational courses and workplaces, improving personal and social capabilities, developing affective controls, practicing

empathy and expanding effective skill and assessing others feeling is suggested with emphasize on self-management capability and relationship-management in order to take advantage form maximum individual capability.

Individual with higher level of inter personal relations, being employed in project business and in-group activities in which applying personal and social capability is high.

To influence of emotional intelligence on individual successes being apparent for others it is recommended to human resource managers that, at employment and selection, consider to applicant it is Effort of senior management toward creating a healthier environment by which individual being more

intelligent in the term of emotional intelligence and as result, the entrepreneur ship will increase.

As, Golman said that emotional intelligence is widely practical in all organizational array but it is vital in managerial part, thus it is recommended that for selecting managers, particularly the middle managers, their affective intelligence level is considered as one of the in order to enhancing personnel's emotional intelligence ,authorities are recommended following points:

- ✓ Creating a strong motivation among personnel's to learning and change.
- ✓ Introduce emotional intelligence and its potential capability to individual successes in the life and work place.
- ✓ Management and leadership with emotional intelligence.
- ✓ Programming to education of personnel's emotional intelligence toward meeting company aims.
- ✓ Assessing personnel's accurately through educational courses and give a feedback to them

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