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 Pasargad. 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 Pasargad 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 Pasargad. There is entrepreneurship.

Keywords: Entrepreneurship, Emotional Intelligence, Pasargad 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 yours, toward sever 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 (Kordnoghabi and co-worker, 2012).

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

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

Relationship – management: Is ability to applying
awareness of self emotions and also other emotions to managing
interactions (hasanzadelht 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 developments 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 & ciarrochi 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

<table>
<thead>
<tr>
<th>Percent</th>
<th>The number</th>
<th>Amount the Entrepreneur</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.34</td>
<td>10</td>
<td>Extraordinary Entrepreneur</td>
<td>5</td>
</tr>
<tr>
<td>70.83</td>
<td>85</td>
<td>Entrepreneur</td>
<td>4</td>
</tr>
<tr>
<td>16.67</td>
<td>20</td>
<td>Potential entrepreneurs</td>
<td>3</td>
</tr>
<tr>
<td>1.93</td>
<td>5</td>
<td>No entrepreneur</td>
<td>1,2</td>
</tr>
</tbody>
</table>

Comparing average of emotional intelligence and its
dimensions

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

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

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

Study the research hypothesis
Test of research basic hypothesis

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

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

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

<table>
<thead>
<tr>
<th>Emotional Intelligence</th>
<th>Pearson Correlation</th>
<th>Sig. (2-tailed)</th>
<th>N</th>
<th>entrepreneurship</th>
<th>Pearson Correlation</th>
<th>Sig. (2-tailed)</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emotional Intelligence</td>
<td></td>
<td></td>
<td></td>
<td>entrepreneurship</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1</td>
<td>0.820</td>
<td>120</td>
<td>.000</td>
<td>1</td>
<td>1</td>
<td>120</td>
</tr>
</tbody>
</table>

**. 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.

**Study the first secondary hypothesis**

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

**Table 4-Correlation**

<table>
<thead>
<tr>
<th>self-awareness</th>
<th>Pearson Correlation</th>
<th>Sig. (2-tailed)</th>
<th>N</th>
<th>entrepreneurship</th>
<th>Pearson Correlation</th>
<th>Sig. (2-tailed)</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1</td>
<td>0.710**</td>
<td>120</td>
<td>.000</td>
<td>1</td>
<td>1</td>
<td>120</td>
</tr>
</tbody>
</table>

**. 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.

**Table 5-Correlations**

<table>
<thead>
<tr>
<th>self adjustment</th>
<th>Pearson Correlation</th>
<th>Sig. (2-tailed)</th>
<th>N</th>
<th>entrepreneurship</th>
<th>Pearson Correlation</th>
<th>Sig. (2-tailed)</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>self adjustment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1</td>
<td>0.870**</td>
<td>120</td>
<td>.000</td>
<td>1</td>
<td>1</td>
<td>120</td>
</tr>
</tbody>
</table>

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

**Study the third secondary hypothesis**

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

**Study the first secondary hypothesis**

According 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.
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 $\text{sig}=0.000$ amplitude.

Study the fifth secondary hypothesis
There is a significant relationship between social skill dimension and entrepreneurship level of Pasargadae bank personnel's. According to table 8, calculation of Pearson 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 $\text{sig}=0.000$ amplitude.

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

<table>
<thead>
<tr>
<th>Table 6–Correlations</th>
<th>self–motivation</th>
<th>entrepreneurship</th>
</tr>
</thead>
<tbody>
<tr>
<td>self–motivation</td>
<td>Pearson Correlation</td>
<td>1</td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td>.772**</td>
<td>.000</td>
</tr>
<tr>
<td>N</td>
<td>120</td>
<td>120</td>
</tr>
<tr>
<td>entrepreneurship</td>
<td>Pearson Correlation</td>
<td>.772**</td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td>.000</td>
<td>.000</td>
</tr>
<tr>
<td>N</td>
<td>120</td>
<td>120</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Table 7–Correlations</th>
<th>sympathy</th>
<th>entrepreneurship</th>
</tr>
</thead>
<tbody>
<tr>
<td>sympathy</td>
<td>Pearson Correlation</td>
<td>1</td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td>.849**</td>
<td>.000</td>
</tr>
<tr>
<td>N</td>
<td>120</td>
<td>120</td>
</tr>
<tr>
<td>entrepreneurship</td>
<td>Pearson Correlation</td>
<td>.849</td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td>.000</td>
<td>.000</td>
</tr>
<tr>
<td>N</td>
<td>120</td>
<td>120</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Table 8–Correlations</th>
<th>social skill dimension</th>
<th>entrepreneurship</th>
</tr>
</thead>
<tbody>
<tr>
<td>social skill dimension</td>
<td>Pearson Correlation</td>
<td>1</td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td>.723**</td>
<td>.000</td>
</tr>
<tr>
<td>N</td>
<td>120</td>
<td>120</td>
</tr>
<tr>
<td>entrepreneurship</td>
<td>Pearson Correlation</td>
<td>.723**</td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td>.000</td>
<td>.000</td>
</tr>
<tr>
<td>N</td>
<td>120</td>
<td>120</td>
</tr>
</tbody>
</table>

**. Correlation is significant at the 0.01 level (2-tailed).
intelligent in the term of emotional intelligence and as result, the entrepreneurship 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.

Reference: