



Sociology of Education

Analyzing the Ambivalence Elements of Entrepreneurship in the Technical and Vocational Organization of the Country

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Purpose: Knowing the ambivalence elements of entrepreneurship in different organizations, especially the technical and vocational organization plays an important role in improving the state of this educational system. Therefore, the aim of this study was to analyzing the ambivalence elements of entrepreneurship in the technical and vocational organization of the country.

Methodology: In a descriptive research from type of correlation were analyzed the ambivalence elements of entrepreneurship. For this purpose, the research population was all the employees of technical and vocational organization of Golestan province with number of 500 people, which the sample size based on Cochran's formula was estimated to be 217 people, which these people were selected by simple random sampling method. The tool of the current research was the questionnaire of the ambivalence elements of entrepreneurship in the technical and vocational organization, which the data were analyzed with the methods of exploratory factor analysis and structural equation modeling in SPSS and Smart PLS software.

Findings: The findings of this study indicated that the ambivalent elements of entrepreneurship in technical and vocational organizations were included 14 elements of market orientation, market analysis, use of creativity, continuous problem solving, knowledge sharing, knowledge absorption capacity, strategic planning, continuous sourcing, flexible organization, continuous learning, managerial expertise, financial support, capable human resources, environment dynamism, ambivalence and the results that the factor load of all of them was higher than 0.50, the average variance extracted of all of them was higher than 0.60, and the Cronbach and combined reliability of all of them was higher than 0.80. Also, the model of analyzing the ambivalence elements of entrepreneurship in the technical and vocational organization of the country had a good fit and the coefficient of all paths was significant ($P < 0.05$).

Conclusion: According to the results of this study, it is necessary to plan to improve the ambivalence of entrepreneurship in the technical and vocational organization of the country through the identified elements.



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Extended Abstract

Purpose: The technical and vocational education organization of the Islamic Republic of Iran by creating the necessary fields for the education and training of teenagers and young people who are talented and interested to the vocational training, retraining, promoting job skills at different skill levels, training managers and supervisors, training expert and skilled trainers through the creation of technical and professional centers, internship centers for completing special skills and specializations, teacher training centers, centers near factories operate. One of the most important educational organizations that plays an important role in training the human resources needed by societies and has been noticed due to the ever-increasing developments and transformations that take place in the field of knowledge and technology, is the technical and vocational organization. The task of the country's technical and vocational education organization is to carry out activities that prepare a person for obtaining a job, profession and business or increase his efficiency and ability. This organization is like a bridge between the trainees and the production and industrial sectors of the society, and it should educate the forces that the production sectors of the society need. Considering the effective role of this organization in the country's industrial and economic development, it is very important to examine its performance and efficiency. Also, the performance of this organization will not be effective unless it improves the correct performance of trainees and apprentices. One of the variables that can be investigated in any organization, especially in educational organizations related to industry (such as technical and professional organizations) is the entrepreneurial variable, which refers to accepting risks, pursuing opportunities, and satisfying needs and desires through innovation. In the other words, entrepreneurship is a process that starts with the identification of a service by a person who takes risks and has a visionary outlook and after going through various stages including idea generation, idea screening, feasibility study and business plan formulation, it leads to the establishment of an organization or company and its management with regarded to accepts all the risks. One of the indicators of development in any society is the growth and exploitation of the abilities and talents of the human resources of that society; So that society will be able to develop when all its members have the capacity to develop, which is one of the effective solutions in this field to focus on entrepreneurship. In fact, entrepreneurship is a response to the expansion of the needs of societies, and accordingly, the category of entrepreneurship has become one of the important topics of societies, which can solve many trouble and problems of current societies, including unemployment, and provide the context for the optimal use of talents and capabilities. . An entrepreneur is a person who establishes and manages an organization for profit and growth and uses it to advance his goals, which such a person must have innovative and entrepreneurial behaviors and use the strategic management strategies. One of the important topics about entrepreneurship is organizational ambivalence, which refers to the organization's ability to simultaneously explore and exploit, and the exploration includes search, differentiation, testing, fundamental and leapfrogging innovations, development of new competencies and possibility of long-term returns and the exploitation includes modification and refinement, efficiency, gradual innovations, application of the organization's current abilities and reliable and short-term returns. Ambivalence means simultaneously paying attention to exploiting from existing resources and situations and aware, exploring and acting on changes in the business environment; So that the exploitation requires using the existing opportunities and exploring refer to the innovations and changes in the business environment and hunting for future opportunities. Ambivalence allows the organization to be efficient in today's dynamic, competitive, changing and changing environment, while gaining the flexibility needed to adapt to new challenges and opportunities in the environment. Therefore, it is logical that enabling organizations to be ambivalence is placed in the organization's priorities for realization and achievement. Knowing the ambivalence elements of entrepreneurship in different organizations, especially the technical and vocational organization plays an important role in improving the state of this educational system. Therefore, the aim of this study was to analyzing the ambivalence elements of entrepreneurship in the technical and vocational organization of the country.

Methodology: In a descriptive research from type of correlation were analyzed the ambivalence elements of entrepreneurship. In this study, according to the purpose and nature of the research was used a quantitative method, which for this purpose, the researcher-made questionnaire of ambivalence elements of entrepreneurship in the technical and vocational organization was subjected to the judgment of the research samples. For this purpose, the research population was all the employees of technical and vocational organization of Golestan province with number of 500 people, which the sample size based on Cochran's formula was estimated to be 217 people, which these people were selected by simple random sampling method. The tool of the current research was the questionnaire of the ambivalence elements of entrepreneurship in the technical and vocational organization, which the data were analyzed with the methods of exploratory factor analysis and structural equation modeling in SPSS and Smart PLS software.

Findings: The findings of this study indicated that the ambivalent elements of entrepreneurship in technical and vocational organizations were included 14 elements of market orientation, market analysis, use of creativity, continuous problem solving, knowledge sharing, knowledge absorption capacity, strategic planning, continuous sourcing, flexible organization, continuous learning, managerial expertise, financial support, capable human resources, environment dynamism, ambivalence and the results that the factor load of all of them was higher than 0.50, the average variance extracted of all of them was higher than 0.60, and the Cronbach and combined reliability of all of them was higher than 0.80. Also, the model of analyzing the ambivalence elements of entrepreneurship in the technical and vocational organization of the country had a good fit and the coefficient of all paths was significant ($P < 0.05$).

Conclusion: According to the results of this study, it is necessary to plan to improve the ambivalence of entrepreneurship in the technical and vocational organization of the country through the identified elements. Therefore, it is suggested to the managers of knowledge-based organizations that by creating innovation capabilities and developing creativity in the organization, creating communication capabilities and developing sustainable relationships with stakeholders, developing information capabilities and using organizational data and establishing information systems in order to improve the strategic entrepreneurship process, performance of the organization and ambivalence of entrepreneurship to act so that this process leads to the creation of value and competitive advantage in business. Also, it is suggested that, in chaotic environments, for the better performance of organizations should be used the ambivalence elements of entrepreneurship and should be provided the ground for their realization.