Relationship between organizational Creative & entrepreneurship among Physical Education teachers of Isfahan Education.

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ABSTRACT

The goal of this study was determining the relationship between organizational Creative & entrepreneurship among Physical Education teachers of Isfahan Education. The methods: the method of this study was correlation method which The (statistical) population considered some of that was done by field method. Physical Education teachers of Isfahan (n=150) & the (statistical) sample was included 100 persons of them. For collecting data was used Randi’s organizational Creative questionnaire (α=0.85) & entrepreneurial questionnaire (α=0.81), for analyzing data was used descriptive & deductive statistics included; determining the nature of data was used in Smirnov’s test & for determining the relations, was used Pearson’s coefficient correlation test Findings: the results showed that there was meaningful & positive relationship between entrepreneur & organizational Creative. Conclusion: developing & training the innovative features among teachers caused to the organizations’ structures that will be flexible & management supports of Education specially strengthen the innovative venture & creative among Physical Education & build the rewards & incentive systems which caused to value to the entrepreneurs.

INTRODUCTION

The change process in human life affected by change factors from Ice age—now & the origin of changes such as; after World War II, different countries paid attention to the economical development & global competitions caused to make new extensive international opportunities & threats for different organizations. The managers & organizations were successful in the global competition field that were diligent & dynamic & against changes, develop & codify new solutions & all time did creative & innovative things. In Today World, entrepreneurs can play important, outstanding & effective role in this society, today entrepreneurs considered as economic development engines of a society. In fact, entrepreneurship is using opportunities for higher productivities to providing potential impacts of environmental threats by its innovative & optional usage of organizational sources & available facilities. Today the roles of entrepreneurs are essential in organizations. In these conditions, just entrepreneur managers can lead these ambiguities & complexities to the useful opportunities & obtaining successfully. In fact, entrepreneurship is the process of obtaining profits & benefits by new & unique competitions & also valuable sources in environment along with ambiguity & uncertainty. Entrepreneurs are persons who they innovative, identify, opportunities & present new compositions from sources to benefits from uncertain environment the entrepreneurial process & improve the productivity in each of organizations need to the infrastructures which one of the most important of them is creative staffs. Using the creative of staffs consider as one of the biggest benefits in each organizations. In fact, new & effective technological innovation is the factor of upgrading the organizations by using the employees & staffs. Today, all organizations try to use staffs’ flexible & efficient methods for their survival. The valuable capital in each country is skilled, experienced & creative manpower. The process of entrepreneurship & improving the efficiency need to the making infrastructures in each organization that one of the most important infrastructures is identifying & educating the infrastructures related to the entrepreneurship especially in creative managers. Identifying the entrepreneurial managers & also attention to the premium & particularity features for developing & improving the manpower are considered as great advantages.
Entrepreneurship improves the life quality, entrepreneurs innovating & developing the new goods & services & then caused to the goods & services development & better & easier life. Moreover the entrepreneurship is considered as factor of stimulation & encouragement, sense of competition, the factor of integration & relations among markets, fixing damages, breaks, market society constraints, change & renewal factors of national life & innovative & lubricants change factors [2].

Department of Education as a one of most important organizations need to the creative employees & teachers who can responsible in our works & be creative, innovative & participate in making decisions. In fact, the teachers are the main authorities in educating the students & next generation & Physical Education is part of Education Sport Authorities believes that the sport is heart of Education in country & can say that survival the Physical Education course ensures the health, innovative & creativity in next generation & it depends to the creative Physical Education teachers. The creative & powerful teachers that use maximum from minimum facilities by their creativity efficiency & innovative & also they relative impacts & defects by their scientific & basic plans & also it is so efficient for making creative, innovative & skilled generation.

This believes that the managers of organizations are the main factor of success & risk creative & entrepreneur management are the most important factors in developed countries. Today, all political & economical & social & cultural planners accept above factors, so identifying & educate the entrepreneurial risk able management are adaptable as a one of stable economical & cultural developed factors because improve & educate the entrepreneurial managements with creating new methods & initiative caused to dominance to the economical & cultural problems & also helped countries form un-employment, poverty & social disorders to social, economical & common welfare. In at all, entrepreneurship means discovery the un-known opportunities which they are profitable & entrepreneur is a person who identify these profitable opportunities & make logical decisions about their coordination & organized among sources. Regarding to the role & importance of entrepreneurial managers in organizations & educational systems development the needs to the identifying the entrepreneurial fields, so the Department Education need to the entrepreneurial managers & experts more than other organizations, why young form the highest population of society & schools can be the best places for educating & making new entrepreneurial opportunities. The aim of entrepreneurial management in schools is that are educated responsible persons. Also, there must be proper situation for developing the organizational entrepreneur. Scholars of improvement & development of organizations the creativity of employees introduce as a effective method on manpower function & then introduce the effects on organizational function.

On the one hand, today most organizations authoritarian management model is outdated and organization not only to a much wider information and knowledge they need, but also the independence, self-reliance, self-confidence and creativity and innovation require more, it means that organizations need employees who believe themselves to be creative and the greater the number of decisions that must be made is the need for people to be more creative because creative people are more prepared to deal with the problems and can seek to any failure on their feet faster.

The most important factor in achieving the goals of effective physical education teacher and a professional, efficient and creative and by using the latest scientific findings, the nature and status of physical education in order to create specific goals for which is fundamental to the development of skills and capabilities and skills of the sport and its social goals that truth, honesty, self-discipline.. which leads to the formation of correct behavior, and ultimately change behavior and learning ability, physical and intellectual development in them and the mission of great importance upon physical education teachers and the education system. By evidence regarding the importance of entrepreneurship and entrepreneurial management and the importance of creative teachers, especially teachers of physical education, students are taught that the body and soul and the purpose of using their talents is in positive feelings towards them. Attention that research in this area in country is little and major studies in this area, is in abroad and the results cannot be easily extended to State educational agencies, so researchers in this research The examined the relationship between entrepreneurship and individual creativity in Physical Education teachers pay 92-93 academic year.

The root word of the entrepreneurs derived from France word (Entrepreneur) literally means a broker or evidence, words change over time, along with ways to increase production and social values and concepts involved have been changed. [17] Entrepreneurship and value creation process of the formation of a unique set of resources, in order to take advantage of the opportunity to know.

Risk(risk taking): that can accept moderate risk through personal efforts are inhibited [7]

Creativity: the ability of see thing with a new, abnormal idea, and then provide a new, unusual and effective approach [4]

Independence: having control over your destiny, or do anything for yourself [4].

Internal locus of control: the individual believes that his destiny is controlled by external events; and ambition to succeed: Mac Kale Land seeking success tend to work in higher standards for success in a competitive position as [2].

Many hold that creativity is the essential element to achieve excellence fields, however, creativity is an unknown concept which is difficult to express it by words and the creativity definition is different in different
cases (such as painting, writing, business). A primary definition for creativity is create new ideas, regardless of whether they are profitable. This definition mention to data instead of creativity in benefit and organization [12].

Ecayne define creativity as think about new and appropriate ideas. In terms of psychology creativity means new ideas by combining unknown sources. lutaniz (2002), master of organizational behavior, define creativity as creating ideas and approaches of individuals and groups in a new way. Georgi in creativity definition concentrate on concept. He said that creativity means look at the same thing that people look but by a different look. Creativity means look again an exit closed doors [9]. Creative persons see the problems as good situations, for example telephone bank which is more Client-centered as face to face encounter.

Creativity factors:

1. Challenging: manager of an organization for increase the creativity and innovation should force employees to work correctly. Match of job with employers can increase employees' abilities.
2. Freedom: creativity means give instrument freedom to employee not goals. Freedom in work helps employee to deal with issues in a way that allows the maximum use of the expertise and skills of creative thinking.
3. Sources: managers should give groups, process and creative persons 2 effective sources, money and time.
4. Team working: teams should have 3 options:
   - Members should be involved in the excitement and motivation of the team.
   - Members must be willing to assist team members in difficult situations.
   - Each member should recognize and commemorate the unique knowledge and perspective that other members of the team have to save new ideas.
5. Encouragement and supervision: supervisors will have an important role in innovations and creativity but these two will be more important when the organization support them [6].

Characteristics of creative persons:

Some have the false idea that creativity is the exclusive province of scientists or artists but today, scientists believe that creativity is not just for special people and said that people in every level and time have creativity and ability of thinking. Some schools of thought believe that creativity can be learned 10).

Psychologists have attempted to profile people who have the highest level of creativity. Stitz described the following factors for creative persons:

- Mental health and cognitive: the ability of making lots of idea quickly.
- Perceived flexibility: the ability to stop a subjective norm.
- Initiative: the ability to create and present new proposals.
- Complexity rather than simplicity: attention to and consider new challenges in complex issues.
- Independence and judgment: different from colleagues to provide feedback and new ideas.

The necessity of Organization creativity:

Organization effective ness depends largely on creativity and innovation in 21st century. The innovation idea and imagination in the from of certain set of skills, especially in the form of a change or transformation is consisted of personal characteristics in a small group, of elite and qualified workers who have a various behavior and trait from others. In addition the innovation ideas and imagination can be defined in the from of group or mass ability and qualification that the total parts often Organization can benefit[1].

The concept of joint capabilities was introduced for the first time by two researchers called Gary and Hml from London school of business Administration – and his old college C.K.pralad-from Michigan university in the so-called book "competition for future"(1994).According to Hml innovation is a collective or mass characteristic and Organization culture, it is rooted in how an Organization function or in away it communicates its ideas and thoughts to other, not in creative skills of a few senior staff. The successful companies are those which understand strength to acquire individuality or "reinforcing access possibility" by using "equation value fundamental statement"

The most important issue that could be observed from this new approach is the emergence of this notion that Organization creative capability is formed by working of the entire group of work force and their feeling toward the Organization. The most important factors providing innovation and creativity background in an Organization are: structural factors, cultural factors, management factors and human resources.

1- Organizational structure factors: Organizational relationships containing the lowest regulation and labor division based on specialization resources allow managers to purchase innovation and institutionalize expenses of innovation and also bear the failure open and convenient communication between units allow to remove potential and probable barriers by reactions.
2-Cultural factors: cu affecting innovation are:
A) Accepting ambiguity or uncertainty: too much emphasis on being clear creates limitation for innovation. There fore accepting little vagueness can provide a context for creativity.

B) Reward: some researchers and scholars due to the reward system and innovation relation consider some aspects of reward system can be effective on blooming of creativity.

C) Low external control: low usage of certain instruction, regulation and policies allow more creativity.

D) Risk tolerance: individuals should be encouraged to try out without any fear of the results and their mistakes should be taught as a success.

E) Concentrating on results: purposes should be delay state and individuals should be justified to reach to their goals in different ways.

F) Organization point of view as an open system: organization view as an open system permits environment changes to be traced back carefully and to be responded with on appropriate reaction.

3) Management factors: management factors effective on innovation can be divided as the managers characteristics, attitudes and sties. managers who has creative characterishes and has a positive attitude toward their staff. involve and collaborate their staff in organizational decision –making and unhang creativity.

4) Human resources: innovation and creative organizations are the ones that their human resources have certain training and job security. The other relevant variables to human resources which is effective in organization innovation growth is having creative individuals[18]. compound creation is on of the solution that groups make in new ways.

- Hamidi (2002) As the investigation the relationship between entrepreneurship and the conclusion reached that the average complexity of the organizational structure are at the average level and obtained a significant relationship between entrepreneurship and recognition, concentration and complexity.

- Sa’adatmandi (2002) as the investigation of the relationship between entrepreneurship and institutional barriers and the establishment of the National Iranian Steel Company stating which there is a relationship between entrepreneurship and organizational structure of the National Iranian Steel Company. There are significant. By the results of this study, entrepreneurship is significantly associated with the recognition and focus and complexity.

Research results as the relationship between teachers’ entrepreneurial skills entrepreneurial skills that teachers have three categories, they are: 1 - Personal Skills for innovation, risk-taking, accept challenges and opportunities in search of change. 2 - Communication skills to interact effectively with others, dialogue and negotiation, influence and effective leadership. 3 - process skills, ability to plan and organize, the ability of the program is the ability to analyze the effectiveness including profitability, growth, resource acquisition, adaptation capability, innovation, productivity, and customer satisfaction.

Results of this research shows that communication skills top entrepreneurs in the creative process and the role of skills organization skills personal effectiveness [7].

In a research relates to organizational Creative and entrepreneurship that Adonisi done in 2003, Such as the high level of trust among members of the organization through information exchange has a negative impact on innovation. Based on this trust when the organization expands the data channel is open, and sharing of common information.

Samadi and Shirzadi Esfahani (2007) explore the relationship between school climate researches as the entrepreneurial spirit in students (second and third grade of high school) and in this study of 180 girls and 150 female teachers and principals who work in high school students through a multi-stage sampling was used. The results showed that the entrepreneurial spirit and atmosphere at 0.05 there was a significant positive relationship.

Ansari and Salmani zade (2009) in a research study environmental factors influencing the study of entrepreneurship from the perspective of entrepreneurs. Results of this research show that component of personal experience aspect of the environment, the role of government, the private sector, foreign and domestic political factors, cultural factors, social and technological factors and demographic factors impact on entrepreneurship.

- Ackermann and Andrea Ho Rath (2002) stated that entrepreneurship decentralization, less formal and more differentiation is associated and increase management’s ability to manage the complexity of organization and provides immediate and consistent feedback regarding performance. The results showed a significant relationship between entrepreneurship and creativity structure exists and significant inverse relationship between entrepreneurship and concentration are significantly associated with recognition.

Firf and Liblibsi (2006) As the research under the "Entrepreneur of the relation" to the conclusions reached: that entrepreneurship is the decentralization of decision making and develop the ability of manager in control and coordinate the processing of more complex structures. This means facilitate the delegation in levels. The results show that there is a significant relationship between entrepreneurship and concentration and also a significant relationship between entrepreneurship and complexity.

Fakhrian (2002) the research about the relation of organizational Creative in expert. This research and examine include by Mellat Bank expert employment and they are about 677 people in this period. He gets some
result that we say: in this result he says: most of the factors has a relationship between creation and it has efficiency in this manner they show that state of organize it has the opposite of creation and think they should remove the state of organize.

Jalan, R. Cliner, D (2008) in new advance of organizational Creative show that people and employers in office prefer that risk and say and do creation work why very better and best when you do a rapidly work and most of the time the manager encourage them and manager let to coworker that do risk and the result of this allow is office or company is update and most of time and all way advance and progress in work and it's organizational Creative.

**Method:**
To describe the relationship between entrepreneurship and organizational Creative in Esfahan physical education teacher, province, type of descriptive research method and correlation method is used. Statistical population was from Esfahan physical education teachers. Survey of 150 women were enrolled in physical education teacher education. This table is based on a sample size of 100 is equal to Morgan and Kerjesi. These numbers were selected using a random sample of 50 female teachers and 50 male teachers.

Data for this study were two types of questionnaires: Questionnaires entrepreneurship: Entrepreneurship questions by honest design, develop and validate the reliability of the researcher based on the 0.842 Is estimated. The questionnaire consists of 30 items and six elements of entrepreneurial (risk-taking, creativity, independence, tolerance of ambiguity, self-control, success-seeking). Answer each question in the form of five options (very low, low, medium, high, very high), respectively, which are scored from 1 to 5 to each of the options awarded and include 30 questions based on the content validity index of internal consistency between the 0.19 to 0.81 and the reliability of the test - retest 0.705, and the question about organizational Creative has 32 question and The permanent of coefficient was 0.85. So these question are very credit for evolution of these questions they use a containing way after that questions with declaration form visiting by 15 people of Management Of physical Education who are sports expert. For data analysis, descriptive statistics such as mean and median, and standard deviation, and Pearson correlation statistics were used and SPSS19 software was used for data analysis (Significance level of p≤0.05 was assumed).

**Results:**
First, to determine whether normal or non-normal data on entrepreneurship and organizational Creative of the Kolmogorov - Smirnov tests, the results of which are presented in Table 1.

<table>
<thead>
<tr>
<th>Group statistical index</th>
<th>Amount</th>
<th>Meaning full level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entrepreneurship</td>
<td>0.79</td>
<td>0.547</td>
</tr>
<tr>
<td>Risk</td>
<td>1.05</td>
<td>0.214</td>
</tr>
<tr>
<td>Creativity</td>
<td>1.03</td>
<td>0.235</td>
</tr>
<tr>
<td>Independence</td>
<td>0.80</td>
<td>0.534</td>
</tr>
<tr>
<td>Ability to tolerate ambiguity</td>
<td>1.00</td>
<td>0.263</td>
</tr>
<tr>
<td>Internal locus of control</td>
<td>1.05</td>
<td>0.250</td>
</tr>
<tr>
<td>Seeking success</td>
<td>1.08</td>
<td>0.240</td>
</tr>
<tr>
<td>Organizational Creative</td>
<td>1.28</td>
<td>0.075</td>
</tr>
</tbody>
</table>

As shown in Table (1), the test data indicate that the use of Information Technology (p=0.547), risk factors (p=0.214), the components of creativity (p=0.235), the component independence (p=0.534), the ability to tolerate ambiguity (p=0.263), internal locus of control (p=0.250), seeking Grace (p=0.240) and creativity (p=0.075), follows a normal distribution, to test the assumptions of parametric statistics were used.

<table>
<thead>
<tr>
<th>Table 2: The results of Pearson correlation test</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independent variable</td>
</tr>
<tr>
<td>----------------------</td>
</tr>
<tr>
<td>Taking risk</td>
</tr>
<tr>
<td>Creativity</td>
</tr>
<tr>
<td>Independence</td>
</tr>
<tr>
<td>Ability to tolerate ambiguity</td>
</tr>
<tr>
<td>Internal locus of control</td>
</tr>
<tr>
<td>Seeking success</td>
</tr>
</tbody>
</table>

As shown in Table (2), the results of which are presented in Table 2.
Pearson correlation coefficients obtained from the test indicate that there is a relation between elements of entrepreneurship and organizational Creative. As you can see components with the ability to tolerate ambiguity, organizational Creative has the highest correlation, and ambition and success factors and risks are next in rank. In general, given the significant correlation coefficients between the components of entrepreneurship can be said that organizational Creative is related to physical education teacher education.

**Table 3: Pearson correlation results between entrepreneurship and organizational Creative**

<table>
<thead>
<tr>
<th>Variable</th>
<th>Pearson correlation</th>
<th>meaningful level</th>
</tr>
</thead>
<tbody>
<tr>
<td>entrepreneurship and</td>
<td>0.24</td>
<td>0.01</td>
</tr>
<tr>
<td>organizational Creative</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

As it is observe in Table(3), there is a positive relation between rate of using *meaningful level (P ≤0.05)* entrepreneurship and organizational Creative in the meaningful level (P<0.05) regarding test statistic(R=0.24) and (P=0.01).

**Discussion and conclusions:**

It is now in the process of entrepreneurship and organizational Creative that is the organization's agenda. The powerful and useful research and evaluation in order to approximate the human attitudes and reduce gaps and contradictions in the schools of this study further highlights the importance and necessity. The efficiency depends on the capability and organizational Creative director of the school's teachers. In general, results of this research and results of other researches show that there are other excellent teachers, especially teachers, organizational Creative director and entrepreneur in the field of physical education and sports has many benefits. A creative physical education teacher can improve behavioral patterns that are essential for optimal compatibility with social norms in the community by attractively of physical education and sport. So this would indicate that human communication between school administrators, teachers and students as bilateral, smooth, efficient, effective and is progressive.

According to the results, the relationship between the components of organizational Creative in entrepreneurship Confirmed Physical Education teachers. Therefore, the increase in entrepreneurship teachers will increase their organizational Creative

Therefore, schools should share information and to recommend management skills and the ability to gain the trust and confidence of teachers of physical education, comments and subjective standards to consider them and make them familiar with the organizational Creative and innovation in schools. Physical education teachers as well as the ability, experience and knowledge to execute the duties of managers and confidence to solve problems. Moreover, according to the results we should consider in appropriate schools to increase physical education teachers Tasers organizational Creative director independence, which was statistically significant in this context and in the area of job creation is also proposed, and managers who are able to create jobs for young people in their organizations to employ the and the ability to gain the trust and confidence of staff and skills, ideas and intellectual standards they consider and make them familiar to creativity and innovation and their organizations are involved in the decision-making purposes. So necessary training and education so that the organization makes students more students are turning to employment and in this situation, more people are interested in your work environment. Thus, the creation of employment, the youth are the most affected community or society to become healthy. With this method, the output increase to take advantage of the day and the ties of national capital (labor and youth) and can compete with the elite countries in the world. Entrepreneurship is also leading to large-scale job creation, so the root of many economic problems, unemployment problems entrepreneurs - social reduces. Use the entrepreneurship, sources capital and skills that may be useless effective and will remain stranded.

**REFERENCES**


