

Review the Role of Components of Psychological Capital on Organizational Entrepreneurship

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Abstract

Today, the effective managers have realized that efficient use of capital and achieving socioeconomic unique competitive advantage is possible in the light of psychological capital, and to recognize and foster the positive aspects of employee behavior. Therefore, this study aims to investigate the relationship between the structural components of psychological capital with creativity and entrepreneurship. The study population consisted of 435 employees of Bushehr city traffic police that is determined using Cochran formula; the sample size became 332 people. In addition to collecting data, a questionnaire and to analyze the data, Pearson correlation and structural equation modeling (SEM) were used. The results of structural equation modeling show that hope and efficacy, resiliency has a direct relationship with creativity. As well as self-efficacy, hope, resiliency and optimism have a direct and significant relationship with creativity and entrepreneurship. Moreover creativity is a partial mediator of the relationship between optimism and self-efficacy to corporate entrepreneurship. In other words, hope and self-efficacy are effective through creative influence on entrepreneurship.

Keywords: psychological capital, innovation, entrepreneurship

Introduction

Positive Psychology is a new approach that focuses on understanding and explaining the psychology of happiness and subjective well-being as well as detailed forecasts of influential factors. From the perspective of positive psychology, the absence of symptoms of mental

illness are not considered as health indices, but consistency, happiness and self-confidence and positive characteristics will indicate the healthy mood that the main purpose of the individual's health is to flourish their functionality (Farhangi,78:2007). So Positive Psychologists emphasize on the existence of positive characteristics and consider the growth of individual abilities and positive mental aspects. psychological Capital is the positivism index, which has features such as a person's belief in his ability to succeed, perseverance in the pursuit of goals, make positive attributions about themselves and endure the daily problems defined (Luthans, 60:2007).

"Seligman" believes that psychological capital involves the positive aspects of man's life. He believes that human and social capital is obvious, it is easily visible and can be easily measured and controlled. While psychological capital has more potential, and its development is difficult to measure. So psychological capital includes understanding of his own person, having a purpose to achieve success and stability against defined problems (Kuratko,56:2004). Psychological capital is a combined and interconnected structure that covers components of cognitive perceptual means hope, self-efficacy and resilience, optimism. These components define one's life in an interactive process and evaluative, and continue the efforts for change stressful situations and have prepared him to enter the scene of action, and will ensure resistance and tenacity in achieving the goals. Meanwhile, hope is a positive motivational state with clear goals in mind for life. Hope, on the one hand,

has a potential for being motivated by the will to want to move towards the goals and on the other hand lies examine ways to achieve goals (Sayed Abadi, 99: 2008). As well as self-efficacy is defined as the belief in their ability to perform action defined optimism, on the other hand, means to have positive expectations for the results and consequences and these consequences as fixed effects, and generally is considered to be internal. Resilience is also a positive adaptation in response to adverse conditions; resiliency in fact is merely the passive resistance against damage or threatening conditions. But resilient people are an active and constructive participant in his environment (Haji Karimi,106:1999).

On the other hand, organizational entrepreneurship is a process throughout the organization so that all employees can do their jobs and entrepreneurial role of individual or group activities continues to be a fast and convenient scored in the central organization. Also includes an organization that fosters entrepreneurial behavior in a process that is already established and innovative processes, services or corporate entrepreneurs creates an entrepreneurial culture within an organization (Bakker,148:2008). It follows from this definition that organizational entrepreneurship includes three modes: innovative change, creating a new service within an existing structure, fundamental change in the current structure through improvements, shaving, trimming, merge or delete processes and methods in Bushehr city traffic police.

Psychological capital and organizational entrepreneurship

Psychological Capital, a new concept that is recently introduced by Luthans and is resulted from Positive Organizational Behavior that can provide sustainable competitive advantage for organizations. Luthans (2002) a pioneer of positive organizational behavior, considers the positivism in the working environment along with considering and strengthening the staff

capabilities in order to define managing their weaknesses as the study and application of their psychological capacity and argue that such behavior should include measurable and developed structures and are applied to improve performance.

In fact, psychological capital considers the avoidance of persistent preoccupation with the weaknesses and malfunctions of the people and leaders and their colleagues to strengths and good qualities and to increase self-confidence, hope, and optimism, flexibility in staff and thereby improve individual and organizational performance (Bakker, 147: 2008).

Psychological capital occurs when a person is not entered a business yet and is at the stage where the business is launched or entered the organizations or organizational development. Psychological capital is one of the key factors in predicting the impact of entrepreneurial orientation in the organization in the different levels of education and access to opportunities is also higher. There are two key factors in connection with all indicators of psychological capital: First, all of them in addition to measuring the current situation (Who are you?) can be developed through experience and learning (Who will you be?) that the development levels are various in different people and depends of their habitudes, and secondly, each index determined in the psychological capital will result in improving the performance of the staff. Numerous studies suggest a positive relationship between the level of psychological capital and entrepreneurship, creativity and innovation of the employees.

Some research suggests that the psychological capital of members is greater than the self / self-confidence, hope, optimism and greater flexibility. House (2004) suggested in his study that psychological capital alone are predictors of economic success also acknowledged that psychological capital can predict the risk entrepreneurial and business success more than any other capital such as social, intelligence, a financial or material capital. Wall and

colleagues in a study entitled psychological capital and the growth of an entrepreneurial spirit found that the capital has a significant positive effect on the entrepreneurial spirit. Psychological capital as well as theoretical studies argue that there is a positive relationship between psychological capital and organizational performance. For example, from the perspective of Adams and colleagues (2002), hope has a significant positive correlation with the performance of athletes and academics. In another study came to the conclusion that employees with higher levels of optimism are more in search of opportunities to achieve success and will be doing their jobs with greater commitment to others in the organization. Also, according to research by Patterson and Luthans (2003) hope level in managers, the unit's financial performance, employee job satisfaction has a high positive correlation between entrepreneurial orientation staff. Ski and Kar (2009) conducted a research on the relationship between psychological capital, entrepreneurial and performance of newly launched investment. They concluded in their study that there is no significant relationship between capital and intangible assets such as capital funding human and entrepreneurial organizations to function, and there is at the same time a positive and significant relationship between psychological capital with performance and dynamic entrepreneurial environment. In another study

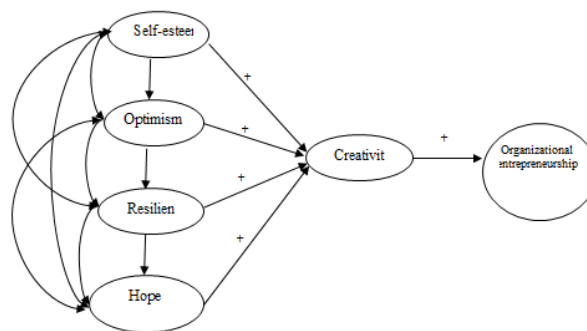
(Luthans et al., 2007) that examined the relationship between psychological capital, entrepreneurial and job satisfaction and its impact on entrepreneurial behavior, it concluded that there is a significant positive relationship between psychological capital and job satisfaction and increase job satisfaction in its field staff to provide entrepreneurial behavior. Research has shown that employees with a positive hope, improved integration and resiliency at work, have a high level of performance and job satisfaction also increased (Delahajy, 171: 2010).

In the country's internal research, Forouhar et al (2011) confirmed a significant positive relationship between psychological capital and organizational entrepreneurship and estimated that none of the components of the capital are not alone applied to provide the organizational entrepreneurship. The results of studies by Ali Akbar Ahmadi et al (2013) also show that there is a relation between the individual dimensions of entrepreneurial psychological capital.

Research objectives

With regard to the concept of psychological capital and its effects on employee creativity and entrepreneurship, in this research, it has been tried to examine the relationship between the components of psychological capital with creativity and entrepreneurship in the form of A three-level conceptual model.

Conceptual model of Research



Research hypothesis

- Structural model of the relationship between psychological capital components (self-efficacy, hope, resiliency and optimism) has a good fit with the data with creativity and entrepreneurship in Bushehr city traffic police employee.

Methodology

The study aims to investigate the relationship between psychological capital with organizational entrepreneurship, moreover, the researchers sought to determine how each of the four components of psychological capital (self-esteem, optimism, resiliency and hope) are related to the psychological capital requirements. The purpose of the study, in terms of collecting data, is descriptive and according to its type is correlative. The population of this study consisted of 450 employees of Bushehr city traffic police. The sample size was determined using a sample of 332 people. Collecting data on this research has been done through two psychological capital and entrepreneurship questionnaires. After collecting the questionnaires, 15 questionnaires was eliminated (6/4%) due to inconsistency in the responses and thus the research sample was 317 people. The following tools were used to measure variables:

The questionnaire of psychological capital by Luthans and colleagues was used to investigate the psychological capital. In the questionnaire,

Research findings:

Mean, standard deviation and internal correlation between the variables is provided in Table (1).

standardized values were used that are widely examined the structures such as hope, resilience, optimism and self-efficacy measure used and the validity and reliability of the subscales has also been proven. The questionnaire contains 24 questions and each subscale consists of 6 items and subjects responded to each item 6-point Likert scale (strongly disagree to strongly agree). In order to achieve the psychological capital’s first score, each subscale score was calculated separately and then all of them were considered as the total score of psychological capital. In addition to the reliability of the questionnaire through Cronbach’s alpha for efficacy, hope, resiliency and optimism were obtained 86%, 82%, 71% and 62%, respectively that for a total is an indicative of the reliability and validity of the test.

Questionnaire of organizational entrepreneurship: Data tools ranging was a 55-item questionnaire that was composed of two parts A and B. The questionnaire was assessed by several experts for approval, and the reliability of the questionnaire A was calculated 0/78 and the questionnaire B was 0/84. In addition to data analysis, Pearson correlation coefficient and structure equation modeling (SEM) was performed. Analysis is performed using software (SPSS) software and analysis of moment structures (AMOS) has been done.

Table 1: mean, standard deviation and internal correlation between variables

5	4	3	2	1	SD	M	Research variables	
				–	0/76	4/4	Efficacy	1
			–	0/7**	0/81	4/4	Hope	2
		–	0/67**	0/64**	0/77	4/43	Resiliency	3
	–	0/52**	0/62**	0/54**	0/73	4/16	Optimism	4
–	0/61**	0/43**	0/63**	0/51**	1/42	4/59	Creativity	5
0/67**	0/47**	0/33**	0/6**	0/52**	0/62	3/5	Organizational entrepreneurship	6

**P< 0/01

According to the results shown in Table 1, four components of self-efficacy, hope, resiliency and optimism have a positive and significant relationship between creativity and entrepreneurship. The proposed model (Figure 1) has been checked using structural equation modeling. Hence Considering that a suitable model must be fit index has a non-significant chi, chi-square ratio to less than 2 degrees of freedom, goodness of fit index (GFI) and comparative fit index (CFI) more than 0/95, incremental fit index (IFI) larger than 0.9, the root mean square residual (RMR) is smaller than the 05/0 and the root mean squared error of approximation (RMSEA) is smaller than 0/08 (Meyers, Gamst and Guaryno, 2006), in suggested model is 55/95 and a significant chi-square (0/01> P), the degree of freedom of the chi-square 13/99, GFI equal to 0/95,

RMSR was equal to 0/19. But despite the fact that GFI, CFI, IFI and RMSR are in the optimal cut-off points, a significant chi, the chi-square proportion to the degree of freedom and RMSR larger than the ideal point, implies that our model needs to be revised (Meyers et al., 2006). Thus, according to Path Analysis of basic model with modified parameters need to be reviewed following the proposed model:

Two paths are removed from self-efficacy and resilience to creativity, and four paths of self-efficacy, hope, resiliency and optimism are added in life. The routes were added to the final and revised version based on the literature and modification indices (Myers et al. 2006, Nelson and Cooper, 2007; Joseph and Luthans, 2007; Luthans et al. 2008). The two structural equation modeling for the revised model, the research results are:

RMSEA	RMSR	IFI	CFI	GFI	$\frac{\chi^2}{df}$	χ^2 (df)	β	SE	b	Relationship between the variables in the final model	Row
							0/54	/09 0	/95 0	creativity ← hope	1
						/403 0	0/13	0/1	/25 0	creativity ← Efficacy	2
							0/47	/02 0	0/2	creativity ← organizational entreuprership	3
/000 0	0/002	1	1	1	/079 0	/158 0 (2)	0/23	/05 0	/17 0	organizational ← hope entreuprership	4
						/528 0	0/19	- /04 0	/15 0	Resiliency organizational entreuprership	5
							0/12	/04 0	0/1	organizational ← efficacy entreuprership	6
							0/16	/05 0	/13 0	← optimism organizational entreuprership	7

**p<

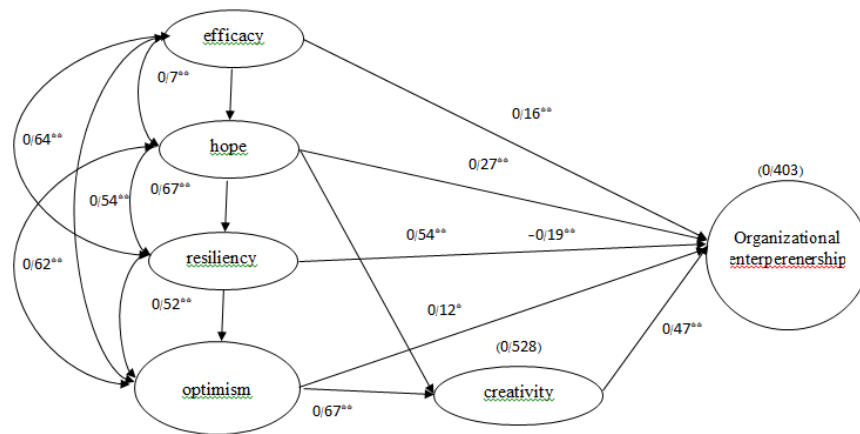
0/01

**p<0/05

As can be seen in Table 2, optimism and self-efficacy variables with the beta coefficients as 0/54, 0/13 and have explained 0/40/3 fractions related creativity of the variance. Next, creativity, optimism, resilience, self-efficacy and optimism beta coefficient for the standard 0/47, 0/23, 0/19, 0/12, 0/16 have explained the entrepreneurship variance 0/52/8. The general model of structural equation

modeling is presented in Figure 2. But indexes of final model (Figure 2) as well can be seen in Table 2, the final version of the chi-square and insignificant 0/158 (0/05 > p), the degree of freedom of the chi-square 079/0, GFI is equal to 1, RMSR 002/0 and RMSEA equal to zero. The revised model has been presented in Figure 2.

Figure 2. The final structural model for the study of the relationship between variables amended



As can be seen in Figure 2, two components of hope and self-efficacy in addition to a direct relationship with creativity make relationship with entrepreneurship using the creativity and of organizational. The two components of psychological capital have

indirect effects also. The indirect relationships of hope and efficacy are presented through creativity in Table 3.

Table 3. indirect and direct effects of the final version of the standard and non-standard

organizational entrepreneurship		Indirect effects	Row
Standard	Non-standard		
0/12**	0/1**	Indirect effect on entrepreneurship hope through creativity	1
0/23**	0/17**	Efficacy indirect effect on entrepreneurship through creativity	2

**p<0/05

As can be seen in Table 3, the indirect effects of optimism on corporate entrepreneurship through the creation of non-standard and standard are equal to 0/1 and 0/12. In addition to the indirect effects of self-efficacy on entrepreneurship through the creation of non-standard 0/17 and 0/23 is the same as

standard. This factor based on available resources is significant on the basis of test Booth strap (Meyers et al., 2006) at 0/01 > p (often factors more than 08/0 in 0/01 > p). It also suggests that creativity mediated effects in relations between hope and self-entrepreneurship is a partial mediator.

Discussion and conclusion

This study aimed to investigate the structural pattern of the relationship between the components of psychological capital with creativity and of organizational entrepreneurship and the results are indicative of the fact that self-efficacy, there is a significant relationship between hope, resiliency and optimism and creativity of employees, resulting in of organizational entrepreneurship. These results are in line with those psychological theories that can be expressed on the basis of the components of psychological capital in human. The capacity of that happiness affects the success and satisfaction (Habufel 2002; Luthans et al., 2007)

The results of structural equation modeling show that the four components of self-efficacy, hope, resiliency and optimism, creativity and entrepreneurship are available with a pattern of simultaneous connections. In the first model, contrary to what was predicted in the early conceptual model (Figure 1), only two components of self-efficacy and optimism and creativity have had a significant relationship. In explaining these findings, it can be said that hope is a cognitive - motivate structure that forms the interaction of three principal components targeting, brokerage (agency) and bus (resourceful) and successful relationship. So that success in achieving the goals, positive emotions and broke it, creates negative emotion. The other point is that optimism and pessimism affect how coping with life events and the mental expectations and behavior of individuals when faced with problems when overcome difficulties them (McGee, 2011). Because of this, the optimism is seen as positive as expected learning outcomes, can be an important determinant of creativity in employees and corporate entrepreneurship. Another point is the lack of a significant relationship between resilience and creativity in the revised model of this study. The results show that it is likely that the

phenomenon of hope-based employee creativity and influence of individuals is positive or negative explanatory style.

The second part of this study were obtained relationship with the model, the relationship between the four components of self-efficacy, hope, resiliency and optimism with the creativity and entrepreneurship that, as is clear in Figure 2, the four components of the creativity in psychological capital was highest standards for corporate entrepreneurship. The craft still has the largest share of representation in entrepreneurial and yet is also by some to the relationship between self-efficacy and optimism with corporate entrepreneurship. These findings suggest that after boosting creativity through self-efficacy and optimism, positive effects on organizational entrepreneurship will expand and overflow. The spillover effect of creativity and entrepreneurship with the explanation and viewpoint in theory is said to be psychological resources based on positive constructions resource base, central and expandability are at all times escorted by a person to act in different situations and shows alignment with the sense of achievement and happiness (Habufel, 2002).

Simply put, creativity is a source of great positive psychological or complete a mediating role in some structures positive for motivation, emotion and cognitive with efficacy, hope, resiliency and optimism (Efficacy, hope, resiliency and optimism nose) and has a positive spillover effect on entrepreneurship in different dimensions.

Theorists famous because (Larsen and Luthans, 2006; Joseph and Luthans, 2007; Luthans et al., 2007; Nelson & Cooper, 2007; Luthans et al., 2008; Rnshv et al. 2010 and Stagecoach et al., 2010) emphasized on using this perspective, the findings from this study show that in such a positive attitude plays an important role to psychological capacity for creativity and entrepreneurship. In other words, self-efficacy, hope, resiliency and

optimism, each with emotional and cognitive functions have numerous functions that organizational entrepreneurship is one of them. Numerous studies so far have shown that many people with psychological capital have a lot of problems not only against the resistance and perseverance, but also because of the positive emotional-cognitive mental space, often more constructive solutions enforced to problems. Rather than they have a positive view of their increased efforts (Luthans et al., 2008; Rensho et al., 2010; stagecoach et al., 2010) from such a perspective it can be said that when the individual self and hope are at a high level, the individual will have the sense of empowerment and expect positive outcomes as a result of its creativity and entrepreneurship in organizations can be seen in a more favorable manner. In addition efficacy is high when combined with the staff's hopes; the amount of corporate entrepreneurship promotion will be improved. According to the results in an applicable perspective of the managers in Bushehr city traffic police can attract the attention through the provision of facilities advice or by organizing workshops action To hold training focused on psychological capital among its employees and in addition to intangible assets, thereby benefit increasing and yet their enterprise value of the benefits and its positive consequences in the development and improve the organizational entrepreneurship.

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