THE EXPLAINING AND STUDY THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE AND IT'S COMPONENTS TO ENTREPRENEURSHIP (CASE STUDY: ORGANIZATION INDUSTRY, MINE & TRADE)

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Abstract-Today there is new evidence that emotional intelligence plays a significant role in the entrepreneurship origin so little extended attempt done for it. For this, in this research the relationship between the emotional intelligence and entrepreneurship has been examined. Fars province industry, mine & trade organization is the present research statistical society with 251 personnel both formal and contractual that a sample with 69 selected in simple and random method and by Cockran formula. Greaves. Jean & Bradberry.Travis emotional intelligence (2003) and Badri et.al (2005) questionnaires were used to collect information. Data was analyzed by SPSS software. Study indicated that the emotional intelligence and its 4 dimensions based on the last Goleman model including self-concious, self-management, social knowledge and the relations management has positive correlation to entrepreneurship. Finding also indicated that there is no respondents' significant anthropological differences to their entrepreneurship rate.

Keywords: Emotional intelligence, Entrepreneurship, Goleman model.

I. INTRODUCTION

The science and technology fast revolutions in recent years have faced all countries especially less developed ones to a new challenge that passing them requires to use creative approaches and methods.

Among this, the role of entrepreneurship and presence of entrepreneurs can be determinant and perhaps due to this, economists have interpreted the entrepreneurship as the economical growth engine. The entrepreneurship can help to develop through discovering opportunities and exploiting them properly, creating job opportunities, changing in the life environment etc (Rezaei, 2014).

The leading organizations attempt towards creating the entrepreneurship research and study centers, helding the entrepreneurship training courses as well their attempt to reinforce people entrepreneurship spirit and raise the creative managers and attract and employ them are evidence to this. So, it can be said that the organizations seek to find some ways to capable their employers and thus increase productivity and performance. Parallel to this, the emotional intelligence is one of the subjects widely has been pay attention to in recent years by the organizational researchers as a useful factor in perceiving and predicting people performance potentially.

II. THEORICAL LITERATURE

Entrepreneurship

The word entrepreneurship that in universal and Persian literature is considered a French word and important in creating money and development, (Samad Agaei, 2000; Ahmadpur Daryani, 2000; Mogimi, 2003) Schumpeter (1943), Winter (1965), Craizner (1973) and Axe (1997) mention that its terminology origin is " Entreprender" meaning " to oblige", in one meaning began since 16 centaury it is refered to people leading military missions so they called the entreprender, and since 1700 French applied to the governmental contractors being responsible for constructing structures such as bridge, road, harbor etc (Ahmadpur Daryani, 2003; Ghasemnejhad, 2010).

GEM (Global entrepreneurship Monitory) defines the entrepreneurship as : each attempt to create new job or start a new economical activity such as self-employment, new commercial constitutes , or develop present job by a person , a team and or an established agency, and this is classified into 2 form: forced and apportunistic. The forced entrepreneurship represents those new activities by the entrepreneurers that has no better choice in this area and engage to setup a job as the last solution.

The apportunistic entrepreneurship means to identify a new apportunity for job and this apportunity is one of the several choices faced to the entrepreneurers to setup a job.

Table 1shows a summary of the word entrepreneurship and entrepreneurer revolution (Barling and Kelloway, 2000)

The word root is from French and means mediator		
Middle century	The one who was responsible for productional projects in very wide scale	
Century 17	The one who contracted with a fix price with government and accepted the risks resulted from profits or loss	
1725	Richard Cantelion	Risk taker is different to investor
1803	Jean Batist .C	The entrepreneurer benefit is different to the investor one
1876	Franciss Walker	He distinguished between the one provide financial resourses and recive it's benefit and the one obtain benefit by their capabilities.
1934	Joseph Schumpeter	Entrepreneurer,is innovation implementing un-tested technologies
1961	David Mc Kland	Entrepreneurer is an active and energetic one that accepts balanced risks
1964	Piter Dracker	Entrepreneurer is the one uses apportunities well
1975	Albert Shapiro	Entrepreneurer accepts risks by doing innovative works and organizing social and economical affairs.
1980	Carl Whisper	Entrepreneurer is different in economists, psychologists, traders and politician's view
1983	Ghiphord Pincut	Organizational entrepreneurer is the one act within a existing organization
1985	Robert Hisrich	Entrepreneurship is the process of creating a different thing and valuable via dedicating time and attempt required for it.
1995	Stoner	Entrepreneurer is the one set up a risky job and new organization[15]
2006	Crizman	Entrepreneurers are people or groups operate independedly or from an organizational system, create new organizations or try to innovate and revive as this definition shows.

Emotional intelligence

In psychology field the theorical roots of the emotional intelligence dates back to beginning the social intelligent. Thorndike, E, L was the first one that posed some aspects of emotional intelligence as social intelligent (Thorndike, 1920). In 1920 he considered the social intelligent containing some broad and wide components that each one pointed to different abilities on intelligent area and various domains. Based on Thorndike the social intelligent includes the ability to perceive and manage men, women, boys and girls and behave wisely in the social areas. Also, Salovay & Mayer believe that there are two references on the social intelligent before their theory. First, Mawrer who presented his well-known conclusion in 1960: "in no way should place the emotions against intelligent. It seems that they are by themselves one of the intelligent high rank". Second, Pain (Payne, 1985) an American student who used the term emotional intelligence for the first time in his Ph.D thesis that not published yet (AkbarZade, 11). The emotional intelligence topic was introduced in 1990 by Salovay and Mayer and introduced to the world by publishing Goleman high circulation book-emotional intelligence in 1955. Raven Bar-on designed the emotional intelligence evaluation criterion for the first time in 1997.

The word "emotional intelligence " is considered the most important key of successfulness words in the personal and social life whose presence causes to more compatibility and preventing deviations in the person. In fact, people of higher emotional intelligence less expose themselevs to the social vulnerabilities as their evaluation of situations occurs logically. The emotional intelligence essentially is defined as the person ability in revisioning others feelings and emotions, distinguishing among emotions and using the emotional information in solving problem and arranging behavior (guleryuz,, Semra and Eren, 2008).today, the emotional intelligence theory following rising the human relations value has been growing and is considered one of the most supported concepts for commercial organizations and companies. Golman sees 90% difference between well-known leaders and middle leaders in the emotional intelligence relation. The emotional intelligence importance is twice the intelligent coefficient and totally contributes 4 times in the person success. Based on Golman successfulness in the job 80% depenfs on the emotional intelligence and only 20% to the intelligent coefficient (logical intelligent) and much of the existing information indicates that EI as a power in most of cases is more important than IQ. But how EI does effect on the organizational successfulness? A reason says that the intelligent leadership in term of emotion makes a suitable work space and trains the employees and encourages them to do the best, and in contrast this eagerness leads to better job performance.

The claim was tested in some studies on excusive managers in American successful companies (Mardanloo, 2005).the difference between book knowledge and skill in daily life and people relationships is in fact the same difference between their IQ or EI. In the recent decade , researchers have conducted many researches on the effect of the emotional intelligence on the organizational procedures, and examined some issues including this

intelligent relation to the organizational commitment and satisfaction:Goulirivers et.al, revolutional leadership: Merdith (Meredith, 2007), the employees performance: Abraham (Abraham, 2007), see et.al (Sy. and O'Hara, 2006), leadership effectivity: Palmer et.al (Palmer et al., 2001), management effectivity: Doony et.al (Downey, 2006), Garner and Staw (Garner and Staw, 2002), the work teams and groups: Drouskatt and wolf [Druskat and Wolff], Velch (Welch, 2003), Hercknoov (Bardzil, and Slaski, 2003), service quality : Bardzil and Eslascki.

Emotional intelligence and entrepreneurship

The emotional intelligence has been viewed as an important factor to success in the work place. " writers and experts point out that 80% of the person successfulness depends on the emotional intelligence factor and only 20% on the people intelligent coefficient (Ghasemnejhad, 2010). " Daniel Golman believes that the emotional intelligence can be as powerful as the intelligent coefficient and even does more powerful than that.

Since the emotional intelligence skills are acquired and these skills not only are useful for a special period of time but for all the life and since the entrepreneurers and the entrepreneurer managers are considered the most important, the most rare strategic capital of an organization and society and on the other hand " people whose emotional skills grown well and are satisfied and efficient in their own life have a mental habits that cause they to be the productive and efficient ones and people who can't master on their own emotional life involve in internal conflicts that reduce their ability to work concentrated and think brightly (Ahmadpour Dariani, 2003), thus inhibits to form initiative ideas that is the entrepreneurship principles.so it seems that the emotional intelligence can plays a significant role in forming the initiative ideas and realizing the entrepreneurship process. In despite of various books published on the entrepreneurship and many researches done attention to the emotional intelligence is a new subject. And on the emotional intelligence variable effectivity or relationship in the entrepreneurship no researches have been done. The present study attempts to take a step to identify and exploitie this concept many advantages in the organizations through examining the employees emotional intelligence and their entrepreneurship in the Fars province industry, mine and trade organization. Among the theorists, Mayer and Sallwey, Caurso.D and Bat-on.

Raven are the most well-known researchers who studied the emotional intelligence. These theorists have introduced different aspects on the emotional intelligence, but in this research the Golman model gas been used. The Golman last model (2001) called emotional competencies grid is of 4 dimensions and 20 components (figure 1).

Self-cosciousness : means that people are aware of their emotions and their effects. Does the person can distinguish his feelings when occur? Such as self-conscious, correct self-evaluation, self-confidence.

Self-management : does person can direct his feelings positively? Like emotional self-control, being responsible or job conscious, compatibility, initiativity.

Social awareness: Does person can distinguish others feelings while facing them or during the work correctly? Examples are symphaty, service oriented and organizational awareness.

Relationship management: Does person can manage his relation to others effectively and usefully and direct it to positive results? Such as training others, influence, conflict management, image-making, analysis and change, cooperation and team work (Greaves and Bradberry, 2003).

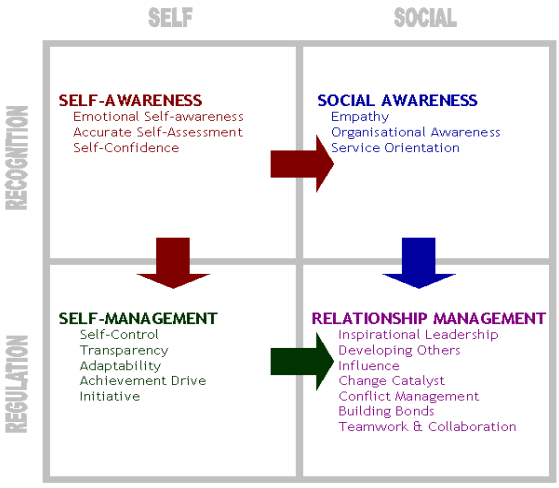


Figure 1: Golman emotional compitencies grid(2001)

So the main hypothesis of the research is :

- The first sub-hypothesis: there is a significant relationship between the employees self-awareness and their entrepreneurship in the Fars province industry, mine and trade organization.
- The second sub-hypothesis: there is a significant relationship between the employees self-management and their entrepreneurship in the Fars province industry, mine and trade organization.
- The third sub-hypothesis: there is a significant relationship between the employees social-awareness and their entrepreneurship in the Fars province industry, mine and trade organization.
- The fourth sub-hypothesis: there is a significant relationship between the employees relationship-management and their entrepreneurship in the Fars province industry, mine and trade organization.

On the entrepreneurship as well the research approach is to interorganizational entrepreneurship or the employees entrepreneurship. Based on the research

approach, the most important properties of the entrepreneurship used to evaluate the entrepreneurship rate is internal control, vague bearing, tendency to independency, achievement –seeking, will, leadership. Decision making power, initiative and innovation. Badri et.al questionaire hase been used to evaluate the entrepreneurship.

Research Methodology:

This research is a kind of applied researches conducted in correlational descriptive manner in the Fars province. The research statistical society is all of the employees of the Fars province industry, mine and trade organization including 251. Sampling was done using cockran formula by 69 selected simple randomly among the province level.data was collected using questioaire. The metric to evaluate the emotional intelligence was 27 points Greevs and Bradeberry questioaire (2003) and to evaluate people entrepreneurship rate 55 points Badri et.al questioaire was used. Alpha Cronbach coefficient in pre- sample for the emotional intelligence questioaire was obtained 0,831 and for the entrepreneurship questioaire 0.823.

Reliability Statistics

Cronbach's Alpha	N of Items
.831	10

Reliability Statistics

Cronbach's Alpha	N of Items
.823	10

Figure 2- SPSS software output

Raw material was collected from a sample of 69 employees of the organization in simple random manner and analyzed by SPSS.

To test the research hypothesizes the statistical methods of the Pearson correlation, regression analysis, variance analysis were used and to examine the relationship of the population characteristics to the entrepreneurship one way variance analysis tests, t-test used. In this research we seek to further explore the effective and related factors to the entrepreneurship and for this we have considered the emotional intelligence as the standard variable and examined their relationship.

Data Statistical Analysis:

The research main hypothesis analysis

"There is a significant relation between the emotional intelligence and entrepreneurship."

The results obtained from the correlation test indicate that the correlation coeddicient (r) value is equal to 0.654 and Sig value is 0.01. So, with 99% confidence we can say that the emotional intelligence has a significant correlation to the entrepreneurship. In a regression model obtained from regression variance analysis test the value of F is significant (F= 91.849) and the Sig value is less than 0.01. So it can be said with 99% confidence that there is actually a linear relation between the emotional intelligence and the entrepreneurship. That is, as the score of the emotional intelligence increases the entrepreneurship increases as well.

Table 1- the results of the correlation test and variance analysis of the emotional intelligence and the entrepreneurship.

Analysis			
r	Sig	F	Sig
654/0	0/000	849/91	000/0

The First sub- Hypothesis Analysis

"There is a significant relation between self-consciousness and the entrepreneurship".

Based on the results from the correlation test, the correlation coefficient (r) value is equals to 0.435 and the Sig value is less than 0.01. so it can be said with 99% confidence that there is significant relation between self-consciousness and the entrepreneurship. The results from the regression variance analysis test indicate that the value of F is significant (F = 28.657) and the Sif nalue also is less than 0.01. Therefore it is assumed that there is a linear relation and as the self-consciousness increase the entrepreneurship increases as well.

The Second sub- Hypothesis Analysis

"There is a significant relation between self-management and the entrepreneurship"

The results obtained from the correlation test indicate that the correlation coefficient (r) value is equal to 0.423 and Sig value is 0.01. so, with 99% confidence we can say that the self-management has a significant correlation to the entrepreneurship. Based on the regression model obtained from regression variance analysis between the variables self-management and the results obtained from the correlation test indicate that the correlation coeddicient (r) value is equal to 0.654 and Sig value is 0.01. so, with 99% confidence we can say that the emotional intelligence has a significant correlation to the entrepreneurship. The value of F is significant (F= 26.822) and the value of Sig is less than 0.01. Therefore it is supported that there is a linear relation in 0.01 significant level. That is, as the self-management increases, entrepreneurship increases as well.

The Third sub-Hypothesis Analysis

"There is a significant relation between social awareness and the entrepreneurship."

Based on the results from the correlation test, the value of correlation coefficient (r) is equal to 0.546 and as the value of Sig is less than 0.01 by 99% confidence it can be said that the social awareness has significant correlation with entrepreneurship. The results obtained from regression variance analysis between the variables social awareness and the

entrepreneurship represents that the value of F is significant (F= 52.316) and the value of Sig is less than 0.01, so there is a linear relation between social awareness and entrepreneurship with a positive steep. That is, as the social awareness increases the entrepreneurship increases as well.

The Fourth sub-Hypothesis Analysis

"There is a significant relation between the relations management and the entrepreneurship".

Based on the results from the correlation test, the component relations management, has the most strong correlation coefficient on the entrepreneurship. The value of the correlation coefficient (r) in this case is 0.614 and the value of Sig is less than 0.01. So with a 99% confidence it can be said that the emotional intelligence has a significant correlation to the entrepreneurship. The results obtained from regression variance analysis between the variables the relations management and the entrepreneurship represents that the value of F is significant (F= 74.546) and the value of Sig is less than 0.01, so there is a linear relation between the relations management and entrepreneurship with a positive steep. That is, as the relations management increases the entrepreneurship increases as well.

Table 2- the results of the correlation test and variance analysis for the emotional intelligence aspects.

	Analysis			
Items	r	Sig	F	Sig
Self- awareness	0.435	0/000	28.675	000/0
Self- management	0.423	0/000	26.822	000/0
Social- awareness	0.546	000/0	52.316	000/0
relationship-management	0.614	0/000	74.546	000/0

The Research Findings and Conclusions:

The study indicated that the employees emotional intelligence has a positive and significant relation with the entrepreneurship. although no study gas been done on the relationship of the emotional intelligence and the entrepreneurship, it can be said that people who have higher emotional intelligence can use all their capacities and create pleasure time and good mood along with optimistic in their life. Studies also have shown that the good mood has an important role in creating new ideas. Based on this, Golman and collegues [23] believe that the good mood and happiness cause to people see others or ocuurences in more positive manner. This in turn helps people to be optimistic to their abilities to achieve a goal, increasing the decision making skills and initiative and make ready people to be useful. Golman in his initial model has introduced motivation as one of the emotional intelligence components.

Based on the model people with higher emotional intelligence will have high level of motivation an as a result tend to high achieveness- seeking [23]. Mayer and Salovay also believe that emotional intelligence makes possible to think with a more initiative and use feelings to solve problems.[25]. Since the tendency to high achieveness-seeking and initiative are the main properties of the entrepreneurship so it can be said that people with emotional intelligent are more probably to show a higher level of the entrepreneurship with high acheiveness-seeking and also more decision making skills than the people with lower emotional intelligence. One another research findings is the presence of a significant and positive relation between self-consciousness and entrepreneurship. based on the Golman definition (1995) self-consciousness means having a deep perception of the emotions, weaknesses and strengthness, needs and motivations. People with higher self-consciousness skill are not exessively critical nor are hopeful unreally. So they see acheiveness in their attempt and hard working and as a result are of high internal controlbased on Golman, these people by their self confidence, in despite of pressures and uncertainty conditions do firmly and are able to take logical and proper decisions, they are also able to present new ideas and insist on what they think are correct. So, people with high self-consciousness are idealists and grad workers and have higher self confidence and internal control.

Since these characteristics are typical to the entrepreneurers it can be said that people with high self-consciousness compared to people with low self-consciousness is more probable to do entrepreneurship activities. A significant, positive and linear relation also was found between self-management and the entrepreneurship. Self-management means the ability to direct feelings in positive direction. Golman believes that "people with high self-management skill can control their improper feelings and maintain their concentration in critical conditions"(Salovay and Mayer, 1990). Since the entrepreneur always is exposed to risk and stressful conditions during activity that should be perceive, control and direct in positive direction, it can be said that people with more self-management have higher ability to control their improper feelings in stressful and critical conditions. The aspect social awareness also has a positive and significant relation to the entrepreneurship. The social awareness means the ability to recognize other's feeling while facing them or during work with them. People with high social awareness have the ability to realize others emotional feelings that can not say them. The ability causes them to pay attention to others needs and solve their problems. They also with servicism property are perceived by customer well and identify the powers that constitute the customers and competitors views and activities.

Therefore people with high social awareness by having wide view and perception of needs and situations have superior position to be entrepreneur than the people with lower social awareness. The research other finding is the positive and significant correlation between the relations management and the entrepreneurship, " people with high relations management skill can preemptive others feelings and

manage them effectively (Salovay and Mayer, 1990). " since these people are able to recognize need for change can explore new apportunities. They can develop cooperation and friendly atmosphere by rheir cooperation sense and use this cooperation benefits to follow new initiative.as a result these people in compared to the people with lower relations management will be more successful in operationalize the entrepreneurship ideas. The results from examining the respondents gender relationship and their entrepreneurship indicated that the respondents gender difference with their emotional intelligence is not significant. The result from examining this question is consistent with Dini (2003) and Baron (2000) studies and is inconsistent with Bani Hashemian(2006), Fat(2003) and Showming(2004) studies.

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