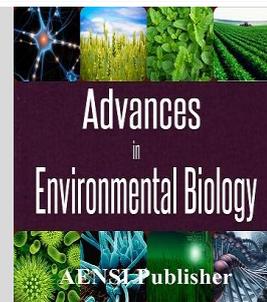




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## Relationship Between Organizational Intelligence with Entrepreneurship in Department of Youth and Sports in East Azerbaijan Province

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### ABSTRACT

The aim of this study was to investigate the relationship between intelligence and entrepreneurship in the province is administered by the Youth and Sports. Therefore, all employees of the Department of Youth and Sports in East Azerbaijan Province, the target population in this study is 146 comprise. In this study, the same sample. Data from the questionnaire and the OI CE Qyb was used. Validity was confirmed by experts and its reliability by Cronbach's alpha coefficients were obtained 0.723 and 0.812. Correlation research methods and results of the implementation of the questionnaire were analyzed. Results indicate that the intelligence department of sports and youth entrepreneurship in the province, there was a significant positive correlation. A shared vision between the Department of Sports and Youth Entrepreneurship in East Azerbaijan Province was a significant positive correlation. Also there is a significant positive correlation between entrepreneurship same fate there. Also, the desire for change was a significant positive correlation with entrepreneurship. The agreement between the Union and there is a significant positive correlation with entrepreneurship. Also, a positive correlation was observed between the spirits of entrepreneurship. In addition, the application of knowledge there is a significant positive correlation with entrepreneurship. Also, the yield pressure, there is a significant positive correlation with entrepreneurship. It was found that only the pressure component of spirit and practice of entrepreneurship in the Department of Youth and Sports in predicting the share of East Azerbaijan Province.

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## INTRODUCTION

The process of the entrepreneurship is recognized as the management fundamental and basic issue in an organization and it cannot be separated because it is combined process and its responsibility or duty is to provide conditions of the management elements in the same organization making people to reach to their organizational purposes in this regard. The process of the entrepreneurship is coming along with some occupational opportunities and wealth production as well as economical conditions being considered as a fundamental background for optimizing the social cultural level. By providing and meeting the social early requirements, the same background will be provided for appearing the humanistic superior requirements in an accurate path making people to reach to the social excellence targets potentially. In addition, the innovation is one of the most important challenges of the entrepreneurship leading to the production of the basic features of the new issues and increasing people's choices simply. This process can also construct public-based organizations and developments in long term conducting them to optimize the social cultural affairs. In the other hand, the construction and effectiveness of the entrepreneurship requires different methods and special approaches being established in very stable values [9]. Hence, the entrepreneurship is one of the most important resources of the humanistic communities being considered as the essential property of the whole countries in the world. In fact, the entrepreneurship is a very important process that many advanced countries have been paid attention to the same issue strongly [2]. Thus, organizations can make the appearance of their innovation process through praising their staffs towards the organizational entrepreneurship potentially and then these people are let

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acting freely all about the challenging regulations trying to achieve their own plans in this pavement. Also it should be paid attention that the process of sport is one of the most crucial factors in providing the social happiness and healthy affairs. Sport influences on the national efficacy potentially. As a result, it can also influence on the country's economical issues potentially. The process of the sport in our country is increasingly developing and this can be considered as the main stimuli for entrepreneurship activities along with the sport. The construction and establishment of the entrepreneurship occupations has been allocated the main part of the occupations for the recent years. Some advanced industrial countries have established their own supportive plans for the process of the entrepreneurship issues [11]. Hence, the role and importance of the entrepreneurship can be founded in the economical development and growth efficiently. The necessity of recognizing the entrepreneurship backgrounds is strongly felt in this case [13]. Among this the organizational intelligence is considered as the main window of the occupational governance towards the external environment recognizing the organizational performance and increasing the efficacy and discovering the whole unknown opportunities in this pavement. Glynn defines the organizational intelligence as the evolvement of the information process providing the environmental compatibility depending on the innovation and its supplementation. This has been also categorized into three following ranks: accumulation of personal intelligence, mutual relationship and combined personal intelligence and organizational intelligence as the biggest system. Mc Master has defined the organizational intelligence as the ability of an organization in gathering and collecting the related data, innovation knowledge, production of the knowledge and activity based on the defined style. Albrecht defines the organizational intelligence as the aptitude and capacity of an organization in moving towards the mental power and concentration of the same power in supplementing the same organizational affairs. For the reason, it seems that the organizational intelligence is very effective in constructing the necessary potential towards the organizational entrepreneurship issues [5]. Thus, one of the most essential policies of the countries is to pay attention to the organizational intelligence in order to optimize the carried out works on the entrepreneurship issues in the recent years [3]. According to the fact that the organizational intelligence can provide a suitable environment for growing the whole staffs, it gives a suitable environment for bringing the necessary opportunities for the entrepreneurship issues. Paying attention to the organizational intelligence along with the perspective elements, common destiny, tending towards change, cohesion and reunification, temperament, application of knowledge and performance pressure and its relationship with the entrepreneurship can be considered as the main and fundamental assistance for determining and reaching to the main targets potentially. Due to the main tasks of the East Azerbaijan Province sport officials including the supervision and arrangement of the cohesive actions in the sport activities along with the suitable organizational regulations, the supplementation of the physical education plans and frameworks should be established based on the quality and quantity developments regarding to the province physical education issues trying to expand and develop the Islamic cultural issues and considering the Islamic criteria and sanitary or hygiene affairs in the sport units providing the whole sport facilitations for the public that the organizational intelligence and entrepreneurship can be considered as the main important issues potentially. For the reason, the researcher of the present study aims at providing the changes of the sport organizations and their entrepreneurship regarding to the role and importance of the organizational intelligence. The same researcher tries to respond the question whether the organizational intelligence has a relationship with the entrepreneurship of East Azerbaijan province youth sport offices or no? Mirzazadeh and Saffar have shown that there is a significant relationship between the organizational intelligence and its dimensions (strategy attitude, common perspective, cohesion and agreement, courage, application of knowledge and performance pressure, tend to change) with the organizational learning. Also, the index of the organizational intelligence represents about 69% of the organizational learning index variance. Haghghi Firouzian *et al*, showed that there is a high positive correlation between the elements of the organizational intelligence and the risk ability that the degree of the same correlation regarding to the organizational intelligence is about 0.67 in this pavement. In other words, when the organizational intelligence is high, the risk ability of the people will be getting high, too. Also the multi variable analysis has shown that the elements of the organizational intelligence have been able to represent about 50% of the dependent changes in this case. Ali Mohammadi [8] showed that the emotional intelligence and its elements have positive significant relationship on the inter-organizational entrepreneurship. Bakhshian [3] showed that there is an intense correlation between the organizational intelligence and the entrepreneurship. Also there is a positive significant relationship between the elements of both related variables. Sattari [5] showed that based on the Pearson correlation coefficient, there is a positive significant relationship between the tendency towards the entrepreneurship and organizational intelligence. Ahmadi *et al* [1] showed that the success-seeking features, innovation creation, risk ability, determination of destiny, independence-seeking of the students has a significant relationship with the variable of the entrepreneurship distribution. Also the college-bound educational factors, the context or the educational affairs regarding to the university have positive significant relationship with the same entrepreneurship variable. Jahanghir Yadollahi Farsi *et al* concluded that there is a positive significant correlation between the whole organizational variables regarding to a case study including the control system,

guarantying, communications, risk ability, change, innovation, research and education, group compartment and organizational praise and targets with the managers' perspective.

## METHODS AND MATERIALS

The present study is an applied study purposefully. It also is a descriptive and correlation study that has been carried out as the field based study.

### *Population and statistical sample:*

The whole staffs of East Azerbaijan sport offices compose the sample of the present study. The number of the related staffs is about 146 people that they have been equally distributed in the study. Hence, the statistical method has been applied allocating the whole staffs as the statistical sample of the related study.

### *Data collection instrument:*

There have been represented two standard questionnaires in this study regarding to the organizational intelligence and organizational entrepreneurship in order to gather the related data. The organizational intelligence instrument includes 49 options that have been based on LIKERT Domain including five choices and seven elements that Sattari [5] has translated them into Persian and its validity is confirmed in this case. In this study, the validity of the questionnaire has been submitted by the related experts and its reliability has been obtained by using Cronbach alpha coefficient before the supplementation of the test. The degree of the same reliability is 0.723. Also in this study, GIBB organizational entrepreneurship instrument has been applied that has been translated by Ghadimi. The validity of the questionnaire has been submitted by experts and its reliability has been obtained by Cronbach alpha coefficient as 0.812.

### *Data analysis method:*

Pearson correlation coefficient has been applied to achieve the related study and its hypotheses in this regard.

### *Results:*

**Table 1:** Pearson correlation coefficient between the organizational intelligence, common perspective, common destiny, tend to change, cohesion and agreement, temperament, application of knowledge, performance pressure with entrepreneurship.

Variables	Number	Correlation coefficient	Sig level
Entrepreneurship organizational intelligence	146	0.665	0.001
Entrepreneurship common perspective	146	0.626	0.001
Entrepreneurship common destiny	146	0.633	0.001
Tend to change of entrepreneurship	146	0.652	0.001
Entrepreneurship cohesion	146	0.663	0.001
Entrepreneurship temperament	146	0.56	0.001
Application of knowledge in entrepreneurship	146	0.529	0.001
Performance pressure	146	0.715	0.001

According to the above-mentioned table, there is a relationship between the organizational intelligence, common perspective, common destiny, tend to change, cohesion and agreement, temperament, application of knowledge and performance pressure and the entrepreneurship.

**Table 2:** Summary of the regression analysis results.

Criteria variable	Model	R	R2	Balanced R2	Standard error
Entrepreneurship	1	0.715	0.511	0.507	28.89
	2	0.743	0.552	0.546	29.73

**Table 3:** Summary of the regression analysis results.

Model	Source of changes	Total squares SS	DF	Mean squares MS	F	Sig
1	Regression	125510.35	1	125510.35	150.34	0.001
	Left	120214.08	144	834.82		
2	Regression	135729.17	2	67864.58	88.22	0.001
	left	109995.26	0.143	769.19		

According to table 4-16, the entered variables into the regression equation are the performance pressure and temperament. The selection of the statistical decision is that the increase of R by entering other variables is not powerful and hence, these variables have been eliminated from the final equation.

*Discussion and conclusion:*

According to the obtained results in early chapter, there is observed a positive significant relationship between the organizational intelligence and entrepreneurship. Sattari [5] showed that the existence of the positive significant relationship between the organizational entrepreneurship and organizational intelligence is significant. Also according to the confirmation of the above hypothesis, Rahimi and Damirchi [4] showed that there is a significant relationship between the organizational intelligence and organizational entrepreneurship regarding to MOGHAN agricultural company. Also Bakhshian [3] showed that there is an intense correlation between the organizational intelligence and entrepreneurship representing the hypothesis of the study. Theoretically, it should be mentioned that many scientists consider a kind of ability towards the organizations that is called the organizational intelligence. The organizational intelligence is a new attitude in the field of the organizational literature and management of the 21th century. Carl Alschbert has defined this new concept in his own book "the power of the minds in the job". In other words, he has defined the organizational intelligence regarding to the practical affairs. The concentration of the related concept over the cohesion of the humanistic abilities is subjected to the problem-solving issues. The main emphasize of Alschbert is relied on the organizational intelligence and the mental power of the whole staffs. According to his viewpoint, the organizational intelligence is subjected to an aptitude and capacity of an organization moving towards the mental affairs and this makes people to be able to reach to their targets potentially. The organizational intelligence of the complex organizations is very active having the highest efficacy of these organizations. Also, these organizations should be allocated themselves towards some other elements such as innovation, risk ability and being leading in the staffs affairs and humanistic resources to get survived in the field of the competence issues potentially.

For the reason, they have to access to the newest resources of the science affairs to produce new technologies and structures having the newest knowledge to be able to compete other efficient opportunities at their paths. Indeed, organizations without having entrepreneurship people will be demolished. Hence, the entrepreneurship studies should be established in an orientation where the tendency of the whole staffs has to be assessed and the effective factors must be tested in this case. Along this, the organizational intelligence is one of the most essential factors boosting and optimizing the related tendency potentially [13]. Therefore, if the staffs of the youth sport offices have enough ability of gathering, managing and applying the related information to make better decisions effectively, they will be also able to make the same entrepreneurship in this pavement.

According to the obtained results in early chapter, there is observed a positive significant relationship between the common perspective and the entrepreneurship. Lefter *et al*, Rahimi and Damirchi [4] and Firouzian *et al* (2013) reached to the equal results together in this case. Theoretically, according to Arthur Cool the entrepreneurship is subjected to a targeted-based activity including a series of personal or group cohesive decisions for making and constructing or keeping the economical reunification potentially. Along this the organizational intelligence can assist to make the targets and common perspectives strongly. When the whole people of an organization get challenged into their work, they know what mission have to fulfill in this field. Thus, by having a common target, people can understand the success of an organization individually acting based on reaching to their purposes. Hence, if the staffs of the youth sport offices show the highest struggles towards their issues, they will have the most clarified organizational targets for making and creating the process of the entrepreneurship in this regard. According to the obtained results of the early chapter, there is observed a positive significant relationship between the common destiny and the entrepreneurship. Rahimi and Damirchi [4] and Narouiee Maryam showed that among the organizational intelligence factors, the common destiny can have a positive significant relationship with the entrepreneurship. Theoretically, when the whole people of an organization get challenged into their work, they know what mission have to fulfill in this field. Thus, by having a common target, people can understand the success of an organization individually acting based on reaching to their purposes. Also according to the theory of Petersen, in order to learn an organization, the members of the organization should make the newest models and patterns or thinking lines to reach to their shared viewpoints in this path. In other words, when the members of the youth sport offices assist to each other, they will share their all managerial issues together expecting to have the process of the entrepreneurship among other staffs potentially. According to the obtained results of the early chapter, there is observed a positive significant relationship between the tendency towards change and the entrepreneurship. Jahanghir Yadollahi Farsi *et al* in a study titling the inter-organizational entrepreneurship concluded that there is a positive significant correlation between the whole organizational variables (control system, decision-making, communications, risk ability, change, innovation, research and education, group compartment, targets and organizational praises) regarding to the managers' viewpoints. Also, Sattari [5] showed that there is a positive significant relationship between the tendency towards the organizational entrepreneurship and the elements of the tendency towards change. Also Azma *et al* in a study concluded that there is a significant relationship between the information technology and the organizational intelligence among the whole staffs. Also Bam and Smith showed that the entrepreneurs have the highest potential to apply the active and logical intelligence. They also found that there is a positive significant relationship between the active intelligence and the style of learning and the growth of the

entrepreneurship investment. Theoretically, today it can be claimed confidentially that the determination and recognition of the organizational intelligence can increase the power of the competence of an organization potentially. The organizational intelligence gives the negative and positive power of controlling the whole changes. In addition, some organizational cultures can be conducted by the executive teams. The change and development can be considered as the signs of the beginning new works and affairs being interested in people. Of course, tendency towards the change should be compatible with the strategic perspective supplementation. As a result, if the staffs of the youth sport offices understand the expectations of their organization, they will be tended to learn and grow in their issues optimizing their levels in this pavement. According to the obtained results of the early chapter, there is a positive significant relationship between the organizational intelligence and the entrepreneurship. Narouiee Maryam, Potas *et al* and Rahimi and Damirchi [4] carried out a study being compatible together in this case. In other words, a series of the regulations to be supplemented may have some controversies along with many various problems. People and teams should divide and share their tasks together in order to supplement the organizational missions potentially. In other words, organizations should make their own compatibility accordance to the whole threats and changes in order to survive and optimize their own efficacy in this regard. For the reason, this issue can make organizations to construct the process of the entrepreneurship recovering and rehabilitating their own activities against any threats and risks (Abedi, 2004). Hence, when the management of the youth sport offices appreciates its own staffs skills, the occupational progression will be carried out regarding to the same entrepreneurship affairs among the offices strongly. According to the obtained results of the early chapter, there is a positive significant relationship between the organizational intelligence and the entrepreneurship. Ahmadi *et al* [1] showed that the success-seeking features, innovation and creation, risk ability, determination of destiny, independence-seeking of the students have the positive significant relationship with the entrepreneurship distribution variable. Also, Fink and Yules in a study titling the perception of the organizational intelligence as the main normative character element concluded that the organizational intelligence can influence on the organizational performance effectively. Also Forest considered the periodical factors such as the organizational strategies, innovative temperament into an organization, organizational resources and organizational culture as effective in developing the entrepreneurship affairs. Theoretically, the honor of an organization and following-up the occupational issues with the highest interest, optimistic and belief and commitment are considered as the main features influencing on the organizational intelligence. The theory of Peteresenj regarding to the organizational learning is roughly subjected to the ability of people boosting their own viewpoints; hence, it can be stated that the organizational entrepreneurship is subjected to the supplementation of the same entrepreneurship process into an organization using the preservative temperament, risk ability, creation and innovation being developed by some group of people into an organization potentially. In other words, the enterprise entrepreneurship is a new concept of the commitment of an organization making new productions and processes along with the modern organizational system. In other words, for having the most entrepreneurship staffs, they have to tend to have learning of knowledge temperament eliminating the whole limitations regarding to learn new affairs and trying to optimize their own abilities and leaders should be able to accept their mistakes. According to the obtained results, there is a positive significant relationship between the organizational intelligence and the entrepreneurship. Ahmadi *et al* [1] showed that the success-seeking features, innovation and creation, risk ability, determination of destiny, independence-seeking of the students have the positive significant relationship with the entrepreneurship distribution variable. Also Azma *et al* in a study concluded that there is a significant relationship between the organizational intelligence and the information technology. Also Smith and Baum in a study showed that the entrepreneurships have enough ability and potential to apply the active intelligence. They also found that there is a positive relationship between the organizational intelligence and the style of learning and growth of entrepreneurship investment. Along this, Rira *et al* in a study titling the effects of the organizational intelligence on the investment regarding to the information technology and organizational efficacy led by Irvanachi in, it is emphasized on the role of the information systems roughly. Theoretically it should be stated that the entrepreneurship is the main sign and symbol of the success regarding to the commercial affairs and these entrepreneurships are the main success and leading people of the community. The ability of these people in applying the opportunities and innovations along with the necessary capacity are the main features of the entrepreneurship. These entrepreneurship people play key role in leadership, management, innovation, efficacy, making occupational affairs, competence, and efficiency and consisting new compartments growing the economical affairs potentially. Therefore, it is necessary for developing communities to achieve the entrepreneurship revolution. This revolution is very important regarding to the industrial revolution. Generally, the rapid progression of the technology and changes of the demographically issues such as increasing lifespan and woman and man occupational affairs, the existence of the high-effectiveness investment markets and familiarity of managers with the new phenomenon of the entrepreneurship can make the related tendency towards the entrepreneurship intensely [10]. Also, these days the effective application of the knowledge and data, triumphs and failures of the organizations can be carried out in this case. In this phase, it is better to represent the knowledge application as a humanistic viewpoint than the technological and structural theory.

Hence, the process of the innovation should be praised in order to have the high potential staffs. According to the obtained results of the early chapter, there is observed a significant relationship between the performance pressure and the entrepreneurship. Arji [7] concluded that the relations management has the highest shares in representing the entrepreneurship process. Also Kesti *et al* showed that the organizational performance management should be established based on the organizational intelligence to be recovered in this regard. Falleta concluded that the cases such as recovery of the relationship between the students and school officials, ability of decision-making, the reduction of tensions and honest-oriented issues can cause to the optimization of the schools quality. Indeed, this organizational intelligence is subjected to the ability of the leadership making a mutual trust between the whole staffs. Spector in a study titling the effect of the organizational intelligence and its effectiveness on the leadership concluded that the organizational intelligence has about 15 main elements regarding to optimize the leadership quality efficiently. Theoretically the performance pressure of the managers is not enough case in this case. In an organization with the related intelligence, the executives should be established at their own situation trying to distribute the executive pyramid of the whole attitudes and concepts potentially. But this takes place efficiently when a collection of the mutual expectations is going to be common for reaching to the success. In other words, in order to maximize the entrepreneurship in the youth sport offices, managers should solve the problems in bureaucratic method asking the whole staffs to participate highly in the all events regarding to their organizations potentially. According to the obtained results of the early chapter, the performance pressure and temperament are able to predict the entrepreneurship. Arji [7] showed that the relation management has the highest share in representing the entrepreneurship. Smith and Baum showed that the high potential entrepreneurship have their own logical and active intelligence in applying the related process. They also found that there is a positive significant relationship between the active intelligence and style of learning and the growth of entrepreneurship investment. Anyway, Alschbert believes that every organization paying attention to these seven elements will be established in the highest level regarding to organizational intelligence and overcoming to other organizations in terms of the competence. He mentioned that every dimension of these elements is a feature that they want to a kind of convergence together. As a result, an organization should keep its own managers for increasing the scientific and innovation temperament. Also it is necessary not to hide the managers' mistakes for keeping the staffs' temperament regarding to the process of the entrepreneurship.

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