International Business Management 10 (15): 3276-3283, 2016
ISSN: 1993-5250

The Relationship Between Human Resources Empowerment with Tend to Entrepreneurial and Creativity Mediation (Case Study: Aghajari Oil and Gas Production Company)

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Abstract: The purpose of the research is to study the relationship between employees' empowerment with tend to entrepreneurship and creativity mediation in descriptive method and correlation type. The statistical population includes 800 permanent employees of Aghajari Oil and Gas Production Company. According to Morgan and Krejcie table, the sample size was estimated 260 selected by random sampling of the statistical population. The research tool is questionnaire including three questionnaires of the employees' empowerment dimensions (Spreitzer), the tend to entrepreneurship questionnaire (Kuratko and coauthors) and creativity questionnaire that were resulted modified Randsip questionnaire. The formal and content validity of the questionnaires has been confirmed by the guiding professor, scholars and several people in the statistical population. Like the empowerment questionnaire 0.825, the entrepreneurship questionnaire 0.843 and creativity questionnaire 0.76, the reliability of the questionnaires was calculated based on Cronbach's alpha coefficient. In order to analyze the research data, the SPSS 22 and Amos 21 were used. In the statistical analysis, descriptive statistics were used to collect basic information such as average, minimum and maximum values, total data, standard deviation, frequency and frequency percentage and in the inferential statistics, the Kolmogorov-Smirnov test, Kruskal-Wallis, Analysis of Variance (ANOVA), Mann-Whitney and independent t-test were used.

Key words: Employees empowerment, tend to entrepreneurship, creativity, Aghajari Oil and Gas Production Company, formal

INTRODUCTION

Human resources are the most important and the most valuable assets of an organization. With respect to unreliable, dynamic and competitive environmental conditions and the era of information and knowledge with a source of human resources, the most effective way to gain competitive advantage in the current conditions is to make more efficient the employees of the organization to entrepreneur in business processes due to empowerment. In other words, human resources development through empowerment of employees on a large scale could lead to entrepreneurship within the organization. The quality and empowerment of human resources are of important factors in the survival of organizations. In other words, the importance of human resources is more than new technologies and financial resources. Today, in different countries in the management knowledge and economy, the economy-oriented entrepreneurship and entrepreneurs have received special attention. The entrepreneurship and creating a favorable environment for its development is one of the tools to develop economics of countries, especially in developing countries. In the present competitive world, organizations need ways of changing and managers must take advantage of the creativity and innovation of human beings and the appropriate environment to provide entrepreneurial activities. Given the importance of entrepreneurship in today's competitive world, the environment must be provided in the organizations in which people desire to entrepreneur with psychological empowerment of people and creativity mediation.

With the advent of the third millennium and the era of knowledge, research and knowledge-oriented organizations have been shaped in which survival and competitive advantage maintenance in long-term are

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dependent on innovation in the design and development of new products. The features of today's organizations include dynamics, complexity, ambiguity and tradition avoidance and are constantly influenced by their surroundings and they accepted change as an inevitable necessity. Forecasting changes will be confronted with the problem in a reasonable accuracy. In today's world, innovation and entrepreneurship thinking and application in the organization is inevitable. As the birth and death of organizations depend on insight and capabilities of founders, growth and survival depend on the factors such as ability, creativity and innovation of human resources. Schumpeter viewed entrepreneurship as the main driving force in economic development and knows its role the innovation or "building a new combination of materials" (Hooman *et al*., 2006). Today, in different countries in the management knowledge and economy, the economy-oriented entrepreneurship and entrepreneurs have received special attention. The entrepreneurship and creating a favorable environment for its development is one of the tools to develop economics of countries, especially in developing countries.

According to the Universal Declaration of Entrepreneurship, there is a strong correlation between national economic growth and national and organizational entrepreneurial activity level. The research carried out show that the main challenge for companies and organizations in the 21st century is that if organizations are engaged in repetitive and mechanical conditions in such a situation, they will be destroyed because most organizations not because of the threats but mainly due to the decline of creativity and innovation have been destroyed. One thing that has long occupied the mind of thinkers, psychologists and scientists in humanities and organizational science and it is believed that that can be a major influence in the development process of organizational activity is how to grow creativity and initiative among the employees of organizations.

The societies that can revive and flourish their creativity in organizations, development and prosperity can be expected for them and vice versa at any level that creativity is not fostered, scientific, industrial and cultural depression must be assumed. Therefore, today's organizations should make a revolution in mind of managers and employees. They should provide conditions that all employees find creativity and innovation spirit and can continuously perform their creative and innovative activities. But, one of the key components of the increase and the development of creativity and innovation for employees is inner motivation of a person and skills related to creativity and innovation that is in fact the psychological empowerment of employees. Because psychological empowerment of employees as a new approach to intrinsic motivation to free up the forces and inner strength of people as well as providing opportunities for entrepreneurs and consequently the blossoming of the talents, abilities and competence of employees and in fact, includes the individual perception on his/her role in job and organization. Because creativity is the main component in an organization, so in order to promote organizational entrepreneurship the right conditions should be existed within the organization and individuals that is one of the major factors for facilitating and strengthening the organizational entrepreneurship, empowerment of working people in the organization. In the meantime, many organizations enhance organizational learning ability and implement empowerment programs as solutions and try to overcome inner and outer obstacles and create the necessary basis for training competent employees, implementing these programs, modifying variables affecting people feeling and enjoying learning and individual empowerment.

However, given that entrepreneurs want to take responsibility and more freedom in organizational structure and if they do not have such freedom and their needs does not meet, the individual efficiency is reduced and even the person will leave the organization. So in order to prevent the outflow of entrepreneurs and creative people in the organization, the organizational entrepreneurship and an appropriate environment must be one of the main organizational strategies, empowering and freeing up delegation, changing organizational structure and creating opportunities for innovation and creativity (Ahmadi, 2007). The main issue that has attracted researchers' attention is that can the empowerment of employees in terms of psychology and making creativity lead to intra-organizational entrepreneurship? If so, what mechanisms is there to empower the employees in terms of psychology? Because oil and gas industries in the world which play a key role in shaping the industrial development in terms of region and world, more than ever there is a need for innovation and management. To be able to survive in the global markets and overcome competitors, the traditional methods must be abandoned.

The importance and necessity of research: Scott writes about the empowerment of employees: "organizations are internally and externally attacked". Externally, the fierce competition in the world, the incredible rapid changes, new demand for quality, service and resource constraints demand quick responding to organizations. Internally, employees feel that they are not honestly dealt with and so they are disappointed and the organization expects much more and continuously changes the rules of game. At the same time, employees seek significant work, more honesty and openness and demand self-discovery and more prosperous of the employees. Against these

practices, the manager should employ a group so that the organization can perform its duties. The working environment requires employees to make decisions, find new solutions to problems, be creative and be accountable for results (Parizi and Rksanh, 2010). In fact, today the slogan "you are doomed if not creative" is a serious warning for organizations (Alvaani, 2007).

Also gradually approaching the depth of the information and knowledge era and traditional jobs are disappeared in order to find a suitable place in the labor market and to be productive in superhuman economies, we must move towards skills that can not be automatic. In many cases, people will not be looking for today jobs but they will be innovated, defining the problems that are solvable with their superhuman skills; the skills like exploration and creativity are the main features of a superhuman that it must be done by a creature that is alive and acts live and has consciousness. If you act like a robot, you accept the risk of being replaced by it. The future super-occupations are based on five "living skills":

- Discovery: means "why" of science, life and business
- Creativity: means shaping a new thing in mind
- Implementation: means arranging creativity fruits in real world; means ability to execute a plan
- Effectiveness: means interacting with others to inspire, guide and empower them; what is excellently expected
- Physical activities: means conscious interaction with tools or body (Samson, 2007)

So the empowerment and development of entrepreneurs in the organization can lead entrepreneurs to serve their community in which they live and work and welcome customers and managers because they are independent and goal-oriented in their ideas, react appreciations and rewards of the others, lead their ideas, have a style to solve problems and create new solutions for different problems have the power to make decisions with the people out of the organization, create different solutions for different problems and communicate deliberately with the people outside the workplace and organizational skills (Ahmadi, 2007). Among the success factors of oil and gas companies in the world economy is considering entrepreneurs and analysis of their problems in terms of entrepreneurship because entrepreneurship is a way to recreate the economic and institutional capabilities. So, it is necessary to study the role of creativity in the relationship between empowerment of human resources and entrepreneurship in organizations whether the employees of an organization can lead to creativity, innovation and entrepreneurship which is a necessity for today competitive economy and organizational development for the future, providing appropriate working and environmental conditions for individual development. The results of the research carried out by Ali Panahian titled "the relationship between power delegation, empowerment and enhancement of the effectiveness of organizational capitals and sports of Isfahan province" with a sample size of 207 people indicate that power delegation increases the effectiveness and thereby self-confidence and finally power delegation affects empowerment, age, education and type of employment and decision making. Koushki *et al.* (2013) in a research studied "the impact of psychological empowerment aspects and working spirituality on entrepreneurial behaviors in Mamoot Company". Based on the conceptual model obtained from the combination of the three variables of psychological empowerment, working spirituality and entrepreneurial behaviors, six hypotheses were compiled and in the end, the research model based on the analysis of the test track was compiled. The results show that among three variables studied in this research, there is a significant positive relationship. Deci *et al.* (1989) carried out an applied and sectional research titled the "relationship between the implementation of management information systems with organizational entrepreneurship, case study: Medical Science University of Yasooj". To collect data, a questionnaire was used. The Cronbach's alpha method has been used to assess reliability. The validity was confirmed by content validity. To investigate the relationship between variables, Pearson correlation and Kendall methods were used.

The results showed that there is a significant and positive relationship between the implementation of information systems with organizational entrepreneurship. Gumusluoglu and Ilsev (2007) in a research titled "transformational leadership, creativity and innovation", studied a model of the effect of transformational leadership on the creativity of followers in the individual level and on the innovation in the organizational level. This model was tested on 163 employees and managers in 43 small and medium-sized software production company in Turkey. The results show that transformational leadership has a significant impact on individual and organizational creativity. At the individual level, hierarchical linear modeling results suggest that there is a positive relationship between transformational leadership and employees creativity. In addition, transformational leadership has an effect on employees' creativity through psychological empowerment. At the organizational level, regression analysis results show that transformational leadership has a positive relationship with organizational innovation.

Zhang and Bartal (2010) studied "the organizational creativity and psychological empowerment" and obtained

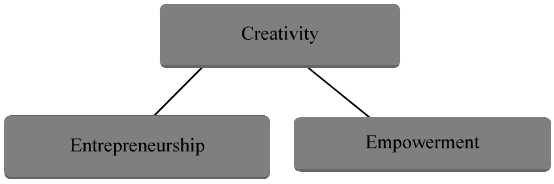

Fig. 1: The conceptual model of the research

a significant relationship between these two variables its subscales. Moriano and coauthors in a research titled "The effect of transformational leadership on determination of organizational entrepreneurship" showed that managers play a vital role in encouraging and supporting individual initiatives to explore new opportunities, to develop new products or to improve working methods for the benefit of the organization. This study examines the impact of leadership style on employees behavior and entrepreneurship. To analyze the data, 186 employees belonging to the Spanish language were used. The results show that transformational leadership has a positive impact on entrepreneurial behavior of employees in organization.

The conceptual framework of the research: Now, summing up the referred theories and empirical research findings, we can provide the theoretical model of the research. The theoretical framework of the research is the conceptual model based on theoretical relationships between the factors and variables affecting the object from which research is derived, include: organizational empowerment and entrepreneurship and creativity Fig. 1.

MATERIALS AND METHODS

The purpose of the present research is applied and descriptive based on the research nature and method. The type of the research is correlation with a descriptive method. The statistical population includes 800 (in 2015) permanent employees of Aghajari Oil and Gas Production Company. According to Morgan and Krejcie table, the sample size was estimated 260 selected by random sampling of the statistical population. The sampling method is the simple random sampling. In order to analyze the research data, the SPSS 22 and AMOS 21 were used. In the statistical analysis, descriptive statistics were used to collect basic information such as average, minimum and maximum values, total data, standard deviation, frequency and frequency percentage and in the inferential statistics, the Kolmogorov-Smirnov test, Kruskal-Wallis, Analysis of Variance (ANOVA), Mann-Whitney and independent t-test were used. The

Table 1: Of high factor load estimation (non-standardized regression coefficients)

Variables	Coefficients	Deviation	t-values	Sig.
Empowerment→creativity	0.852	0.189	4.516	***
Empowerment→significant feeling	1.000			
Empowerment→competence feeling	2.622	0.399	4.684	***
Empowerment→freedom feeling	2.508	0.377	6.643	***
Empowerment→effectiveness feeling	2.747	0.466	5.899	***
Empowerment→trust feeling	2.148	0.344	6.252	***
Empowerment→entrepreneurship	0.441	0.125	3.529	***
Creativity→entrepreneurship	0.349	0.081	4.328	***

Table 2: Normality test

	Empowerment		Entrepreneurship		Creativity	
Variables	Statistics	Sig.	Statistics	Sig.	Statistics	Sig.
Age						
20-30	0.094	0.200	0.119	0/099	0.105	0.200
31-40	0.076	0.078	0.093	0/010	0.089	0.017
41-50	0.071	0.200	0.115	0/050	0.094	0.200
51 or upper	0.100	0.200	0.100	0/200	0.180	0.103
	08.000		34.000	1.000		
Education						
High school diploma and lower	0.095	0.200	0.097	0.200	0.080	0.200
Associate's degree	0.144	0.013	0.085	0.200	0.101	0.200
Bachelor's degree	0.068	0.200	0.089	0.023	0.096	0.010
Master's degree and Ph.D	0.098	0.200	0.118	0.200	0.190	0.005
Records						
1-5	0.109	0.200	0.101	0.200	0.117	0.169
6-10	0.081	0.200	0.088	0.200	0.120	0.010
11-15	0.126	0.111	0.134	0.069	0.099	0.200
16-20	0.086	0.097	0.104	0.017	0.069	0.200
Position						
Manager	0.154	0.200	0.143	0.200	0.109	0.200
Expert	0.089	0.200	0.121	0.150	0.108	0.196
Employee	0.071	0.023	0.068	0.038	0.066	0.049
Sex						
Female	0.135	0.200	0.168	0.090	0.134	0.200
Male	0.063	0.029	0.068	0.013	0.061	0.040

research tool is questionnaire including three questionnaires of the employees' empowerment dimensions (Spreitzer *et al*., 1997), the tend to entrepreneurship questionnaire (Kuratko and Hodgetts, 1998) and creativity questionnaire that were resulted modified randsip questionnaire. The formal and content validity of the questionnaires has been confirmed by the guiding professor, scholars and several people in the statistical population. In this research, the empowerment questionnaire with 19 questions and the entrepreneurship questionnaire with 20 questions and modification of the creativity questionnaire.

Out of 250 respondents to the dimensions of the empowerment questionnaire, the highest average is related to the significance feeling with 4.07 and minimum average to freedom with 3.54 (Table 1):

- The variable of total questions Table 2
- Total coefficient
- Normality test

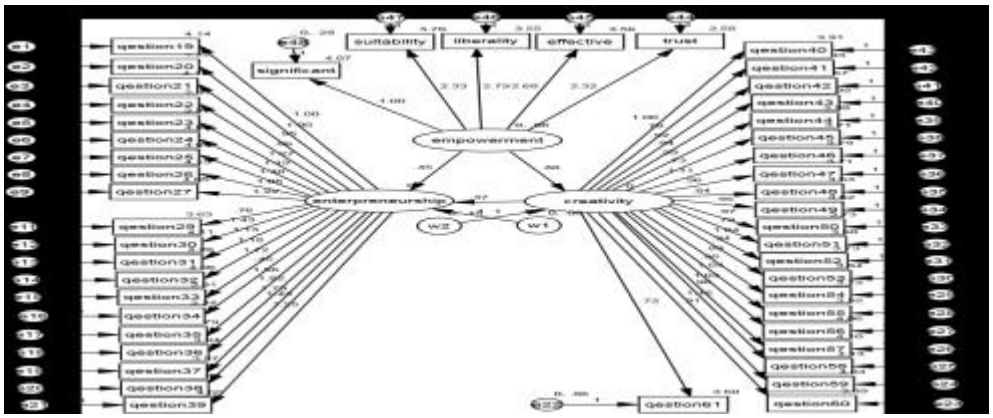

Fig. 2: Non-standardized coefficients

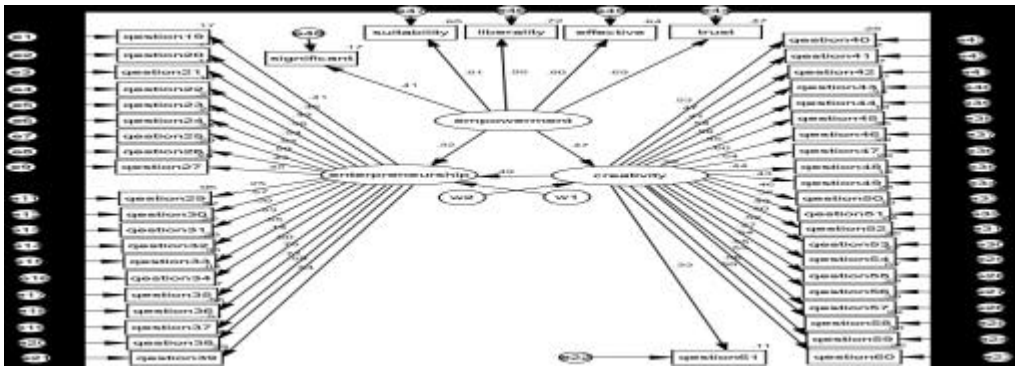

Fig. 3: Fit standardized coefficients

Table 3: The Chi-square test of empowerment model

Variables	Values
Chi-squre	536.2493
Degree of freedom	1031
Signisficance level	0.000

Table 4: Fit indicators of empowerment model

Model	Values
NFI	0.512
RFI	0.466
IFI	0.641
TLI	0.598
CFI	0.632
RMSEA	0.079

Table (5): The indirect effects of empowerment and entrepreneurships

Variables	Factor load estimation
Standardized	
Empowerment→entrepreneurship	0.230
Non-standardized	
Empowerment→entrepreneurship	0.297

In the next step, the normality of the variables should be considered. Accordingly Kolomogra ph-Smirnov test is uses. This test is done separately for each part. Results for each segment are as follows (Fig. 2 and 3).

Fit tests of general model of input covariance matrix include 47 observed variable and 1175 sample torques. According to the hypothetical model, there are 47 regression weights and 50 variances and 47 intercepts totally 144 parameters; so the model has 1031 degrees of freedom (144-1175) and the chi-square fit index was calculated. These findings suggest that the model does not fit well with the data (Table 3) χ^2 (n = 250 of = 1031) = 2493/536 with the significance level 0.000. Although, the Chi-square test indicates a lack of fit of the model with the variance-covariance however 0/05< RMSEA = 0/076 <0/08 that indicates the acceptance of the model. Statistics NFI, RFI, IF, TLI and CFI are all <0.9 but we should bear in mind that fit indicators should be applied with the sample size and other distribution, especially when these indicators are not <0.9, so any decisions on the validity of a model depends on aspects such as adequacy and interpretation of estimates, the complexity and theoretical aspects of the model (Table 4).

Is there any relationship between human resources empowerment with tend to entrepreneurships and creativity (Table 5). The standardized indirect relationship of empowerment and entrepreneurship. The non-standardized indirect relationship of empowerment and entrepreneurship with creativity mediation is equals to 0.297 (0.852*0.349) Show in Table 6.

Table 6: Standardized high factor estimation

Variables	Factor load estimation
Empowerment→creativity	0.884
Empowerment→significance feeling	0.8340
Empowerment→competence feeling	0.8370
Empowerment→freedom feeling	0.8150
Empowerment→effectiveness feeling	0.0592
Empowerment→trust feeling	0.6790
Empowerment→entrepreneurship	0.3410
Creativity→entrepreneurship	0.4710

Table 7: Analysis of correlation coefficient

Models	R	R^2
1	0.462	0.213
2	0.515	0.265

Table 8: Analysis of creativity variable variance and empowerment dimensions

Model	Total squares	df	Squares average	f-value	Sig.
Regression	10.295	1	10.259	66.962	0.000[b]
Remaining	37.937	248	0.154		
Total	48.267	249			
Regression	12.780	2	6.390	44.294	0.000[c]
Remaining	35.488	247	0.144		
Total	48.267	249			

[a]Criteria variable: creativity; [b]Predicator variable: intercept, significant; [C]Predicator variables: intercept, significant, competence

Table 9: The coefficients of creativity model and empowerment dimensions

	Non-standardized coefficients		Standardized coefficients		
Models (1, 2)	B	SE	β	t-values	Sig.
Intercept	2.395	0.177		13.498	0.000
Significant	0.353	0.043	0.462	8.183	0.000
Intercept	2.103	0.186		11.329	0.000
Significant	0.281	0.045	0.367	6.192	0.000
Competence	0.159	0.038	0.246	4.150	0.000

Table 10: Correlation coefficient

Variables	Values
R	0.490
R^2	0.240

Table 11: Analysis of variance of creativity variable and entrepreneurship

Models	Total squares	df	Average of squares	F-values	Sig.
Regression	11.595	1	11.595	78.093	0.000
Remaining	36.673	247	0.148		
Total	48.267	248			

Table 12: The coefficients of creativity model and entrepreneurship

	Non-standardized coefficients		Standardized coefficients		
Model	B	SE	β	t-values	Sig.
Intercept	1.871	0.223		8.3	00.0
Entrepreneurship	0.501	0.057	0.490	8.8	0.0

Table 13: Correlation coefficient

Model	R	R^2
1	0.455	0.207
2	0.516	0.266
3	0.546	0.298
4	0.560	0.314
5	0.554	0.306

Table 14: Analysis of variance of entrepreneurship variable and empowerment dimensions

Models	Total squares	df	Average of squares	F-values	Sig.
Regression	9.592	1	9.592	6.2564	0.000[a]
Remaining	36.662	248	0.148		
Total	46.254	249			
Regression	12.312	2	6.156	6.1644	0.000[b]
Remaining	33.942	247	0.138		
Total	46.254	249			
Regression	13.786	3	4.595	6.7534	0.000[c]
Remaining	32.468	246	0.133		
Total	46.254	249			
Regression	14.516	4	3.329	9.2700	0.000[d]
Remaining	31.738	3	0.130		
Total	46.254	249			
Regression	14.174	3	4.725	0.8236	0.000[e]
Remaining	32.080	246	0.131		
Total	46.054	249			

[a]Criteria variable: entrepreneurship; [b]Predicator variable: intercept, competence; [c]Predicator variables: intercept, competence, significant [d]Predicator variables: intercept, competence, significant, trust; [e]Predicator variables: intercept, competence, significant, trust, freedom; predicator variables: intercept, significant, trust, freedom

Table 15: Analysis of variance of coefficients

	Non-standardized coefficients		Standardized coefficients		
Model	B	SE	β	t-values	Sig.
Intercept	2.0000	0.135	21.200	2.1021	0.0000
Competence	0.2880	0.036	0.455	98.0300	0.000
Intercept	2.2900	0.182		6.1212	0.000
Competence	224.0000	0.037	0.354	95.9700	0.000
Significant	0.1970	0.044	0.263	4.4400	0.000
Intercept	2.1500	0.183		11.7600	0.000
Competence	0.1410	0.044	0.223	0.3179	0002
Significant	0.2020	0.043	0.270	4.6440	0.000
Trust	0.1190	0.036	0.220	3.3350	0001
Intercept	2.1330	0.181		11.7680	0.000
Competence	0.0820	0.050	0.130	1.6230	0.106
Significance	0.1930	0.043	0.058	4.4700	0.000
Trust	0.0960	3.000	0.177	2.6030	0.010
Freedom	0.1000	0.042	0.180	2.3700	0.019
Intercept	0.1730	0.180		12.0530	0.000
Significant	0.2110	0.420	0.082	5.0240	0.000
Trust	0.0116	0.350	0.214	6.3360	0.001
Freedom	0.0134	0.037	0.240	3.6320	0.000

The standardized indirect relationship of empowerment and entrepreneurship with creativity mediation is equals to 0.230 (0.488*0.471) show in Table 7.

According to the question, the relationship between two variables of empowerment and entrepreneurship with creativity mediation from structural equations is used to be informed, because the indirect relationship of empowerment and entrepreneurship must be obtained which is the response of a non-standardized relational at 0.297 which is a weak relationship (Table 8-15). The dimensions of psychological empowerment have the ability to predict creativity. The determination of creativity prediction ability by the empowerment dimensions.

Is empowerment able to predict creativity or not? The stepwise regression was used and eventually there is a

correlation between the dimensions of empowerment and creativity at 0.515 (only two variables of competence and significance had a relationship with creativity) and the model is as follows:

Competence 0.159+Significance 0.281+2.103 = creativity

Is the creativity able to predict the entrepreneurship? The regression was used and eventually there is a correlation between entrepreneurship and creativity and the model is as follows:

Entrepreneurship 0.501+1.871 = creativity

Which is interpreted as follows If the entrepreneurship variable is increased 1 unit, the creativity will be increased 0.501. The dimensions of psychological empowerment have the ability to predict tend to entrepreneurship.

CONCLUSION

Tend to entrepreneurship through empowerment dimensions can predict. The results of the research hypothesis that tend to entrepreneurship through empowerment dimensions can predict in accordance with Table 10-12 showed tend to entrepreneurship through empowerment of employees can predict and finally there is a correlation at 0.554 between the dimensions of empowerment and entrepreneurship (only three variables of freedom, trust and significance have a relationship with entrepreneurship. This outcome was in line with Lalianpoor as the empowerment lead to meet needs for the employees creativity and enhances learning and consequently the trust, independence and freedom of the individual. Also it is in line with the results of the research, Deci *et al.* (1989). Empowerment is a phenomenon that provides the context and environment required to make creative behaviors but these phenomena are likely to occur through several intermediate variables in other words, it seems that the support of supervisors of creative and innovative behaviors and ides provides the required environment or context to affect motivation variables in employees and strengthening creativity in workplace. Empowerment through different mechanisms lead to creativity. At first, the functional expectations in the field of creativity and innovation of employees provides the environment of human and positive communication among supervisors and employees. The support and effectiveness feeling increase emotional and positive states, cognitive capacity, self-efficacy and creativity in employees. The support of employees or Pygmalion effect, ie., exterior and positive expectations about the performance or abilities cause better and higher performance. Empowerment feeling and self-efficacy made by managers for employees and creativity ability feeling in the workplace can lead to creativity. In short, the support of supervisor through self-efficacy mechanisms increases the strengthening and developing of positive emotional states, sense of energy and the intrinsic motivation of employees.

The ability to predict creativity through empowerment dimensions: The results of the hypothesis studies showed that creativity through empowerment dimensions can predict. According to the table, there was only significance feeling in the model which is the correlation between the variable of creativity and significance feeling was 0.462 and the square of correlation in the first step. In the second step (the last), the significance feeling and competence are inserted in the model in which the creativity correlation with two dimensions of significance feeling and competence is 0.515 and the square of correlation 0.265. As we can see, the model is better by increasing competence. Then, three variables of trust, freedom and effectiveness feeling are not in the model and they have not any significant relationship with creativity. The result is in line with the results of the research done by Koushki (2013); Zang and Bartal (2010) and Decei (1989). Given that the competence feeling make the model better, it can be said that competence feeling enhance self-esteem to engage in working problems and trying to improve and change. There is this feeling in a person that makes a person consider his/her tacit knowledge and experience valuable and try to apply it to improve their performance. This is the creation of combination type in which he/she believes his/her innate abilities and apply his/her valuable knowledge and experience to create new ideas. People with high competence feeling believe their capability and ability to do successfully tasks and thus they have an incentive to do their work. They seek the right alternative solutions in the face of challenges.

The dimensions of tend to entrepreneurship can predict through the creativity of employees. According to the table, the results of the hypothesis studies showed that tend to entrepreneurship through creativity of employees can predict and finally there was the correlation between the empowerment and entrepreneurship (only three variables of freedom, trust and significance have a relationship with entrepreneurship and the results are in line with the results of the research done by Decei *et al.* (2015). Drucker believes that creativity and innovation with entrepreneurship are essential to one another, so that

entrepreneurship without creativity and innovation does not lead to a result. Schumpeter believes that creativity is a spirit blown in entrepreneurship. Creativity and innovation are integral components of entrepreneurship and According to Peter Drucker, innovation is so essential that we can claim that there is not entrepreneurship without it and there is not any result without innovation for creativity Entrepreneurship is turning a new idea into a product or service that the results obtained include increasing productivity, creating wealth, prosperity and employment and entrepreneur is a person has an opportunity and he/she turns into a new product.

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