

عنوان مقاله:

Designing and explaining the improvisation model in the organizational entrepreneurship process

محل انتشار:

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خلاصه مقاله:

BACKGROUND AND OBJECTIVES: Improvisation befalls during work and one cannot relieve the response to the challenge and take action after thinking and planning. Improvisation can also enable organizations to be flexible and adapt to complex and turbulent conditions. Extensive researches have been conducted in the field of organizational entrepreneurship, but as far as experts have examined, the design of organizational entrepreneurship model with an improvisational approach has not been considered by researchers in this field, so the issue has remained largely unknown among researchers. Therefore, the objective of the current study is to design and illustrate the improvisation model in the organizational entrepreneurship process in ۲۲ districts, organizations, and companies affiliated with the Municipality of Tehran. **METHODS:** The present study is an exploratory study using a mixed approach (qualitative-quantitative). A semi-structured and in-depth interviews were conducted with ۹ experts in The Municipality of Tehran and university professors. Next, through the implementation of the coding process and expert approval, four dimensions were identified, including human, facilitator, behavioral and environmental factors. In the quantitative part, the statistical population consists of ۶۳,۰۰۰ managers and experts employed in ۲۲ districts, organizations and companies affiliated to the Municipality of Tehran. The sample size was estimated through Cochran's formula of ۳۸۱ people and to validate the model, a ۴۷-item researcher-made questionnaire was designed and distributed to the available sample members. The data were statistically analyzed in a quantitative section to analyze the path and test the hypotheses by PLS۳ software. **FINDINGS:** In the qualitative part, four main components and the related matrixes of human factors, facilitating factors, behavioral factors, and environmental factors, were identified. Indicators of facilitating factors including support and motivational policies, human factor indicators including strategy and personality traits, behavioral factor indicators including communication and culture, and environmental factor indicators including internal and external organizational factors. The results in the quantitative section also showed that environmental factors with ۰.۳۲۴ and behavioral factors with ۰.۲۴۹ had the highest and lowest impact on organizational entrepreneurship with improvisation approach, respectively. Finally, the native model is obtained by ... explaining the coefficients of the path in each section. **CONCLUSION:** Local government ma

کلمات کلیدی:

Decision, Entrepreneurial organization, Facilitators, human resource, Improvisation

