

# Identifying of Entrepreneurship Behaviors: Case of Country in Transition Economy

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**Abstract-**Successful companies recognize that the most important elements in the organization are the ability to use the creativity of managers and their employees through the recognition of their behaviors. One of the most important strategies for developing Entrepreneurship in organizations is to improve and enhance the Entrepreneurial behavior of employees and sustainable supply chain management, but what is to be deduced from the review of the history of the research is that most of the research in the field of Entrepreneurship personality has featured them. Less focused on behaviors, especially in developing countries and transition economies. The research is part of a series of research that seeks to identify and identify the components of Entrepreneurial behavior in the organization in Iran as a developing country, which is one of the economies in transition. This research is a qualitative research in which a thematic analysis approach has been used. The statistical community of this research is capable of employing 170 employers. The findings of the study showed that 27 components of Entrepreneurial behaviors in the organization, including 10 personality-based Entrepreneurial behaviors and 17 effective Entrepreneurial behaviors from the environment.

**Keywords:** *Entrepreneurship, Sustainable supply chain management, Transition Economics*

## 1. Introduction

Transition economics or the transition economy is an economic system that changes from a planned economy to a market economy. Transition economies are undergoing a series of structural changes that seek to develop market-based institutions [1]. According to the United Nations, "The world economic situation and prospects 2018" are countries in the world that have a transition economy. In the transition economy, what is important is the role of market economics and market-based competition, with a particular emphasis on corporate Entrepreneurship. Organizational Entrepreneurship is a strategic tool for economic development, and

organizations use this strategy in response to the three needs imposed on them: 1. the rapid growth of new competitors 2. Creating a sense of distrust Compared to traditional management practices in organizations 3. The separation of the best workforce from organizations and their action for independent Entrepreneurship, which has led organizations to become more and more vulnerable to risk, and organizational managers are constantly thinking of finding a solution to get rid of this Have problems so that they can maximize their profitability by adapting them more to changing economic conditions and accepting risks and innovating products and services. Hence, with the passage of time, the importance of innovative and innovative human resources in organizations is becoming more and more evident; those who create the process of innovation in the field of global competition that create new ideas and identify markets New for investment leads to the improvement of the quality of life of the people of the community and the improvement of the economic structure. Therefore, it is imperative that managers have a thorough and comprehensive evaluation of organizational Entrepreneurship in organizations so that they can react quickly to adverse environmental changes and successfully pass through their own crises and become a leading organization and entrepreneur. . In 2013, Business Venture magazine published its special issue on "frustrated poverty", lack of economic development, and called Entrepreneurship in organizations as a solution to the challenges of economic development [2]. There is evidence that enterprise Entrepreneurship helps managers to renew their business and innovate and increase their performance and business [3]. According to Morrison, the process of Entrepreneurship is rooted in individual, community and culture. Entrepreneurship has functions beyond

purely economic work, combining material and non-material factors as well as "pragmatism" and "idealism" [4]. One of the differences between individual and organizational Entrepreneurship is that individual Entrepreneurial actions are "constructive," while organizational Entrepreneurship often refers to "retrieval," and recovery is usually faced with "stagnation" in large organizations. Take up Organizational Entrepreneurship can improve growth and innovation in a traditional organization [5]. The concept of corporate Entrepreneurship has evolved through innovation, strategic change, and strategic management, and focuses on Entrepreneurial activities in an organization to enhance performance [6]. Since the early 1980s, Entrepreneurship and corporate emphasis on innovation have survived and compete with entrepreneurs with little capital in the market, leading Entrepreneurial activities to organizations. Theoretical research emphasizes the importance of human capital in organizational Entrepreneurship [7], [5], [1]. Human capital has two general characteristics: the general characteristic of human capital is the skill, knowledge, experience and specialty of the staff, but the specific character of manpower is obtained through education [2],[8],[9] General and specific human resources show that human resources are an opportunity that can be used as an investment within the company [10], [11],[12]. The important thing is that companies can utilize the specific characteristics of manpower (through training) of the general characteristics of human resources (skills, knowledge, experience, expertise) for their own purposes. A specific human capital feature can affect the development path of a new idea and lead to innovation that can be used within the company [6], [13]. In such cases, organizational Entrepreneurship is a logical option because Drucker believes that organizational Entrepreneurship is a behavioral model that can be trained to employees, rather than a personality trait. Research has shown that most of the world's most well-known companies, such as Apple and Google, use this particular feature of their human capital to exploit their common manpower [14]; [15]. These companies are studying the specific manpower characteristics for defining methods to support their enterprise Entrepreneurial environment [13]. A company like Apple, for example, is investigating how "How Steve Jobs's death could affect the company's internal creativity"

[16], [4]. In fact, successful companies seek to create an entrepreneurial environment for entrepreneurial behaviors. One of the most important ways of developing entrepreneurship in organizations is to develop and promote entrepreneurial behavior of individuals. Entrepreneurial behavior is directly related to knowledge, skills, human experiences, family circumstances, personality traits, and environmental and social conditions. Over the past few decades, theoretical and empirical research has suggested that Entrepreneurship is a process in a variety of fields and is examined from a different perspective, not merely from the point of view of its economic benefit for the organization [17]. One of these areas is Entrepreneurial behavior, Entrepreneurial behavior covers all actions that members of an organization are engaged in, by exploring, evaluating and exploiting Entrepreneurial opportunities [18].

This paper is a research brief on sustainable supply chain management and covers some of the key elements of literature's past debate and trends for future directions. It highlights the growth of this research area and reinforces the importance of a full consideration of all three key dimensions of sustainability when managing sustainable supply chains, i.e., the financial, environmental and social dimensions.

## 2. Theoretical Foundations

### 2.1. Entrepreneurship (Organizational Entrepreneurship)

The inadequacy of traditional management practices, intense competition between organizations, and the rapid growth of small firms have attracted serious attention from organizations to innovation, thus trying to bring creative and Entrepreneurial individuals who were the main creators of new services in the organization. Encourage and persuade them to stay in the organization and realize their ideas in the organization. Pinkat called these individuals an Entrepreneurial organization, in 1985 he devised a combination of the words Corporat, Entrepreneurship and Intra the word

Entrepreneurship. At first, it was believed that entrepreneurs themselves own and own their own business, but today they believe that entrepreneurs may be hired by companies and are born from organizational entrepreneurs. Organizational Entrepreneurship is the process that generates services or productive processes by creating an Entrepreneurial culture in an organization [10]. The main objective of enterprise Entrepreneurship is to create a dynamic organizational structure and culture [8]. Organizational Entrepreneurship is the process of creating new abilities and capacities by hunting opportunities and presenting new ones and transforming those ideas into tangible results and new abilities. In other words, enterprise Entrepreneurship is a collection of activities that has the resources and organizational support to achieve innovative results. The Entrepreneurial process in companies plays an important role in formulating strategies and innovation. Having this approach and way of thinking in organizational individuals causes the organization to seek new opportunities in the market or seek to attract Customer satisfaction is through customer satisfaction [19]. In the research [20], Organizational Entrepreneurship describes organizational organization as an innovative solution and solution to traditional problems and a new concept for interaction and change within the organizational climate. According to this definition, an enterprise entrepreneur directly the sequence is the strength and integrity of the system, while organizational development and organizational change are a competitive advantage in the sequence of inventing organization and restructuring.

## **2.2. Entrepreneurship behavioral in the organization**

Studies have shown that large companies like Apple and Google have identified the most important elements within their organization to enhance their creativity, staff and managers. Some employees have contributed to the reward system, the nature of management, and management autonomy to encourage Entrepreneurial behaviors. Covin and Quarto discuss that at high levels of organizational management, it represents a strategic goal and purpose along the lines of Entrepreneurial activities for their company to compete successfully And this

concept reflects the managers' eagerness to look for their controlled practices to promote Entrepreneurial activities within the organization and define the Entrepreneurial strategy based on Entrepreneurial behavior that is constantly being rejuvenated by the organization. [21]. Entrepreneurial behavior refers to the tendencies and behaviors that help companies to change their resources in expanding resources and tracking new opportunities.

Organizational entrepreneurship plays an unparalleled role in transitional economies because transition economics or the transition economy is an economic system that changes from a planned economy to a market economy. Transition economies endure a series of structural changes that seek to develop market-based institutions. These include the liberalization of the economy, in which prices are instead assigned to the market forces by a central planning organization [22]. The importance of small and medium sized enterprises is not shrouded in shaping the economy and economic progress, creating employment, increasing competition, and reducing inequality, but this effect varies depending on the infrastructure and institutions in different countries. Entrepreneurship in transitional economies has been explicitly studied due to its characteristics, such as the permanent change in the laws and interactions between the entrepreneur, the behavior of firms and the economic environment [23]. According to many experts from this field of small and medium enterprises, due to their agility against laws, they have come out of many problems created during the change of economic system [24], [25].

## **3. Methodology of research**

The purpose of this research was to explore the components of Entrepreneurial behavior in the organization by designing the main question that "what are the components of Entrepreneurial behavior in the organization?" Or indeed what entrepreneurs in the organization are doing and which activities lead becomes entrepreneur.

This research is a qualitative study using content analysis method. , it is different. One method that is somewhat similar to content analysis is content

analysis. However, content analysis focuses more on lesser levels, often showing abundance of data, and allows quantitative analysis of qualitative data. One of the problems with content analysis is that it usually does not pay attention to the data texture or it is very neglected, and this will greatly reduce the richness of the data. But in analyzing the subject, the unit of analysis is more than a word or term, and more attention is paid to the texture of their data and their nuances. Also, the analysis of the subject goes beyond the counting of obvious words and phrases, and focuses on the recognition and explanation of explicit and implicit ideas. Then, the core code codes are used to analyze the data more deeply. In the analysis of the subject, it is possible to use the relative frequency of the content to compare them and to provide the matrix of the content and the plotting of the subject network [28]. Because in the analysis of the subject, instead of a particular data, they look for certain themes or patterns in the whole of the data, such as personal interviews or various interviews with the person in the history and history of the narrative, and from Since the present research seeks to explore the components of Entrepreneurial behavior of employees, considering that the information was gathered through first-hand interviews with an emphasis on their data texture and their subtleties, It does. The organizations studied in this study were 170 active and empowered companies in Iran. Considering that the mentioned criteria were considered for selecting the sample, the non-random sampling method was targeted. The sample size in qualitative studies continues until it reaches the saturation of information. Information saturation is usually a guide to deciding how much interviewing is enough. This means that if at the time of data collection has no new information is added and researcher at the time of collecting and updating information extracted only sometimes encounters that previous entries to verify and authenticate the sampling ends [12] in the The study also came to the researcher after interviewing 21 Entrepreneurial organizations. Interviews were conducted with 21 participants, of which 17 were male and 4 were women. To analyze the interviews, there are various methods for analyzing the subject, each of which follows certain processes. In this research, the combination of [3], and [26], a stepwise and comprehensive process for analyzing the subject

were used. This process is based on three steps, six steps and twenty steps. The complete analysis of the subject matter can be divided into three phases: 1) the analysis of the text 2) narration of the text 3) integration and re-integration of the text. Four validation measures were used to determine the validity and reliability of the qualitative research, namely reliability, reliability, authenticity, and transmission capability. And to achieve a more favorable outcome in analyzing data, the latest version of the Nvivo software was used in (Table 1).

**Table 1.** Demographic Characteristics

Gender	Frequency	Percentage
Female	17	81
Male	4	19
Age	Frequency	Percentage
20-30	3	14.2
31-45	16	76.3
46-60	2	9.5

#### 4. Findings

After conducting interviews and collecting basic information, using the method of analysis, data analysis was performed using various software such as Nvivo. Also, for the adequacy of the research variables and whether the obtained criteria are suitable variables for analyzing Entrepreneurial behaviors in the organization, the KMO index and the Bartlett test were used. The KMO index is an indicator of the suitability of sampling variables. This index is in the range of 0 to 1. If the value of the index is close to one, the data are suitable for exploratory factor analysis and otherwise (typically less than 0.5) the results of exploratory factor analysis for the given data are not appropriate [27-29]. In this study, the results of the Bartlett and KMO tests indicate that the values of both indicators are in a desirable level. The KMO criterion for the variables is more than 0.5 and the significance of the Bartlett test is less than 0.05, which indicates that the items

extracted from this study are suitable variables for analysis, so they correctly compute the component. The Entrepreneurial behavior is reflected in the

organization. Also, items with a subscription less than 0.3 were excluded from the analysis. The results are presented in (Table 2).

**Table 2.** Exploratory Factor Analysis

KMO sampling adequacy criterion	Approximately 2 x	Degrees of freedom	Significance of Bartlett's Test	Factor load after removing variables	Factor load first stage	Items	Variable name
0.852	98.835	6	0.000	0.466	0.466	ENS1	Human and right behavior
				0.690	0.690	ENS2	
				0.532	0.532	ENS3	
				0.572	0.572	ENS4	
0.672	146.551	10	0.000	0.412	0.412	GOS1	Active listening
				0.380	0.380	GOS2	
				0.715	0.715	GOS3	
				0.568	0.568	GOS4	
				0.392	0.392	GOS5	
0.795	60.474	6	0.000	0.330	0.335	NAZ1	Order and coordination
				0.586	0.462	NAZ2	
				0.582	0.496	NAZ3	
				0.354	0.431	NAZ4	
				-	0.297	NAZ5	
0.780	276.226	15	0.000	0.520	0.456	TASH1	Encourage others to provide innovative designs
				0.592	0.531	TASH2	
				0.614	0.610	TASH3	
				0.598	0.550	TASH4	
				-	0.295	TASH5	
				-	0.214	TASH6	
				0.509	0.558	TASH7	
				0.499	0.481	TASH8	

Table 2.Exploratory Factor Analysis

KMO sampling adequacy criterion	Approximately 2 x	Degrees of freedom	Significance of Bartlett's Test	Factor load after removing variables	Factor load first stage	Items	Variable name
0.769	204.084	6	0.000	0.689	0.689	EJA1	Create an atmosphere of empathy
				0.672	0.672	EJA2	
				0.748	0.748	EJA3	
				0.651	0.651	EJA4	
0.858	91.242	6	0.000	-	0.168	BAR1	Communicating Effectively with Others (Network Behavior)
				0.364	0.379	BAR2	
				0.806	0.767	BAR3	
				0.738	0.685	BAR4	
0.625	97.822	5	0/000	-	0.131	TASH2	Looking ahead
				0.615	0.608	TASH3	
				0.596	0.540	TASH4	
0.780	116.351	6	0.000	0.412	0.412	OMI1	Hope for success
				0.380	0.380	OMI2	
				0.715	0.715	OMI3	
0.662	72.404	10	0.000	0.345	0.345	ANJ1	Performing a sub-work alongside the original work
				0.588	0.465	ANJ2	
				0.582	0.496	ANJ3	
				0.506	0.506	ANJ3	
				0.354	0.433	ANJ4	
0.590	232.116	6	0.000	0.614	0.618	EST1	Standing, patience and insistence
				0.598	0.555	EST2	
				-	0.298	EST3	
0.650	216.266	4	0.000	0.390	0.390	MOS1	Independent work in the form of group work
				0.725	0.725	MOS2	

Table 2.Exploratory Factor Analysis

KMO sampling adequacy criterion	Approximately 2 x	Degrees of freedom	Significance of Bartlett's Test	Factor load after removing variables	Factor loadfirst stage	Items	Variable name
0.780	91.231	10	0.000	0.596	0.545	YAD1	Learning and teaching through in-service training
				0.632	0.632	YAD2	
				0.430	0.430	YAD3	
				0.390	0.390	YAD4	
				0.362	0.362	YAD5	
0.625	212.082	3	0/000	0.635	0.635	EST1	Use of new science and technology
				0.556	0.505	EST2	
0.575	60.221	3	0/000	0.535	0.535	FAL1	Monetize activities
				0.615	0.615	FAL2	
				0.522	0.522	FAL3	
0.625	91.242	6	0.000	0.610	0.610	AMA1	Ready to accept change
				0.582	0.582	AMA2	
0.745	64.223	9	0.000	0.445	0.432	TAL1	Combining knowledge and skills and experience
				0.390	0.390	TAL2	
				-	0.275	TAL3	
				0.562	0.562	TAL4	
				0.415	0.415	TAL5	
				0.546	0.546	TAL6	
0.583	60.256	3	0.000	0.392	0.392	FAR1	Learn specialized work skills
				0.380	0.395	FAR1	
0.645	123.210	6	0/000	0.715	0.715	VAG1	Time out to solve the problem
				0.505	0.505	VAG2	
				0.532	0.532	VAG3	

Table 2.Exploratory Factor Analysis

KMO sampling adequacy criterion	Approximately 2 x	Degrees of freedom	Significance of Bartlett's Test	Factor load after removing variables	Factor loadfirst stage	Items	Variable name
0.745	90.546	3	0.000	0.572	0.572	YAD1	Taking notes and remind of activities
				0.412	0.412	YAD2	
0.825	66.652	6	0.000	0.679	0.679	LAH1	Inclusion of external factors in the activity
				0.672	0.672	LAH2	
				0.728	0.728	LAH3	
0.657	114.210	9	0.000	-	0.252	MOD1	Doing activities in less time (time management)
				0.623	0.623	MOD2	
				0.508	0.508	MOD3	
0.0752	75.215	5	0.000	0.523	0.523	PIS1	Innovative suggestions
				0.652	0.652	PIS2	
0.0675	82.112	6	0.000	0.555	0.555	FOR1	Create new fungal job opportunities
				0.752	0.752	FOR2	
				0.453	0.453	FOR3	
0.0645	59.456	6	0.000	0.483	0.483	MOT1	Study and modeling the work life of successful people
				0.522	0.522	MOT2	
				0.666	0.666	MOT3	
0.0675	87.241	9	0.000	0.455	0.455	SHA1	Sharing others in interests and profits
				0.525	0.525	SHA2	
				0.654	0.654	SHA3	
0.0752	74.564	6	0.000	0.325	0.325	ASH1	Understanding the different aspects of Entrepreneurship
				0.404	0.404	ASH2	
0.596	84.745	9	0.000	0.612	0.612	MASH1	Legitimate activities
				0.575	0.575	MASH2	
				0.456	0.456	MASH3	



### These behaviors are referred to below:

(1) Personality-Based Entrepreneurial Behaviors: One of the main categories of interviewees from the present study is personality-based behaviors; this includes components; human and altruistic behavior; active listening; order and coordination; encouraging others to Providing innovative designs, creating an atmosphere of empathy, communicating effectively with others (network behavior), prospecting, hoping for success, and performing a subsidiary work alongside the main work, Starburst insists that due to the large volumes of extraction information summarized below Examples are given.

1-1) Human and ethical behavior: One of the extracted components of Entrepreneurial behaviors in the organization is human and allegorical behaviors. In this regard, individuals expressed:

"... We have a more rational behavior in our organization, ... rational behavior along with godly behavior, respect and respect for colleagues along with respect for the rights of others ... We must deal with colleagues as human beings, not just cars, not just In order to exploit that only benefit, we have to deal with people around us, so things get better ... "

2-1) Active listening: Listening is active from other components extracted from the texts. One of the interviewees said:

"I usually listen to my ideas. Sometimes I say that confidence is not low, but I say to myself, if we can use the ideas of our colleagues, it's nice not only from colleagues inside the company but from outside people who have experience in the field We have to listen to our words and use it "

3-1) Order and Coordination: Another component of the Entrepreneurial behaviors in organization, order and coordination. The interviewee says:

"Activities that are consistent with discipline will lead to profitable. The order of purpose targets the work and helps to improve the work. We usually go through discipline and discipline in doing things. "Order and coordination make us move and move together ..."

4-1) Encouraging others to provide innovative designs: Another component of Entrepreneurial behavior in an organization that entrepreneurs referred to are:

"I usually encourage my colleagues to tell them everything about their work and how to do it, if they can not be done, they will not be upset. You can get better ideas if you're wondering why this process is up to this. The shape is done, you can definitely find some great ideas. We changed several processes in one of our Dorsa factories and removed the process ...."

5.1 Creating an atmosphere of empathy: Entrepreneurs usually create an atmosphere of sympathy with other members of their organization in the workplace, in which one interviewee states:

"... empathy is an important factor in working with others, and we try to create empathy in our workplace ... Based on our company, we formed four sympathetic companies."

6-1) Communicating Effectively with others (Network Linking): Other behaviors that entrepreneurs face in their work environment is to communicate effectively with others. They are members of different teams and groups, and they interact with others.

"Work can not be left to God's way. People around us must be managed. Manpower management is one of the most important activities. It is necessary to be active in different work teams and teams ... It is necessary to communicate with colleagues for manpower management, especially in Teamwork template and work in different teams .... I am a member of many different teams. I usually attend group meetings, and even after a meeting and outside the company, I'm in contact with some people in different groups. And we have a dialogue with them ... "

7-1) Future Enthusiasm: Future enterprise entrepreneurs, including the behavioral components mentioned:

"I always say that when it comes to my work, this will be better than that ... I think the future will be

better ... I try to improve it ... I enjoy doing it but I feel it. The situation is not what I follow ... I think a lot of times in the future ... I can better be what I'm... It's made up of a new job and a new way. Let's draw the future for ourselves. And with the hope of reaching out to it ... I usually write down what I can do in the future, how I want to do it or what it's needed ... "

8-1) Hope for Success: Among other components of the behavior of entrepreneurs in the organization is the hope of success, in this connection an interviewer believes that the hope of success is also more important than the need for success:

"The feeling of success is also important, but in my country, including our company, we are more hopeful of success ... Our company was originally a startup, rather than a sense of success, hoping for success because we felt that we We have succeeded no longer motivated. People are more motivated by the hope of success and, in my opinion, they are saturated with a feeling of success, and others need to succeed, but hope they will always try if they have ... "

9-1) Sub-work alongside the main task: Organizational entrepreneurs, their main focus is on the focus of a particular activity, but usually, along with that activity, they lower one to another subordinate activity:

"In our company, people's attitudes should be voluntary, even suggesting, alongside their own core work ... I, myself, usually think alongside the main activity that I am doing ..."

10-1) Standing, patience and insistence: Another component of Entrepreneurial behavior in the workplace is interviewed:

"Sometimes, you must insist on what you feel is logical and correct, and if you can not make a logical reason ... When one says he does not become my experience and it is not logical, it is not only experimental. We say that if we can not give a reason ... on the same basis as our offer. For our part we insist until the person brings a reason ... There were many places where we suggested that there might be too much to go about in another unit, for example, for examination The offer is usually sent to the unit for

which the offer is there, if the supervisor wants to confirm that he will be questioned ... "

(2) Effective Entrepreneurial behaviors from the environment: The second main category of interviewees with organizational entrepreneurs is environmentally effective behaviors, which include 17 components of independent work in group work-learning and learning through training. Work - Using New Science and Technology - Readiness to Accept Change - Combine Knowledge, Skill and Experience - Time to Deliver Problem - Learn Professional Work Skills - Monetize Activities -Taking notes and reminding activities - Taking into account the outside factors of organization in doing business - Innovative suggestions - Creating new business opportunities as fungal - doing activities in less time (managing time) - sharing others with benefits and benefits - studying and A modeling of the working life of successful people - familiarity with various aspects of Entrepreneurship - is a legitimate and legitimate activity, which is referred to as examples due to the large volume of information:

1-2) Independent action in the form of group work: The components of behavioral discovery of entrepreneurs in the organization, their autonomy while believing in teamwork and collective decision-making. In this regard, the interviewer says:

"... It's a great factor in the success of a team. If we think that teamwork is in line with the team, that's not right. I believe teamwork should be a fight. When I read Bill Gates's work, I saw that many times He argued with the vice chairman loudly, but when it comes to a final result, the teamwork does not necessarily coincide. Everyone needs to say firmly, argue, talk to them, and then finally come to an end. The manager has made the final decision, so it's time for the work to be done ... "

2-2) Learning and teaching through work-based learning: Entrepreneurs are learning and remembering in the workplace. Interviewer says:

"I am learning and learning in my ongoing activities ... the most important training is learning while working, and this should be permanent and permanent ... Education is also important. Learning

the techniques and techniques of work with education takes place. We try to train and train others as well. "

3-2) Using New Science and Technology: Entrepreneurs in their work environment use new science and technology:

"There is nothing stagnant. From the past, everything in the world is moving fast forward, which must surely be the use of new things that we can do if we do not do it. To work quickly and profitably, we will have to do something new, new science, a new force And a new thought is necessary ... if you do not do this, you'll be back and you will not be there anymore ... our behavior must be new and different, and we will be different every day of our day than yesterday "

4-2) Readiness to accept change: Among the behaviors of enterprise entrepreneurs are prepared to accept change.

"The IT area changes day by day. Changes are occurring in all domains, but in the IT field, there is a more rapid change ... We used to work on C ++ Plus programming, but today we are starting out in a new environment like x We need to have this spirit and readiness to quickly accept the new conditions and not resist. "

5-2) Integrating knowledge, skills and experience: Entrepreneurs use a combination of knowledge, skills and experience in doing business:

"Academic and academic discussion is not very practical, but it is a necessary platform for the implementation of the ideas and the work we want to do. In fact, having a university degree is not zero to 100% of work, but it can facilitate the work of the ... people who Unfortunately, they are not successful. For example, in our work we have a computer science and programming science, but it is very important for human language and computer programming, and a person can not produce something himself, and there is the idea that the computer can do this. .. Therefore, the university's debates must be, but in practice they should have experience and the combination of science And the operation was aimed at "

6-2) Time to resolve the problem: Among the activities that corporate entrepreneurs face in their work, time is spent solving the problem:

"One day my superiors called me to his office ... I went to his office, his mind was awfully busy with an issue ... I had a very sad problem ... I asked for help. What was the point? What was the problem? I said that there was a problem It's not that he's upset, I just told him it was fine, this happened because, from now on, we can think of the next solution. "

7-2) Learning Professional Skills: Organizational Entrepreneurs will learn the skills they need in their work:

"... I have tried to learn new skills ... you want to take a map. You must be the master of the world of work. It is someone who has knowledge of it, who will be accounting, and the audit should have his own expertise, without having the skills at all It cannot succeed. "

8-2) Monetization activity: One of the components of Entrepreneurship behavior is income-generating activity:

"Financial discussions are important in business. It's business, profit, and revenue. If we try to work, but we do not have a financial result, it's not worth it ... I always have financial and monetary consequences. I'm doing my best and trying to look at the financial implications. "

9-2) Taking notes and reminders of activities: Among the activities that corporate entrepreneurs do, take notes and reminders of activities:

"One has to work 16 hours, 8 hours to work in the work environment, and the house, which has 8 hours of rest, to think about his work ... I usually write down the things I want to do and write and review them and remind them. I'm making"

10-2) Taking into account the outside factors of the organization: Entrepreneurs also consider environmental factors outside the organization. In this regard, the interviewer states:

"... In production and manufacturing processes, the issue of dependence on macroeconomics and

government is also important. We try to consider these factors in our work activities ... how much the social and economic conditions of the community can be rotated Creating organizations to work in that environment and doing Entrepreneurial activity is very important. I also see the idea of a community. I also observe issues outside of the company. The rules and regulations of our tax information tax issues. I am raising the issues in these areas and I may also be consulting with friends and informants. "

11-2) Innovative suggestions: Among the behaviors that entrepreneurs face in the organization, they offer innovative suggestions:

"... We face every day with innovative suggestions from the thinking of the people who work. For example, the mechanic is suggesting whether to take the car now or fix it for another 10 days. So active listening to suggestions also leads to Innovative suggestions are made up of employees' dissatisfaction. "

12-2) Creating new business opportunities as fungal: Another component of the behavior of entrepreneurs is to create new business opportunities:

"It's boring even and repetitive work fields. In the workplace, I'm usually looking for new and new opportunities. Every day is a new day. We have to do something new. In our work, innovation is the first word, reaching the new model of work is satisfying for me ... new work is being done in the form of karma ... Its own corporate creativity can create new jobs and opportunities through its fungus and branching. "

13-2) Activities in less time (time management): Another activity that corporate entrepreneurs pay attention to, managing time and doing activities in less time:

"I'm trying to do things faster and less time ... It's important to me. It's our goal to reduce the time gap and reduce the duration of the project."

14-2) partnering others in the interests and benefits: Among the actions that corporate entrepreneurs do in their organization, partnering with others in the interests and benefits of activities has taken place.

"We are ready to reduce our profit to our organization, but other profits are profitable. We are ready to make a profit in the short term, but have a strong workforce, but less damages and more incentives, and ultimately increase our profits in the long run ... "

15-2) Study and modeling of the working life of successful people: Organizational entrepreneurs study and model the lives of successful people:

"My job was software. I liked to know the success of the successful people in my field of work, and I saw the history of Microsoft and the modeling of Bill Gates's life, dividing dividends into close friends and his friends, so we tried to make people Become more involved in stock ... Let's make good people's lives and give them a living. By reading Bill Gates's book of life, I learned a lot of interesting things from them. It gives us an idea and provides a platform for our success. .. For example, Bill Gates was prospective, for example, having a slogan, when the computer was at the university, the motto was that in the near future Anyone's desk should be a personal computer. "

16-2) Understanding Different Types of Entrepreneurship: Organizational Entrepreneurs are trying to become familiar with different aspects of Entrepreneurship:

"In my opinion, sustainable supply chain has a general concept. Educational, service, production, Entrepreneurship has different meanings. Everything can be included in a category. It should be familiar with all aspects of Entrepreneurship. Creation is not just that we say that we have a career we have a new way of engaging Entrepreneurship every day in our workplace. New basic materials, new processes, new customer recruitment, new market discoveries ... These are all the different aspects of Entrepreneurship that they should know ..."

17-2) Legal and legal activity: The other components of the behavior of entrepreneurs in the organization are legal and legal. In this regard, the interviewer says:

"... And in this regard, I have a customer service, whether material or spiritual ... I believe that my work should have both material and legal effect. It is

right now that it is sacred and earning sacred legitimacy but I personally do not legitimize some of my work like a dealership ..."

## 5. Conclusion

In conclude, supply chain decision makers need to unequivocally assess the impact of their decisions on the financial, environmental and social performances of their supply chains. This paper also argues that risks and opportunities are the key drivers for supply chain decision makers to adopt sustainability within their operations, and that barriers to sustainability adoption exist. This research highlights that, depending on the focus adopted, supply chains can evolve and shift from more traditional to more sustainable approaches over time. The paper concludes with some promising avenues for future investigation

Research has shown that most well-known world-known companies use their own specific human capital to exploit their organization. One of these specific features of human capital is the behavior and actions that manpower brings to the organization itself. While previous research has focused on factors affecting Entrepreneurial behavior and Entrepreneurial characteristics, the present study attempted to identify Entrepreneurship behaviors (Entrepreneurial activities and activities) in the organization. So, the purpose of this research was to discover the components of Entrepreneurial behavior in the organization by designing the main question which components of Entrepreneurial behavior in the organization are? In this research, we tried to explore the components of the Entrepreneurial behavior in the organization by analyzing the content network. The subject network is a good method for analyzing the content developed by Atride-Sterling (2001). What the theme network offers is a site-like map as the organizing principle and display method. The grid themes systematically regulate the basics (key codes and key points of the text) and the general themes (based on the principles that govern the text as a whole) based on the specific process. Unlike other methods, the grid of content is graphically and

similar to the website, so that the idea of any hierarchy among them disappears. In this research, 238 basic themes and 27 themes were counted. Entrepreneurial behavior in the organization has two main categories, personality-based Entrepreneurial behaviors and effective Entrepreneurial behaviors from the environment, each of which has 10 and 17 inclusive themes respectively, and each of the inclusive themes includes several basic themes. The results of this study, due to the novelty of the actual behavioral components of the interviewees, can greatly explain the Entrepreneurial behaviors in the organization and provide a clear framework for identifying and promoting these behaviors in the organization.

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