

The Impact of Information Technology on achieving the objectives of CE in Isfahan Refinery

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Abstract

Considering the importance of entrepreneurship as one of the factors of production such as labor and capital and managers of organizations to survive and grow in the competitive environment should have a deep interest in it. In this study the impact of information technology on organizational entrepreneurship goals offered in Isfahan refinery. For this purpose, we first define the concepts of information technology and entrepreneurship. This study was conducted a descriptive survey. After reading the literature, entrepreneurial goals based on Mandez are effectiveness of four employees, bonuses and benefits, equality, empowerment of employees and was considered equality discretion. Then, using a questionnaire to assess the impact of information technology on these objectives was addressed. Total population of the study is consisted of 170 individual's refinery workers. The sample size was considered of 118 employees of the refinery. Surveys indicate 95% confidence level that IT has an impact on the realization of the objectives of CE. The effectiveness of the IT organization, equality before the bonus and employee benefits, empowerment and equality are at the discretion effect and the greatest impact on the effectiveness of IT and minimal IT impact on equality of remuneration and employee benefits.

Keywords: IT, CE, Isfahan Refinery

1 - Introduction

Entrepreneurship as a new phenomenon in the economy, role it plays in economic development.

Entrepreneurship in today's competitive market-based economy is a key role. In other words, in a dynamic economy, ideas, products and services are constantly changing among entrepreneurs in the model for response and adaptation to the new conditions brings. Thus, a broad and multi-way interaction, creating a pivotal role in modern human life plays (Venus, 1388). Familiarity with the concepts and definitions of the various aspects of entrepreneurship

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to recognize the role of information technology in achieving the objectives of entrepreneurship can be instrumental in facilitating the institutionalization of entrepreneurship.

IT has been considered as the driving force wheel to move while in the employment that growth and dynamism in economy and society is a new kind of economy that called the knowledge-based economy.

Competitive and modern market-based economy with fast bit changes and developments associated with international and the transition from an industrial society is causing to an information society. Entrepreneurship as an engine of economic development is called which can result in economic growth is responsible for job creation and social welfare role (Akbari et al, 1391, p 4). Necessary for the development of entrepreneurship and technology is entrepreneurship technology platform. progress is entrepreneurship that needs to be known and needs, (Sadeghi and Noory, 1385, p 20).

On the other hand, complex organizations to succeed in today's competitive environment that you are a hidden asset that most people in the organization take advantage of it. One of the hidden asset of any organization is its intellectual capital.

The organization is unique. Methods The cross-sectional study in terms of data collection was performed at an interval of 92 years. This study examines the impact of information technology on the realization of the objectives of CE based on the model that pays E4 E4 by Xavier Mandez model year (2004) has been proposed. It is goal-oriented model that tries to four main objectives which are important for successful entrepreneurship achieve these four objectives are: effectiveness, empowerment, equality in compensation and benefits, equal in authority and freedom.

Table 1: Definitions of CE

Word	Year	Name of researcher	Row
CE is a person who acts as an entrepreneur in large organizations and called administrative entrepreneurs. The success of their new independent units is within a company. Their products, services and new processes to the present that enable companies to grow and make a profit.	1985	t g. pincho	1
CE's dream to be a performer and practical	1988	jack duncan	2
Motivational and supportive environment for people who work and key marketing and product development in a company.	1987	michael Werner & charles gautshi	3
Under a company who products, activities, and discover and exploit and brings new technology.	1990	a.ginsberg& w, guth	4
People in large organizations are their professional reputations on the results of their innovation.	1990	r.kanter	5
Institutional entrepreneur is someone who works in a large organization as an entrepreneur. Terms of	1990	j.cornwall& b.per lman	6

participation, the benefits of having a CE is evident, because these individuals to introduce and produce new products, services and new processes and thus can be used for growth and profitability.			
CE is a dream projected that calculates how to turn an idea into a profitable reality. There are many similarities between entrepreneurship and corporate entrepreneurship that their difference is that entrepreneurship takes place within the organization. Its main theme to create or develop an entrepreneurial spirit within the scope of the company which be promoted the innovation.	1989	d.kuratko& r. hadgetts	7

Differences between individual entrepreneurship and corporate entrepreneurship causes that some experts believe that entrepreneurship is a process through products, processes and new ideas to be implemented in an organization develops. The CE process is generally the difference in the entrepreneurial process and differences in environmental conditions that create advantages and disadvantages for each. (Ibid., 46)

One of the main differences is that the actions of individual entrepreneurs create, while entrepreneurship is often found recovery. Another difference between individual and organizational entrepreneurship is as well as the company's competitors, Individual entrepreneur, competitor market. What does an independent entrepreneur, overcome obstacles to survive and compete in the market. But in the case of corporate entrepreneurship, corporate culture, is the primary competitor. Another difference is that in times of financial crisis, organizations can use the funds to parent companies , but an entrepreneur or have to use their personal wealth or other external resources. This is associated with many problems.

Beyond the corporate entrepreneurship process knows where products and processes through the creation of an entrepreneurial culture. Working within an organization can be developed. He is also in the process of CE compared with an entrepreneurial process that have a lot in common and differentiated. For example, both focus on innovation;

The aim is both to create value-added products or services and both are high risk. However, individual entrepreneurs on venture capital and entrepreneurs are often while the entrepreneurial enterprise to produce new products on the company's capital is risk. (Cultural and Safarzadeh quoting Frye, 1386, 46) Data gathered tools for data collection, the questionnaire consists of four questions The efficacy (15 items), equality before the bonus and benefits (13), empowering employees (10 items), and draws on the authority and freedom of action (5 items) was formed. Respondents were asked their opinion on any question on a Likert scale of five options from 1 (very low) to 5 (very much) rank. The question of this research is self-made.

Demographic questions section includes 5 questions , general or demographic characteristics of the respondents such as gender, age, education level, marital status and occupational category which has been used in data analysis.

Table 2 :Cronbach alpha

coefficient of Cronbach's alpha	coefficient ranged	Cronbach's alpha	Variable
0.78	Effectiveness		entrepreneur goals
0.92	Bonus		
0.89	Empowering		
0.71	draws discretion		
0.93	Total		

As can be seen in the table, all variables examined in this study had the alpha coefficient above 0/70 and has been determined to be significant.

4-4 - Part II: inferential statistics

this section will first determine whether the relationship between gender, age, education, marital status, work experience and occupational standards Quartet. The key variables in this study are considered as if there is data were analyzed by appropriate tests.

Research criteria for the distribution of scores with a normal distribution, we compare the results in the table below:

Table (4-7): Comparative distribution with a normal distribution of scores for survey respondent’s criteria

Sig	Kolmogorov-Smirnov Z	Criteria
0.07	1.683	Effectiveness of employee performance
0.06	1.977	Equality in remuneration and benefits
0.17	1.548	Empowering employees
0.08	1.653	Draws discretion

According to statistic table ksz at $0.05 \geq p$ are not significant for all the parameters follow a normal distribution, so the distribution of research criteria. Gender (women - men) and four entrepreneurial goals

Table (4-8): Comparison of mean comments about entrepreneurial intentions by gender

t-Test Sig.	women		men		Criteria
	SD	Average	SD	Average	
.816	0.6804	3.6667	.5447	3.6015	Effectiveness of employee performance
.387	.6291	3.8750	.7470	3.5459	Equality in remuneration and benefits
.762	.6250	3.6875	.6133	3.5925	Empowering employees
.885	.2722	3.6667	.5632	3.6147	Draws discretion

Based on independent t-test, the difference between male and female views on each of the four target that are not statistically significant ($0.05 < P$). In terms of gender variable (s) to answer questions on the questionnaire did not make a significant difference.

1 - The relationship between age and entrepreneurial goals, four

Table (4-9): The mean age of entrepreneurial ideas about the four goals

Anova Sig.	46- 60 year		36 - 45 year		18 - 35 year		Criteria
	SD	Average	SD	Average	SD	Average	
.499	0.5564	3.6256	0.4547	3.6786	.6079	3.5313	Effectiveness of employee performance
.153	.5335	3.7308	.5929	3.6282	.9147	3.4063	Equality in remuneration and benefits
.322	.4203	3.7212	.4564	3.6261	.7808	3.5035	Empowering employees
.470	0.5290	3.6795	.5461	3.6667	.5779	3.5417	Draws discretion

Based on the implementation of one-way ANOVA and given the significant differences between different age groups with mean comments at all four variables is not significant. ($0.05 < \text{Sig.}$). In other words, different age questionnaire variables showed a significant difference in the mean response to questions is not created.

2 - The relationship between education and entrepreneurial goals, four

Table (4-10): Comparison of mean comments about the four goals in terms of entrepreneurship education

Anova Sig.	MA		BA		After diploma		Diploma		Criteria
	SD	Average	SD	Average	SD	Average	SD	Average	
.525	0.7503	3.4167	0.5268	3.6310	0.4362	3.6633	.5220	3.6175	Effectiveness of employee performance
.045	1.0036	3.0938	.6674	3.6161	.5257	3.75	.7951	3.5714	Equality in remuneration and benefits
.005	.9229	3.1198	.5232	3.6235	.3940	3.8	.5641	3.6905	Empowering employees
.499	.6763	3.4583	.5258	3.6012	.5364	3.7333	.5578	3.6667	Draws discretion

Based on the implementation of one-way ANOVA and given the significant differences between different age groups with mean comments at all four variables is not significant. (0.05 < Sig.). In other words, different age and is not created questionnaire variables showed a significant difference in the mean response to questions.

2 - The relationship between education and entrepreneurial goals, four

Table (4-10): Comparison of mean comments about the four goals in terms of entrepreneurship education

T-test Sig.	Single		Married		Criteria
	SD	Average	SD	Average	
.048	0.8567	3.1111	.4353	3.6656	Effectiveness of employee performance
.210	.9643	3.2917	.7120	3.5781	Equality in remuneration and benefits
.058	.7677	3.2639	.5943	3.6241	Empowering employees
.097	.6884	3.3611	.5224	3.6389	Draws discretion

Based on independent t-test opinions married and Singles and the effectiveness of employee performance are significant differences (0.05 > P). The other three criteria are not statistically significant differences in opinions (0.05 < P). In other words, the marital status variable (s) to answer questions of equality in compensation and benefits, employee empowerment and equality did not make a significant difference in discretion. 4 - The relationship between work experience and entrepreneurial goals, four

Table (4-12): comparison of four entrepreneurial goals comments based on experience

t.Test Sig.	After 15 year		below 15 year		Criteria
	SD	Average	SD	Average	
.937	0.5086	3.6089	.5738	3.6005	Effectiveness of employee performance
.163	.6045	3.6778	.8170	3.4779	Equality in remuneration and benefits
.172	.4955	3.6926	.6729	3.5319	Empowering employees
.751	.5722	3.6370	.5471	3.6029	Draws discretion

Based on independent t-test statistic, the average Subjects with a history of less than 15 and over 15 On four targets, no statistically significant difference ($0.05 < P$). In other words, the average work experience of answering questions in the questionnaire variables did not make a significant difference.

4.5 Ranking of indicators Friedman test

Table (4-4): Ranking the effects of information technology on each of CE (n = 114)

Prob	Fridman Sta	Avarage of Fridman	Criteria
0/025	11.463	3.41	Effectiveness of employee performance
		3.15	Equality in remuneration and benefits
		2.93	Empowering employees
		2.85	Draws discretion

According to Table (22-4) is observed the Friedman test significance level of less than 5% error . Therefore, it is concluded that the effect of information technology on the four aims of entrepreneurship is the same and equal. There are significant differences between the effects. Average rating for variables is expressed as the aim of "effectiveness" has the smallest average rank and so IT has the greatest impact on the target.

The goal of "equality of rewards and privileges" which has the largest mean rank that IT has so little effect on the target. Results According to the data analysis and results of the tests, The results of this study can be summarized as:

1 - Information technology has an impact on the realization of the objectives of CE.

To explore the impact of information technology on the one-sided t-tests were used to achieve the objectives of CE

This variable is equal to the sample mean 3.4776 and standard deviation equal to 56 606. Obtained. The t test revealed significant information on the realization of the objectives of CE is effective. Also, we can say with 95% confidence that average response to the impact of IT on achieving the objectives of CE, in the interval (4.0637 3.1085) placed.

2 - Information technology has an impact on the effectiveness of the organization.

To explore the impact of information technology on the part of the employees, a t test was used. This variable is equal to the sample mean and standard deviation equal to 3.6038 54649. Obtained. Single-sample t test showed

The effectiveness of the IT organization is significantly effective. Also, we can say with 95% confidence interval of the mean response, The impact of IT on organization effectiveness, in the interval (3.7057 3.5020) placed.

3 - Information technology has an impact on equality in compensation and employee benefits. To explore the impact of information technology on equal remuneration and employee benefits on the one hand, we used the t test. This variable is equal to the sample mean and standard deviation equal to 3.5575 74328. Obtained. Single-sample t test showed the IT equality in compensation and employee benefits significantly effective. Also, we can say with 95% confidence the average response to the impact of information technology on society, equality in compensation and employee benefits, In the interval (3.6961 3.4190) placed.

4 - Information technology has an impact on employee empowerment.

To explore the impact of information technology on the one hand, we used t-test empowerment. This variable is equal to the sample mean and standard deviation equal to 3.5959 61118. Obtained. Single-sample t test showed significant IT staff empowerment is effective. Also, we can say with 95% confidence, average response to the impact of information technology on society as empowerment, in the interval (3.7098 3.4820) placed.

5 - Information technology has an impact on equality of discretion.

To examine the impact of IT on discretion draws on one side of the t test was used. This variable is equal to the sample mean and standard deviation equal to 3.5997 55496. Obtained.

Single-sample t-test results showed IT draws significantly affect discretion. Also, we can say with 95% confidence, Average response to the impact of information technology on society draws discretion, in the interval (3.7200 3.5131) placed.

6 - Ratings rank – indicators of the Friedman test Friedman test significance level of less than 5% error, respectively, and thus we conclude the impact of ICT on entrepreneurship same four target that not equal and there is no significant difference between the effects. Average rating indicated that the aim of "effectiveness" has the smallest average rank

And so IT has the greatest impact on the target. The goal of "equality of rewards and privileges" has the largest mean rank that IT has so little effect on the target.

5-4 offers results from Assumptions I assume proposal aims to enhance the effectiveness of staff that it is suggested to use information technology to increase revenue, because information technology can be used for marketing and the market share and thus increase sales and reduced the use of information technology in marketing, marketing costs greatly and increase the bargaining power of the suppliers to break the monopoly.

Information technology can be used in the production and reduced productivity product quality and product cost considerably.

Second hypothesis: the proposal aims to promote equality of rewards and benefits that it is suggested to use information technology extensively to monitor staff and record their performance on record and employee performance evaluation model accurately assess performance and IT Rankings are then allocated equitably rewarded employees. Also, the results of this evaluation are used to transport employees to post favorable or Promotion and any decision regardless of the employee's performance is prevented.

Third hypothesis: a proposal for improving the aim of enabling Recommended for IT Further increase the skills, talents and abilities necessary to do the job and must be used to

confront the challenges ahead and enthusiasm of employees to achieve organizational goals to increase and confidence to do the job is created for each employee why IT makes information available and every time there is availability and the ability to save or retrieve has high speed Hypothesis IV: The proposal aims to promote equality of discretion. It is proposed to increase the impact of information technology on employee work methods or procedures or decision-making authority to employees. Information can refocus on the one hand and on the other hand, decentralization of decision making The one hand, there is information available to any employee and simplify the IT staff can monitor The decentralization of decision-making can be found. On the other hand, since all the information can be available to senior management levels of the organization. This could be the focus of decision-making among senior managers that the approach of this research is to strengthen entrepreneurship.

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