



ROLE OF TRAINING ON THE DEVELOPMENT AND IMPROVEMENT OF ENTREPRENEURSHIP PROCESS

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ABSTRACT

Entrepreneurship is considered as a key factor on the growth and development of economy are at the center of international competition in which comparative sharp edge of them take account the organizational flexibility and continuous changing strategy at the process, product and design. During few past years, governments are encouraged seriously entrepreneurship, because entrepreneurship lead to productivity and profitability of people and country. Before people can start something, should have suitable capital, technology, and necessary facility for goods productions and labor. Even, they should have suitable spirit and balanced mental positions for success in entrepreneurships. With awareness of entrepreneurship needs and jobs in which need to support, It seems that government is at the best situation for determining policy and programming design with goal of entrepreneurship encouragement, finally, can say that, entrepreneurship who focused his thinking on their guidance based on training positive and suitable talks with him/herself, mental images, beliefs and thinking patterns, he witnesses increasing operation in compare with peoples in which they don't have training in this area.

Keywords: Entrepreneurship, Training, Opportunity, Resources, Small jobs, Training institution.

1. INTRODUCTION

Process of changes and revolutions at the today society, is fast and quick in which its future predictions is not possible.

Effort of countries towards unity at the economical, cultural area and being global effected on economy and job patterns all around the worlds. In shadow of this changes and revolutions, process of employment ant its criteria is changing at countries. Such that people are not looking for permanent and lifetime employment at jobs such as past .change and revolution nature at the jobs and works has continuous needs to obtaining new knowledge and skills at every jobs.in other words, being at global state and quick distribution of knowledge and information at economic era

lead to more competition between countries .because governments to this result that for economic success at national and international era, at the service supplying and goods producing in organizations and companies, there is necessary needs in entrepreneurship development in which as a key factor of changes and initiation of development as development locomotive, start the changes and movement that lead to innovations. These innovations can't exist, unless different organizations provide its state and bases by training.

2. DEFINITION OF WORDS AND TERMS

1-2) entrepreneurship: a person who committed to control or manages risk of economical activity. [Akbari \[1\]](#)

2-2) entrepreneurship:

According to peter Dracker, at the perfect definition of entrepreneurship, there is a lot of chaos. So we cannot express perfect or standard definition or obstacle from it. Its reason hided at the nature between entrepreneurship majors. But can say that entrepreneurship is person has ability to start new and small economic activity with his/her capital and entrepreneurship is ability of foundation one team in which people can complete each other skills and ability.

In all of the definition in which express from entrepreneurship, there is agreement is included cases such as acceptance of pioneer ship, reorganization of economical- social mechanism for making practical resource and positions, acceptance of risk or failures. [Ahmadi and Darvish \[2\]](#) Meanwhile, it is necessary to present definition of term “opportunity”. Opportunity is available vacuum of market in which can answer to it. Opportunity can be defined for capacity of presenting of better services than others. [Arabs \[3\]](#) Entrepreneurship should look for the jobs point of view for finding unused opportunity entrepreneurship, is mechanism in which point out it, as a set of personality features especial risk-taking, innovations and grandiloquence, others related it to set of entrepreneurship behaviors such as set up and development of defined jobs and other group consider it as a beliefs of composition on both of them. [Llewellyn and Wilson \[4\]](#)

3-2) training:

Programming interventions for development of persons positions and guide of growth at whole dimensions. And for this reasons, training is effective means or tools for erudition. [Soleimanpur \[5\]](#)

3. IMPORTANCE AND GOAL OF ENTREPRENEURSHIP TRAINING GENERALLY

Factors in which lead to increasing attention to entrepreneurship training composed of:

- 1) Additional tendency to the making smaller the great company.
- 2) Global changes at jobs patterns.
- 3) Economic development at all around the worlds and creating of new opportunity.

For entrepreneurship training defined various and multiple goals, but all of goals can be expressed as a 3 general and fundamental goals:

- 1) Creating of recognition and awareness toward entrepreneurship
- 2) exposing of people to entrepreneurship view point

3) preparation of people for being entrepreneurship [6]

As a whole, can category different goal for training period.

- 1) Obtaining knowledge of entrepreneurship
- 2) Obtaining skills at analysis of economical opportunity and practical programming compositions.
- 3) Determinations and development of capacity, ability and skills in entrepreneurship.
- 4) Induce of risk-taking at analytical skills.
- 5) Development of thinking with each other and multiple supports at entrepreneurship exclusive aspect.
- 6) Development of beliefs at the accepting of changes. [Block and Stumpf \[7\]](#)

Generally, training at entrepreneurship major has different goals, in which some of them are following.

- Obtaining knowledge related to entrepreneurship.
- Obtaining skills at using of analytical aspect of economical opportunity and operating programming compositions.
- Recognitions and induce of entrepreneurship skills.
- Induce of risk-taking by using analytical skills.
- Creating unanimous and support for unique aspect of entrepreneurship.
- Creating new beliefs at the accept of changes. [Ahmadi and Darvish \[2\]](#)

1-3) entrepreneurship training challenges:

Entrepreneurship training and related research deal with multiple challenges in which some of challenges presented by block and stamp. These challenges are following:

- Challenge at creating research ways for measuring affection of entrepreneurship.
- Challenge at content and methods of entrepreneurship.
- Challenge at entrepreneurship quality of teachers.
- Challenges at acceptance of entrepreneurship at faculty toward vocations.
- Challenge at creating cooperative public body at different knowledge aspect.
- Challenge at effecting of training methods.
- Challenge at entrepreneurship learning in which working in proportion with life period of vacation in which spend time. [Ahmadi and Darvish \[2\]](#)
- Fundamental obstacle in personality at entrepreneurship are following:
 1. Habit to habitation
 2. Fear of failure
 3. Discourage by the others
 4. Heritage of innovation
 5. Attaining behaviors
 6. Irrational expectations
 7. Unawareness of knowledge in which have it

Tendency for doing works in usual ways.

8. Inage that every step should be done respectively.
9. Beliefs to our status in life
10. Obey of beliefs and old tradition
11. Tendency toward doing recognized works.
12. Visual and conceptual limitations.
13. Negative belief to feat and force
14. Compatibility with group
15. Obey of illusion
16. Sever indolence
17. Mental support of older and sever obedience of behavior.
18. Mental obstacle
19. Inflexibility
20. Negative thought [8]

Even, other study in which has done by interview with entrepreneurship at training programming for development of entrepreneurship in Romani, showed that most of them feel that main obstacle in which should overcome on it, are inner obstacle such as fear of failure, loss of courage, loss of support and spiritual support and lock of suitable pattern at this paper attempt to separate entrepreneurship students based on standard Azmoon of entrepreneurship recognition, there is needs to evaluate available obstacle in the entrepreneurship, presenting of operations and suggestions. [Giunipero and Pear \[9\]](#)

2-3) Type of entrepreneurship training periods:

At 1990, research about entrepreneurship training is considered as new major and train on the aspect such as development of research methods for evaluate of efficacy of entrepreneurship training, concept and method of training, capacity of people in which train at entrepreneurship training, accept of entrepreneurship training at schools but not at activity, existence and development of scientific framework at entrepreneurship aspect, efficacy of other training methods and even training needs of trained and skilled entrepreneurship during life cycle of company. Generally, until 1990, four original parts of training periods at entrepreneurship formed, those are as bellow:

First group: programming for awareness and orientation toward entrepreneurship goal of them are increasing awareness, understanding toward entrepreneurship as a job choice for people and social groups. These programming perform at elementary, guidance and high school, until motivation and tendency of students increase for being entrepreneurship. All of the race, unemployed, inventor, and government staffs and military superannuated and different group can covered in this part.

Second group:

Is included training programming in which covered company's development and foundations. These programs are designed based on special situations for example, special center formed for support of potential entrepreneurs in which present special training for development of ability and motivations of people, development of urban regions and scientific training upon the available

entrepreneur.

Third group: these periods designed for growth and survey of entrepreneur and small companies. In which covered available small companies. From acceptable period at this case, can point out grow period of small companies at Durham university and economical activity period in which performed all around the world by international organizations.

Fourth group: program of entrepreneurship training is included training new methods and determining new roles of students and instructor in the process of entrepreneurship training. other goals are training and quantity progress of new instructor from craftsman and co-worker of economical activities for entrepreneurship training.

4. ENTREPRENEURSHIP TRAINING BY GOVERNMENT

Entrepreneurship training, is expressing set of training materials such as knowledge, skills, and beliefs of entrepreneurs to people. Until recognize risk-taking and opportunities in which ignored by others and with confident and awareness at places that others delay at it, immediately take action and set up their vacations. Today governments through exposing ways at ministries and institutions can lead to prosperity of entrepreneurship and there are different experience all around the worlds related to programming design, progress and creating motivations and help to entrepreneurs. Such experiences are not only in America, but also in Asia, there are different stories about entrepreneurship through multiple centers. During a few decades, training programming of multiple entrepreneurship at different case is done on different group in Europe. Beside of important event in which happened in central and east Europe, it leads to additional growth in favor of growth and development of entrepreneurship as an original mechanism at economic programming of market and new democracy has been created. Regarding to new ideas at governmental management, called management, government should attempt, on reduce of guidance and concentrate on sovereignty, at entrepreneurship training, based on management, and don't expect government is not engaged the entrepreneurship directly, of course, should in playing role of policy making with support of themselves attempt to growth and development of entrepreneurship in society. Government could use different resource for training of entrepreneur or owners of small vacations with necessary facility.

- Non-government organizations
- Government training institution and university
- Local organization.
- Private training institution.
- Business and commercial rooms.
- Management institution
- Consultant organizations.
- Autonomous training institutions at the small vacations. [Ahmadpoor and Mahmoud \[10\]](#)

Entrepreneurship training is prerequisite of progress of entrepreneurship and based on government should play role at policy-making and executing training program in general, can express the role of policy-making and executing government at development of entrepreneurship

training regarding to experience of different country.

1-4) culture and spread of entrepreneurship spirit

Creating and developing value, beliefs and entrepreneurship behavior is called as a vocation culture and are original factor of government strategies at development of entrepreneurship. This goal at vocation based on policy and program of training, spreading and encouraging in general level and special layer is pillowed. Culture by the cooperation of government and private sector is progressed. Original part of culture is on the responsibility of public media and training system. Important point is about culture on progress of entrepreneurship at underdevelopment and reinforce on long-term conclusion of program. Real culture of vocation makes in long-term process and should not expect important conclusion of cultural program. Base on this reason and return of investment at cultural programming don't evaluated base on monetary-financial statistic and numbers. Real index are not codified the evaluation of cultural programming. Practical pattern of organization at underdeveloped countries, are not focus in program and cultural activity at single organization. Culture is needed development of entrepreneurship strategy because of inner grace and complexity by cooperation of people and group. Until through cooperation, supply the possibility of stabilizes cultural variety and positive value at sub-culture.

Therefore, at the studied group, special organizations are not created at cultures and this responsibility is spreader between different organizations, introduction of entrepreneurship at recent years, and contribution of government lead to better recognition of entrepreneurship of Singapore society and at training system, shows the contribution to public even younger people. Even multiple rewards given to entrepreneurs and recognized to public through media.

2-4) Structural modification and character making:

Means or structural modifications are mainly supervision of regulation, foundation and operation of vocations. Most of them are following:

Recording roles and formations of companies, determine of legal nature and interaction of institution, tax rolls and job roles and competition roles purpose of structural modification at these countries is insuring of adaption of legal framework with needs and necessity of development of entrepreneurship at different time period. And mainly with aim of development in legal and legislative in favor of new 6 profitable and innovative jobs in this part, from development of entrepreneurship, even burden of program and activities are on the government system, but calling for modifications, interactions and regular meetings is which created between entrepreneurship governments and associations. Therefore, by increasing social talks and contributions at strategies of development of entrepreneurship more tangible data for necessary modifications provide in roles and laws. Between studied countries, America and Canada between other countries is prominent and proceeded in structural modifications. And this subject is due to federative system in which provide remote cooperation at structural modifications. America has more detailed patterns in classifications of jobs. For different purpose such as taking tax, participation in public tenders, using of loans and public credits and has positive effect on application and operation of legal legislative support. At this part, beside of structural modification in development of entrepreneurship, character-maker is essential element.

Public beliefs these groups of countries is in proportion to following of policies and character maker at this level gathering of different federal and regional office and ministries at Canada under support of industry portfolio, is example of intra-part in which considered for development of entrepreneurship. In this operation, for development of entrepreneurship given intra-parts organizations in which local and federal ministry and office have contributed on policy-making and programming. Public participation guarantee in determination of legal and policies. At administer dimension, of program and policies can witness concentration of responsible organizations. Organizations and institutions, policies and program of entrepreneurship at studied group of countries, have same pattern. In this pattern, created centers until as a first station of reference of entrepreneur, presented services to express in administrial programming of development of entrepreneurship these services are in the commercial-legal or technical consultations, financial training and consultations or credential- financial support. At upper level, created organizations in which can categorized it in two parts. First part, upper level organizations, are centers provided specific service for women, youth, exporters and even entrepreneurship is disappointed in meeting his/her needs, with refer to public centers, provide the possibility to meet needs again through special aspect. Second group, are centers in which have technical knowledge or effective human-force in which from to meet the special needs of entrepreneurs. In comparison, operation of second level organization is similar to relationship of public doctors or expert doctors. In addition to creating new strategy and structural modifications with aim of resource equipment of society and control of them, for development of entrepreneurship, creating culture and entrepreneurship training provided for recovery of strength and capacity of using of controlled and equipped resource in answering to economical opportunity and common chapter of these two factors is credit and financial facility and consultant services in which given at entrepreneurship services center.

3-4) Creating private-public train institution in general, since in underdeveloped country, agriculture cannot provide the employment for a lot of people, from other aspect, profitable works is possible for a little people, seems that entrepreneurship training is suitable way for problem-solving of employment and productivity. A large number of people, spreaded in multiple geographical places in which should train and training cast is high. Therefore can ask question in which in what way do this tasks in most of countries, entrepreneurship training, has done through organizations in which controlled by supervision of government. For example, in India, state training institutions and SISI at central level, have performed prominent effort for managing of short-term and long-tem program regarding to training group and at the recent situations, investigation and training have performed at upper level and train of student in which could at different places of countries, doubled its efficacy.

4-4) Small jobs places:

Job places, usually is smaller place in which these smaller parts provide necessary atmosphere for growth of jobs. Even, small jobs are considered as a job in which have independent activities or ownerships, but are not skillful on their related activities. Richard [11] Aim of job places are increasing rate of creating new jobs or decreasing the mortality of jobs and facilitating growth of jobs.

Formation of job places is done either by government or financial support of government by private sector or contribution of government. Working of job centers is based on criteria such as employment, rapid growth, rate of using of technology, existence or not-existence of justification design, suitable structure, innovations of design and needs to start of it that attempts to accept the entrepreneurs and beside supplying the physical places for start of activity of entrepreneur, act as a role of consultator and connective entrepreneur with economical-social relationship between jobs. Jobs places in England, form by goal of entry of different experience to working place in relationship with cooperation with union of England scientific park, innovations centers and England jobs, European jobs network and volatile jobs service centers.

Service in which, they present are following:

- Help to formation of new jobs and support of survey of new jobs through consultation or cooperation and common administer.
- Supply of information in relation to financial supply, management, marketing or convey of energy
- Encouragement and support of university contribution, job center of Investigator Company and commercial company with entrepreneur.
- Introduction of new-born companies to society through interactive network of jobs with other center.
- Determine of training standard and help in discovery of financial new resource.
- Looking for new opportunity of jobs and new forms? of jobs.
- Important issues of jobs centers foundation is attention to points that activity of these centers is based on paging sobe-side to entrepreneur. But also act commercial and according common law based on cost of entrepreneur. What is important in these centers is situations full of success of entrepreneur. [Ahmadpoor and Mahmoud \[12\]](#)

5-4) Training of entrepreneur.

Government can survey the related institution and training system for expressing entrepreneur nature of social and economical aspect or development of entrepreneurship can learn as a course in which students have tendency to understanding of entrepreneurship .until to evaluate their capacity for development of entrepreneurship can distribute training tools with entrepreneurship matter between students. Books, resources and guidance of how to start or manage institutions can distribute in schools and library for awareness of students until to have more preprance for starting of works schools should support students in which they have spirit and ability of entrepreneurship. They should encourage and as a result after graduation instead having persons who looking for jobs, we have people who can start new works. Along development of entrepreneur labor, of industries, countries, training center and universities play important role in which those training centers and universities usually are public. In Singapore, multiple training periods related to entrepreneurship held by universities and poly-technique institutions. For example, in Nia-ang University, one of the important course programs is development of personal skills in which participants can learn it by completion of required technical-knowledge and emphasize the development of skills such as entrepreneurship and innovations. Beside of attempt at university

level for spreading entrepreneurship and small industry, there are activities at high school in which are introduction and recognition of risk-taking management and entrepreneurship at high-school in list city of Philippine at 1977.

If training system is more related to train of graduate in which looking for jobs until create job or work, it lead to growth of large industry in which they need capital rather than users even increase immigration ratio in country. Therefore, attempt of universities for spreading of entrepreneurship and growth of small industry can lead to providing of employment at level of countries and second decrease immigration ratio to large cities in Australia, training and technical ministry is largest management center in entrepreneur and act based on bellow advice.

- Development of capacity for expressing course in development or management and creating of motivations for improvement quality
- Giving credentials to students and consultators of small companies.
- Holding of attendance meeting and giving financial helps.
- Using of advanced training tools for training and using of information technology for exchange of information at organization and ?train-organization in general, activity of professional and technical

Training is related to bellow factors:

1. Labor skills
2. Leadership skills
3. Strategic skills
4. International tendency
5. Entrepreneurship
6. Development of professional expert
7. Make relationship between skills and organizations.
8. Using of different resource.

Beside of classic and formal training on which presenting to industry managers, holding of seminars are important in this case. [Ahmadpoor and Mahmoud \[10\]](#)

If programmers and decision-maker of organizations to be entrepreneurs and understand better the economical opportunities, can use available resource for innovation and quickly growth. Should growth the entrepreneurship features at the decision-making of organizations in which called intra-organizational process of entrepreneurship development. [Ahmadpoor and Mahmoud \[10\]](#)

6-4) Media and telecommunication training:

One of the methods of entrepreneurship training is telecommunication training in which by development of information technology has progressed very much. Telecommunication training is representative of systems that according it learners from distant place can learn from responsible organizations. In this methods, he is independent and when required, to use the help. Since telecommunication for learning is required facilities, equipment and financial resource, this training created by government or public support.

1. Providing affective and cheap way or method for learning adult learners.
2. Facilitate of roles and acceptance methods for people who can not enter the university

according to common or usual roles.

3. Opportunity for training of people who had jobs or continue to education of employment.
 4. Opportunity for learning of people in which are in unsuitable positions because of distant-place economic-problem.
 5. Learning opportunity for people in which interested to learning of new knowledge
 6. Facility for learners for studies based on environment and speed of them.
- 7-4)

Management and technical-financial consultation government interested to different solutions to help the small jobs and since new jobs are required technical-financial and management consultations, government can present the necessary consultation service by creating consultative centers. In Canada, network is called industrial technology consultants guide by industry associations and personal parts. With 150 branch all around the Canada for active direct technical consultations.

8-4) Role of government

Informations for survey of jobs and growth of it have vital importance. Resultant statistics from united state confirm that loss of information can lead to severe cost or more investment of assets. Entrepreneur should have information base on create the future strategy with more complex jobs, information system has more importance.

One poor strategy may lead to failure directly or indirectly. [Ahmadpoor and Mahmoud \[10\]](#)

5. WAYS FOR DEVELOPMENT OF ENTREPRENEURSHIP IN IRAN

Regarding to above discussion, about employment and entrepreneurship, should pay attention to policy-making based on entrepreneurship development in which growth program at bellow frame work:

1. Development of process: process repeat several times in society, namely more people have ideal thought and try to set up jobs.
2. Expediting of process people, who has ideas in their minds, can convey it to new product of society.
3. Facilitate of process:

In which people who have future in their minds, can easily realize idea and present as a commercial products.

4. Efficacy of process:

People, who follow entrepreneurship process, don't face with failure.

As a whole, technologic entrepreneurship policy can divide into two groups: first, policies in which their goods are decrease of unemployment through encourage of entrepreneur to formation of company these policies don't attention to special technologic aspect and perform in every place ratio of employment to investment is high. Second group are policies in which their goods are development of innovations for increasing national competition. In these case, spread of entrepreneurship use as a tools for innovation and more wealth.

These policies are entrepreneurship initiative at technologic aspect. since employment in our

country is one of fundamental challenges of system, seems adoption of first group become more rational but there is special point, if focus on first level policies, we ignore one of the bases of increasing competition at international level in which is development of innovations through spread of technologic entrepreneurship and more away from productive employment. Innovation is key factor of entry to global market even in future world and today is important resource of wealth and employment and well-being. by ignoring second group of policies, not only ignore one of the employment mechanism but also eliminate one of the bases of increasing competition. Therefore, seems, best policy encourages entrepreneurship at special technologic aspect in which regarding to special position of Iran, to be chosen and their development lead to national profitability.

By this point, we reach another point and it is stability of policies, programming and actions in which raised for extending entrepreneurship at national level. Entrepreneurship needed suitable framework in which not only is political geography but also economic or industrial geography around the country actions such as entrepreneurship training, Ankobator foundation, creating risk-taking investment box. When they are effective and interactive and can be in relationship with framework of intended system with technology issue. Such systems not only are involved research organization, development and back up of technology and knowledge, but also are included development of human resource. [Arastepour \[8\]](#)

6. CONCLUDE

Entrepreneurship training is important issue in which advanced countries pay attention to it at development of economic and social aspect and entrepreneurship training have been at the preference of development program, in which has good result on growth of entrepreneurship program with policy-making and administrable support of government. Regarding to experience of other countries can conclude that should consider the growth of entrepreneurship as a first step of development in which cannot realize without role-play of government. Suitable growth of entrepreneurship student done by entrepreneurship student in every society with creating new ways and innovations on cultural, social, economic problems until lead to recovery from economic recession, unemployment, poverty, social crudity at national level and help to rapid growth of social-economic aspect, public well-being and social harbors. We should give opportunity for growth and progress because students who have necessary personality features for being entrepreneurship, and reach university for their goods. Entrepreneur who has motivation, take action for doing better work. And want remove problem. This person even sees the bad situation, try to remove problem, but it is incorrigible, he will immigrate, innovation is part of entrepreneurship and growth occur in the service of good production and entrepreneurship. Universities can easy the work through recognition and using environment, cultural and economic factors and provide suitable situation. Because country has a lot of entrepreneur, has strong economic motivations for obtaining of entrepreneurship should evaluate different aspect and recover it by doing suitable research, can create university as a back up center of entrepreneurship at Iran resource until with suitable activity to be effective at innovation and lead to increasing of comparative level at society. Support activity of entrepreneurship is time-consuming process and

belief and necessity of management should not be transient. Industry goal and issue should consist of researching ideas and entrepreneurship innovation. Even, at third program of economic-social development of Iran Islamic Republic pay attention to entrepreneurship and spread the culture of entrepreneurship at society. But, considering to entrepreneurship training is needed administrative mechanism and national will by the government cooperation private part.

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