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## Modeling the Future Entrepreneurship

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### Abstract

The paper examines the factors who can influence quality of management change, motivational factors that person need to become entrepreneurs. The study is based on 250 persons engaging in the manufacturing trading and services sectors in Small and Medium Industries in Romania. Description analyses revealed some very important aspects and motivation factors. A discussion on survey about the business profile and leader it is also providing. The Matrix factors for leadership profile examines the personal background, stage of career, early life experiences and growth environment, indirect benefits, opportunities in the carrier prospect and the impact of market conditions. Specifically, the 4R are: research, relationship, reputation and recognition, each R category is discussed in light of the contemporary economical situation on Romanian market. The benefits of the 4R are explored and present the real situation on economical and management production like a problem or a false fake?

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### 1. Introduction

Entrepreneurs cause Entrepreneurship. Entrepreneurship is a function of the entrepreneur  $E + f(e)$ . Entrepreneurship is the interaction of skills related to inner control, planning and goal setting, risk taking, innovation, reality perception, use of feedback, decision making, human relations and independence.

Creating a new enterprise model involves considerable change in virtually everything to do with people's working lives starting with the future model of Entrepreneurship. A model for entrepreneurship that explains in industries employment change by combining technology with innovation demand, it is proposed in this article.

This article explores the way economic cycles influence the relationship between innovation and human relation-employment in manufacturing industries.

The article investigates whether the ups and downs of cycles alter the possibility of exploiting innovation, technological opportunities which can affect patterns of job creation. Human resources the employment dynamics have always followed cyclical patterns expansions of production; bring new jobs when recessions lead to job losses (Mastrostefano and Pianta, 2009).

A large macroeconomic literature, has investigated employment dynamics in their relationship to the cyclical patterns of economic growth. Labour economics perspectives; have focused on the role of knowledge wages in affecting employment and the economical periods of high cyclical unemployment (Pisarides, 2009, Pianta, M. 2005). Distinctions have been made between the determinants of employment in business cycles and in long-term growth, capital-labour complementarities, and the evolution of labour supply and, more recently, the diversity of labour skills. ( Lucchese, M and Pianta, M., 2012) .

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In order to summarize the diversity of industry patterns in innovation and employment over the cycle, it is necessary to take in consideration the well-known Pavitt taxonomy. It provides a relevant conceptualization of the differences in the process of technological change by classifying firms and industries on the basis of their dominant sources of innovation, the forms of appropriation of technology and market structure. In his taxonomy, Pavitt (1984) identifies four groups that describe the level of technological opportunities of each industry:

- (a) **Science-Based industries** include sectors based on advancements in science;
- (b) **Specialized supplier industries** create specific products for users-industries, and these typically include machinery and equipment, with an active role for human capital;
- (c) **Scale intensive industries** include sectors characterized by large economies of scale, high capital intensity and strong relevance of organizational improvements such as motor vehicles;
- (d) **Supplier dominated industries** include traditional sectors including food, textiles, clothing.

Along the article, the author generally assumed to operate and established the relationship between labour and how innovation can influence the employment as a final solution for economical development.

## 2. Methodology

The sample was draw for people involved in business activity in Baia Mare city. A total of 250 respondents were contacted. Respondents were surveyed using a forth part structured questionnaire.

**Part 1-**measured variables using single items such as educational background, type of business activity, type of organization.

**Part 2-** measured the factors, which were classified into entrepreneurial core, work core, individual and social core relevant for leadership style of the respondent person.

**Part 3-** measures the profile of leadership, the attitude in different situation of the manager, and identify the type of leader.

**Part 4-** measure the perception for new development and new orientation into organization, identify some individual suggestions.

The surveyors have been questioned about their business and the opportunity to implemented change management and introduce innovation in their organization. The internal consistency of the measure and the results indicate that the items in measuring the organizations activity dimensions are reliable. Also the survey make a radiography upon the economic activity of the city Baia Mare and give an answer to economical and employment problems.

## 3. Results

Traditional industries such as supplier-dominated sectors are characterized by a long-term decline in employment associated with the broader patterns of structural change and demand dynamics. The number of individual business organizations reflects the engine of economy structure especially on small business in a miner region like Baia Mare city, where “old factories” are just a memory for 50’ generation. From the survey dates obtained, I identify that major activity are non productive sector, as a matter of fact the production it is not developed yet in our region, organizations are under the discovering faze of the miracle products which can be produce. The diversity of activities structure is special in the commerce retailer and wholesaler fields and the employers number its low.

This paper offers the opportunity to step outside the normal organization day-to-day experiences and mentally travel a brain road toward people tomorrows—in a world moving toward unimagined futures.

Day-to-day experiences tend to trap people in yesterday. I think it is necessary to count also the rapid technological change, increasing competition because of globalization, and tremendous innovation. At the same time knowledge is constantly making itself obsolete. It's not possible to invest time in something that's not on your radar. Some kind of valuable radar enhancement is needed: **Results, Approach, Deployment, and Assessment, Review.**

Unfortunately there are no answers just alternatives and a constantly receding horizon. Entrepreneurs should establish and maintain an environment within the business to encourage efficiency among employees. Based on the

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