

Emotional Intelligence and Entrepreneurial Behavior; Development of Personal Aspects of Intentions Model

Saeed Neghabi¹, Mohsen Yousefi²⁺ and Mehran Rezvani³

¹ Faculty of Entrepreneurship, University of Tehran

² Faculty of Entrepreneurship, University of Tehran

³ Faculty of Entrepreneurship, University of Tehran

Abstract. Emotional Intelligence (EI) has been accepted as a human trait and ability and is one the most important issues that psychologists and some multi-disciplinary researchers pay attention to and primarily try to define it and determine its dimensions and importance in the individual life and secondly investigate it's relationships with and influences on the other individual behavioral structures, for example social conformity and educational success, as well as work life and organizational level influences. In this paper, we propose a conceptual model to show the EI effects on entrepreneurial behavior (EB) as an efficient mechanism of wealth creation and successful economic growth and development. Thus, a deep literature review and in-depth interviews with panel of experts have been done. Results confirmed the Developed Intentions Model (DIM) components and show that the higher the trait EI, the higher the quality of individual and work life that study of the former is the aim of this paper and the latter will be noticed as another paper soon.

Keywords: Emotional Intelligence; Entrepreneurial behavior; Intention; Efficacy

1. Introduction

In the past decades, EI became popular field of research in management studies. Previous studies show that EI related to performance[1, 2] strategic leadership capability[3] and supporting the awakening of creativity [4]. Also, Some scholar asserted EI play critical role in entrepreneurship [5, 6], yet the research which examine EI on EB is rare.

Many academics have investigated what endogenous characteristics and exogenous phenomena would influence on the quality of human life. One of the most important and attractive issues is the human intelligence and many researches are done in the field of the psychological studies. In spite of discriminative aspects of each scientific field and by employing a multi-dimensional approach, we do an overall analysis about EI and its effects on EB. Therefore, and considering the direct influence of EI on the social and personal situation, we introduce a series of studies that incrementally emerge, that investigate and clarify the effects of this type of intelligence on personal, social and work life via some conceptual models. The basic model of this article is acquiring from the works of Krueger [7] about Intentions Model and developed to show the relations of EI-Intentions-Behavior. In the subsequent researches articles, we borrow the organizational level of analysis to mention the effects of trait EI on the different organizational levels and determine the degree of EI influence on the reaching to the organizational goals. Finally, we claim to propose a multi-structural model that explain the contemporary/mutual effects of EI on the personal and work life, because EI is progressive and capable to enhance, so it could be considered that personal and organizational life and their experiences, not separated but in a homogenous continuum would influence on the individual EB, that will be introduced as a conceptual model in the future researches. Using of the Krueger Intentions Model [7], we take the individual level of analysis and a conceptual model that we call "Developed

⁺ Corresponding author. Tel.: +98- 9356904395
E-mail address: mohsen_yousefi@ut.ac.ir , website: <http://www.ut.ac.ir/>

Intentions Model” or “DIM” will be introduced which is the extended model of Krueger’s intentions in the individual side. This could be an attractive basis for next researches about the relations between EI and EB, as a type of efficient organizational behavior to reach the set goals and higher resource allocation and productivity.

2. Literature Review

2.1. Emotional intelligence

Bar-On [8] define Emotional intelligence “an array of personal, emotional, and social abilities and skills that determine how well the individual functions in his or her given environment”. It is confirmed that among types of intelligence, the determinant of individual success e.g. in the problem solving, public sensation and appraisal and on the whole, social/personal life success is beyond Intelligence Quotient (IQ) and related to emotional one (EQ or EI), by way of the constant environmental conditions as life style, nutrition and equal IQ, persons who have the higher levels of EI, are more successful. Also, Goleman [9] found that IQ is not more important factor in achievement at work than EI. Some scholars assert that EI is missing factor in the entrepreneurship research and discussion[5, 10] ,and also development of entrepreneurship is related to a capability of an individual to analyze his/her emotions and values[11]. In particular, several studies suggested that EI has a positive effect on creativity [4, 12] which it is one of the most important core competencies for entrepreneurs.

2.2. Efficacy

Efficacy contains two aspects which are self efficacy and collective efficacy. Self efficacy associated to the general belief in one's ability to produce high levels of performance in tasks undertaken in life[13]. People with high levels of self efficacy tend to set challenging goals in their life and jobs ; insist on the achievement of their goals, even under difficult and stressful conditions; recover more quickly from failure and also more satisfied with their jobs and life satisfaction[13]. Collective efficacy defines as “the group’s (or organization’s) collective belief that it can successfully perform a specific task” [14]. Collective efficacy perceptions develop as the firm demonstrates greater skill and competence in accomplishing its tasks[15].

2.3. Intention

Intention define as a cognitive state immediately prior to executing a behavior[7]. Previous study show that there is a positive relationship between an individual's entrepreneurial self efficacy and his or her intention to become an entrepreneur[16].Also Bird [17] point out the importance of entrepreneurial intentions as a antecedent to new venture creation. An entrepreneur intentions followed by these two questions:

1. Is entrepreneurship desirable to me?
2. Is entrepreneurship feasible for me?

2.4. Entrepreneurial Behavior

The formations of new business corporations, and innovation of products, services and processes, are very important to every organization. Start new business corporations and also innovations in organization can be done through independent individuals or by existing corporations. Nowadays, organization environment is very complex and dynamic. EB in organization can help for the facilitation of rapid change and innovation within existing corporations. Within organizations, managers and leaders try to enhance competitive advantages and uniqueness. The process of EB is a multi-level phenomenon and it is difficult to separate them [18].In this regard, Kuratko [19] argue that effective EB is a necessary step to achieving various organizational goals. Also, Morris [20] suggested that entrepreneurs are not necessarily born and many of the key characteristics related with EB are a function of personal factors.

3. Research Conceptual Model

According to deep literature reviews and panel of expert interviews and critiques up to theoretical saturation, we proposed an individual level development of trait EI model (Fig. 1) that joints the researches done by Krueger et.al. [7] , Mayer & Salovey [22] .

We argue that “what cause a person feels efficacy (individual and collective) are a collection of factors that the most important one of them via the lens of psychology and sub-field of intelligence, is EI”. Krueger [7] classified two sets of background factors that affect entrepreneurial intentions namely individual and situational factors. Each one has an indirect effect on the individual intention and result in entrepreneurial behavior, eventually. In this research, the most focus of researchers is on the individual level of backgrounds and the other one, would be studied in the next researches. Considering the Krueger intentions model [7], and the concept of opportunity [7, 21] as the heart of entrepreneurship concept and behavior, and by deeply analyzing of definitions about concepts of model of DIM, we conclude that in the same condition of situation and IQ, the persons who have higher levels of EI, could have feelings of higher efficacy and while EI has some dimensions on the basis of previous studies [22], such as Self Emotion Appraisal, Others’ Emotion Appraisal, Use of Emotions and Regulation of Emotions , it could be expected that one of the vital factors that determine the feeling of efficacy, is EI. One who has higher EI, acts more confidently and do some analysis most reasonably, and as a consequent, feels more efficacies. This resulted in performance improvement (individual and collective) and it’s reinforcing effect and magnitude would be studied in the next researches.

4. Conclusion

In this paper, we propose a development for an approved intentions model that could shed light on the next researches and we appreciate to continue the way by team works across world. It could be expected that one who has higher EI, acts more confidently, and as a consequent, feels more efficacy. More studies are needed to advance the model and complete the related concepts that are unknown so far.

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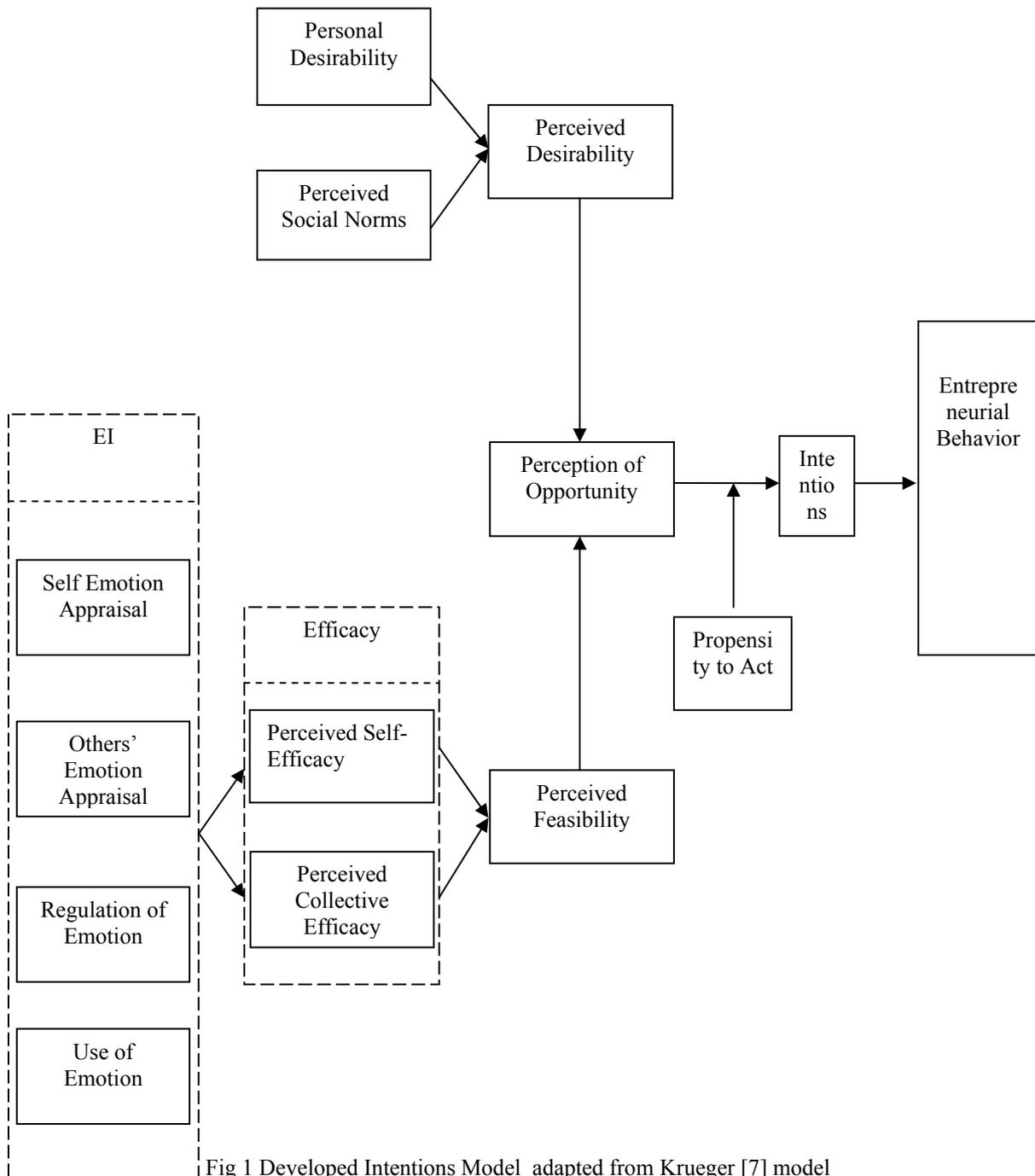


Fig 1 Developed Intentions Model adapted from Krueger [7] model

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