

THE LEVEL OF THE ENTREPRENEURSHIP FOR KINDERGARTEN TEACHERS

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ABSTRACT

The research aims to measure the level of leadership in the work of kindergarten teachers in a (178) of Government Kindergartens within the Al-Karkh and Al-Rusafa sectors. The data were collected from (400) respondents and the questionnaire was based on (23) articles and the analytical descriptive research method was used, The researcher used T-test and the Arithmetic mean to test the Research Objectives.

Key words : entrepreneurship, kindergarten teachers.

RESEARCH METHODOLOGY

First: Research problem

The educational institutions face today changing in the environmental conditions, and complex with the increasing scientific and technological development that has become a prominent feature at this time, which requires the need to have the educational institution energies, and the potential to cope with the factors affecting the performance, and for the purpose of continuity, The availability of human resources with characteristics, innovative pioneering features, as well as the availability of the pilot requirements in the educational institution, in order to achieve its desired goals and continue to education, education excellence and success.

The entrepreneurship in work refers to its combination of characteristics, behavioral requirements embodied in processes, stages to identify opportunities that relate to the needs already existing in teachers, to address educational problems, to create an educational institution capable of meeting the training and professional needs to improve the performance of teachers job, The entrepreneurship in work, Pioneers are today the cornerstone of educational, artistic and cognitive development in modern societies, and pioneering behavior represents the ability to sequence many stages to develop ideas, new creations from abstract ideas,

theoretical thinking to the drive of execution, and real existence.

Second: The importance of research

The entrepreneurship in work is an essential feature of contemporary institutions. The technological development and progress in the fields of communication and the increase of knowledge, and other developments that contributed to the increasing role of pioneering ideas, and this requires the participation of everyone in their cultural diversity, knowledge and civilization for the purpose of adopting success, Educational levels.

To achieve The entrepreneurship in the work of kindergarten teachers is important in response to the individual needs of teachers in kindergarten and to respond to individual differences between them, especially with regard to the need for growth and professional development, seeking and upgrading the ability of the teacher and renewing their professional competencies to ensure the highest level of creativity, Through which the teacher can adapt to the classroom environment, teach children, and impart the necessary skills.

Third: Research Objectives

- 1- Measuring the level of the entrepreneurship in the work of kindergarten teachers.
- 2- Identify the significance of differences of the entrepreneurship in work by age groups.
- 3- Identify the significance of differences in the scale of the entrepreneurship in work and according to academic achievement.
- 4- Identify the significance of differences of the entrepreneurship in work by specialization.
- 5- - Presenting a number of conclusions and recommendations to the Ministry of Education in light of the results.

Fourth: Search Sample

The research community included (178) government kindergartens, distributed among the six general districts of Baghdad, with Karkh (first, second, third), and Rasafa (first, second, third), while the number of kindergarten teachers was (1891) teachers. The sample included (400) kindergarten teachers who were randomly selected from 44 kindergartens in the Baghdad.

THE THEORETICAL SIDE**First : Definition of the entrepreneurship**

The concept of the entrepreneurship has evolved into many meanings, including the creative characteristics of business, the quest to discover the outlets of innovation in the market, the risk, the rush to maximize profits or returns to investors, and there are those who add the ability of entrepreneurs to lead business, that is, able to allocate business resources (Peters, 2005: 576)

That the entrepreneurship is critical to the economy and is the engine of economic progress, job creation and social adjustment, and entrepreneurship is the most important for the innovation-oriented phase.

the entrepreneurship is a multidimensional process that requires further research. (Oyeniyi&Adeniji, 2010) , In order to comprehensively grasp the concept of entrepreneurship, the researcher presented a number of researchers' views on the definition of entrepreneurship:

Entrepreneurship: A process that finds value for educational stakeholders, by combining a unique innovation and a set of resources for success (Acs, Zoltan J, & Szerb, Laszlo, 2012:76) is an innovation, finance, and acumen work to transform innovations into successful methods (Bolton, Bill, & Thompson, John, 2004)

The rapid changes in the educational environment necessitated the introduction of modern concepts in education to keep abreast of these changes. These concepts include the term entrepreneurship, which is used to describe classroom and classroom activities, decisions on learning objectives, Through different educational institutions.

This modern approach to education will contribute greatly to the development of the state of creativity and professional growth of teachers, as it is based on access to skills, abilities, and responsibilities of the creative and innovative teachers.

From the above, entrepreneurship is linked to the development of managerial thought, modern supervisory practices, and their interaction with teachers, which is the crucible of the entrepreneurial orientation of the educational institution (Daft, Richard L. 2003)

Second : Strategies for Entrepreneurship

These strategies that encourage educational institutions to innovate, creativity and initiate, as well as encourage decision makers and take responsibility for these decisions, that the strategies of entrepreneurship are those related to a number of concepts:

1. Exploitation of materials in the educational environment, and integration between these materials and educational needs
2. Innovation, creativity, and modernization that occurs inside and outside the educational institution.
3. the ability to make rapid changes associated with curriculum change, educational experiences, needs and tendencies, and abilities of pupils.
4. Commitment to development, and expansion of the leading edge in the work to all categories of

teachers (Hosain, Sajjad, & Rahman, Sadiqur, 2016: 45)

1- Innovation

Means that the new ideas are reshaped or reintroduced to come up with something new, and a solution to a problem, or to a new idea, is found and applied, and that creativity is the concrete part associated with the implementation or conversion from the idea to something concrete suggests that creativity is the ability to collect or share information in ways that develop new ideas, in other words to develop innovative ideas that reflect perceived needs, respond to opportunities in the enterprise (Daft , Note. 2001, P.120).

2- Planning

It is to take the entrepreneur in his account the existing resources in the environment with the possibility of using them, and to include them in the methodological plans to achieve the educational goals (Patrick and Others 2002, P8).

3-Uniqueness

It is the introduction of new ways, means, whether technological, representational, or entertaining in a unique manner, in a wonderful and wonderful way, and in a different and sophisticated manner than others, as well as in a different and unique way (Webister, 1998; p1292).

Third :- Dimensions of the Entrepreneurship in work

- 1- **Educational creativity:** is a combination of the abilities, preparations, and personal characteristics of the teacher that interact with the educational environment to create, or create something new, or merge old or new views in a new image with the problems encountered in the work, Awareness of strengths, weaknesses, search for solutions, prediction for solutions using available data, and transmission of results to others in an appropriate management environment.
- 2- **The leading teacher:**
A teacher with characteristics, and abilities to be able to persevere, determination to carry out her

pioneering ideas, the formation of human relations with the administration, supervision and the pursuit of an interactive work environment based on thinking, respect and participation in problem solving.

3- The pioneering culture

The ability of the teacher to find multiple alternatives to solve one problem, and access to the goal of the shortest way through knowledge of diverse sources of knowledge

4- The Entrepreneurship leadership

The ability of the teacher to influence the environment in order to achieve the desired goal and includes planning, organization, guidance and supervision, and the formation of the work team, and evaluate their performance, and the consolidation of the concept of partnership to achieve educational and educational goals (Kuatko, 2007: 23-26).

DATA ANALYSIS

First : The Statistical characteristics of The Entrepreneurship in the work:

From the extraction of the descriptive properties of the responses of the research sample , it was found that the sample scores on the scale **The Entrepreneurship in the work** were closer to the normal distribution, as shown in Table (1) and Figure (1).

Table (1)

The Statistical characteristics of the Entrepreneurship in the work

Mean	136,08
Median	137,00
Mode	128,00
Std.Deviation	13,499
Variance	182,239
Skewness	763
kurtosis	2,032
Range	96,00
Minimum	64,00
Maximum	160,00

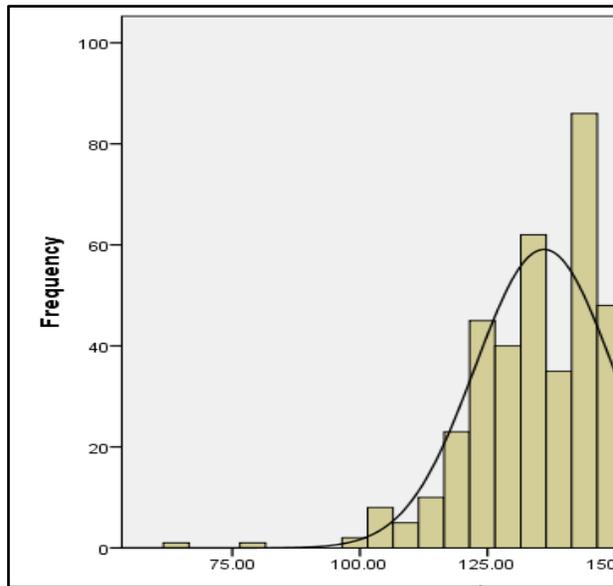


Figure (1) Distribution of the members of the research sample according to the average curve in the scale of the Entrepreneurship in the work

-Final application: The researcher applied the scale of the Entrepreneurship in the work on a sample of (400) kindergarten teachers in Baghdad for the period from 25/4/2018 to 1/7/2018.

Statistical means: For the purpose of completing the research procedures, and calculating the results of the researcher used the methods of descriptive statistics, and the explanatory shown below using the statistical bag for social sciences (SPSS):-

- 1- T-Test: To determine the difference between the mean scores of the upper and lower groups for each of the two scales when calculating the force of excellence.
- 2- Pearson correlation coefficient: To find the correlation between each paragraph and the total score of the scale, and also used to extract the stability by way of re-testing
- 3- Alpha Kronbach equation for internal consistency: used to extract the internal stability of the scale.
- 4- The arithmetic mean and the standard deviation: To calculate the distribution of the scores of the sample according to the research variables.

- 5- The testing of two independent samples: to find the differences between the parameters according to the variables of the research.

Second : Objective analysis

1- Measuring the level of the entrepreneurship in the work of kindergarten teachers.

In order to verify this objective, the researcher used the T-test for the difference between the sample mean and the Satisfaction mean of the entrepreneurship in work. The result was a function as shown in Table (2).

Table (2) T-test of the difference between the sample mean and the Satisfaction mean of the entrepreneurship in work scale at work

Significance	DF	T tabled	T calculated	Satisfaction mean	standard deviation	Arithmetic mean	the sample
(0.05)	399	1,96	59,38	96	136.08	399	400

The results of the above table show that the calculated T value is 59,38, which is higher than the tabular value of (1.96), with an arithmetic mean (399) and by a standard deviation (136.08) This is explained by the supervisory methods used by kindergarten supervisors, where most researchers agree that the methods of educational supervision role The largest in the development of teachers professionally, the development of their performance , The role of the educational supervisor is not limited to improving the performance of teachers, but rather extends to the interest of scientific thinking in solving problems, conducting research and experimentation, encouraging students to simulate it, increasing interaction within the classroom, creating the desire of teachers to improve their performance and deep understanding of the educational process. , The nature of the learning process, the introduction of

methods of criticism, construction, substantive provisions, and mastering the process of evaluation.

2- Identify the significance of differences of the entrepreneurship in work by age groups.

To achieve this goal, the researcher used the T-test, as shown in two independent samples. The calculated T value was smaller than the T-table value, indicating that there were no differences in the labor force scale by age group (30-40),(41- and more) table (3)

Table (3)
T-TEST for two independent samples to identify the significance of the differences of the entrepreneurship in work by (age groups)

Significance	DF	T tabled	T calculated	Satisfaction mean	standard deviation	Arithmetic mean	the sample
0.05	398	1.96	1.75	13.497	135.12	245	40- 30
				13.414	137.53	158	41- And more

By noting the table above, the calculated T value (1.75) is smaller than the tabular value of (1.96) at the level of significance (0,05) and the degree of freedom (398), which means that there are no differences in the scale of leadership in (Age groups) (30-40) and (41 and above). It is concluded that (age groups) have nothing to do with entrepreneurship. This may be due to support from external environment such as Riyadh administration and educational supervision. Teachers by adopting the talents of creative teachers, encouraging them, as

well as allowing them to express their talents effectively, and provide all necessary to achieve this, and give them adequate training through Subject them to different courses and workshops to develop their skills and performance.

3- Identify the significance of differences in the scale of the entrepreneurship in work and according to academic achievement.

To achieve this goal, the researcher used the T-test for two independent samples. The calculated T value was smaller than the T-table value, indicating that there were no differences in the measure of leadership in work by achievement (preparatory, diploma) and (bachelor's and high education) table (4)

Table (4)
T-TEST for two independent samples to identify the significance of the differences in the degree of the entrepreneurship in work according to academic achievement

Significance	DF	T tabled	T calculated	Satisfaction mean	standard deviation	Arithmetic mean	the sample
0.05	398	1.96	1.53	14.676	137.067	209	preparatory, diploma
				12.026	135.000	191	bachelor's and high education

By observing the table above, the calculated T value (1.53) is smaller than the tabular value of (1.96), at a significance level (0.05) and the degree of freedom (398). This indicates that there are no differences in the scale This may be explained by the fact that entrepreneurship is the process of targeting, developing all skills and attitudes of creativity, and leading teachers through the use of appropriate

teaching methods, including skills, creativity, self-learning, problem solving, critical thinking, Self-evaluation, the use of modern techniques and so on, regardless of achievement, that is, leadership in work can be done Through the development of the skills of teachers by subjecting them to courses, workshops and training to develop their creative skills, as well as may be the entrepreneurship is personal preparations and abilities.

4- Identify the significance of differences of the entrepreneurship in work by specialization.

To achieve this objective, the researcher used the T-test for two independent samples. The calculated T value was greater than the T-table value, indicating that there were differences in the scale of the work by cycle (two courses and less), (three courses and more), And the table (5) shows that:

Table (5)

T-TEST for two independent samples to identify differences in the scale of the entrepreneurship in work by specialization

Significance	DF	T tabled	T calculated	Satisfaction mean	standard deviation	Arithmetic mean	the sample
) 0.05 (398	1.96	2.181	13.285	137.846	163	two courses and less
				13.539	134.865	237	three courses and more

The table above shows the calculated T value (2,181), which is higher than the tabular value of (1.96). This indicates that there are differences in favor of courses (two courses and less) with a higher mean of 134,846, (13,285) and freedom level (398), at the level of significance (0.05). This may be explained by the self-confidence of the leading people who feel that they can meet the challenges, where the leader can make his

work successful since he owns A sense of superiority and a sense of different types of problems at higher levels, and the ability to arrange these problems and deal with them better than Others, this means that two courses and less enough to help them to improve their work.

Conclusions

The results of the statistical analysis showed a number of responses 'the high level of the entrepreneurship among kindergartens in general, pointing out that there are several things that help to create leadership in the work of teachers, including the educational institution in which the leading person works, as it works to create a combination of environmental and organizational conditions and factors that help to encourage workers and pay them On the application of leadership in the work, in addition to that creativity needs to have an environment suitable for the production of something new and innovative, distinct is a "combination of capabilities, preparations, and personal characteristics that if there is an appropriate administrative environment can live up to mental processes to lead to authentic products, And useful both to the experiences of the previous individual, or the experiences of the institution or society, or the world.

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