

Impact of Employers Entrepreneurial Behavior on the Competitive Advantage and Productivity of Employers Sports and Youth Departments in South Khorasan Province

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Abstract

The aim of this study was to investigate the effect of employees' entrepreneurial behavior on competitive advantage and productivity of employees of sports and youth departments in South Khorasan. The research method was descriptive and correlational. The statistical population of the study was 255 employees of all employees of sports and youth departments of South Khorasan and 220 questionnaires were collected. The research instruments were Zampatakis and Mastakis Entrepreneurial Behavior Questionnaire (2007), Hosseini Competitive Advantage Questionnaire (2011) and Hershey and Goldsmith Productivity Questionnaire (1980). Cronbach's alpha coefficient was calculated for the Entrepreneurial Behavior (0.88), Competitive Advantage (0.79) and Productivity (0.80) questionnaires. Data were analyzed using descriptive and inferential statistical methods, Kolmogorov-Smirnov test, correlation coefficient test using SPSS software version 22 and structural equation modeling method with LISREL software 8.8. Findings showed that entrepreneurial behavior has a significant effect on competitive advantage and productivity. Also, the research model has a favorable fit. It is suggested that managers of sports and youth departments create entrepreneurial behavior in order to support and strengthen the entrepreneurial behaviors of employees by providing them with access to managerial information, supporting staff initiatives, creating decision-making groups instead of the decision-maker, Gain a competitive advantage over competitors.

Keyword: Entrepreneurial Behavior, Competitive Advantage, Sports and Youth Departments

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