




Explaining relationships of the components of entrepreneurial human resources competences in the Islamic Azad Universities of Tehran province

Bahador. Khorshidi¹, Mahbubeh. Abdollahi^{1*}, Soghra. Afkaneh²

³ PhD student of Educational Management, Department of Educational Sciences, Roudehen Branch, Islamic Azad University, Roudehen, Iran

⁴ Assistant Professor, Department of Educational Sciences, Roudehen Branch, Islamic Azad University, Roudehen, Iran

* Corresponding author email address: Mahbubeh.Abdollahi@iau.ac.ir

Article Info

Article type:

Original Research

How to cite this article:

Khorshidi, B., Abdollahi, M., & Afkaneh, S. (2025). Explaining relationships of the components of entrepreneurial human resources competences in the Islamic Azad Universities of Tehran province. *Quarterly Journal of Research and Planning in Higher Education*, 31(4), 121-135.



© 2025 the authors. Published by Institute for Research and Planning in Higher Education (IRPHE), Tehran, Iran. This is an open access article under the terms of the Creative Commons Attribution 4.0 International (CC BY 4.0) License.

ABSTRACT

Competence is essential for the growth of any business. Among other factors, it relies on the creativity and innovation of employees. This study aims to investigate the relationships between the indicators and components influencing the competencies of entrepreneurial human resources in the Azad Universities of Tehran province. In terms of purpose, the study is applied and exploratory. Data collection method followed a mixed method (quantitative and qualitative). The qualitative data was gathered through expert interviews using the Delphi method, while the quantitative data was obtained through a researcher-designed questionnaire. In the qualitative phase, 12 specialists and experts in the field of entrepreneurial human resources competencies were selected, whereas in the quantitative phase, 370 individuals participated by completing the questionnaire. For qualitative analysis, the grounded theory method was applied using MAXQDA software. In the quantitative phase, both descriptive and inferential methods were employed. SPSS and Smart PLS software was used for conducting factor analysis and a single-sample t-test. The findings indicate a significant difference between the current and the desired states of entrepreneurial human resource competencies. The study identifies thirteen key components for explaining these competencies categorized into five domains: Technical domain (general knowledge, professional knowledge); Managerial domain (human resource management, operational management, leadership style, and company management); Personal domain (personality traits, interpersonal skills, entrepreneurial spirit); Environmental domain (environmental and equipment recognition, recruitment process); Consulting and training domain (entrepreneurial education, entrepreneurial education methods, and development of entrepreneurial skills). Considering the growing challenges of education and training that universities face and the competitiveness among universities in attracting students, it is crucial to reassess the competencies of entrepreneurial human resources to support the comprehensive growth and development of universities. As the higher education system in Islamic Azad Universities continue to evolve, addressing these competencies remains vital.

Keywords: current situation, optimal situation, human resource competencies, entrepreneurial, human resource.

Conclusion

By reviewing previous studies and research, the factors, dimensions and components of entrepreneurial human resource competencies were identified using a mixed approach within the Islamic Azad Universities of Tehran Province. Then, researchers evaluated these factors, dimensions and components through a questionnaire factor analysis method was used to examine and confirm the identified components, helping to improve the model for understanding entrepreneurial human resource competencies in these universities.

References

- Akrami, Z. (2024). Design and validation of a model for empowering faculty members in encouraging students to engage in entrepreneurial activities. *Quarterly Journal of Research and Planning in Higher Education*, 30(1), 77-55. (In Persian)
- Amani, Z. M., Nasiri Qorqani, Sorani Yancheshmeh, & Mosleh. (2020). Presenting a model to improve the professional competence of university educational managers. *Medicine and Purification*, 28(4), 52-68. (In Persian)
- Amani, Z. M., & Nasiri Qorqani, S. (2020). Presenting a model to improve the professional competence of university educational managers. *Medicine and Purification*, 28(4), 52-68. (In Persian)
- Azizpourian, A., Hassan, I. P., Karam Afroz, M., & Kaviani. (2019). . 9(36), -. (2019). Construction and validation of a questionnaire on the entrepreneurship education system in technical and vocational schools. *Quarterly Journal of Educational Measurement*, 9(36). (In Persian)
- Bagherimajid, R., Mehdipour, Y., & Bagherimajid, A. (2019). entrepreneurship leadership on the process of drivers and innovative behavior in higher education. *Journal of Entrepreneurship Development*, 11(4), 739-758. (In Persian)
- Cham Asemani, M., Farastkhah, M., & Mir Kamali, S. M. (2023). Recognizing the concept of innovation and the characteristics of an innovative university in distinguishing it from an entrepreneurial university based on the meta-synthesis method. *Quarterly Journal of Research and Planning in Higher Education*, 29(3), 37-52. (In Persian)
- Dullayaphut, P., & Untachai, S. (2013). Development the measurement of human resource competency in SMEs in upper northeastern region of Thailand. *Procedia-Social and Behavioral Sciences*, 88, 61-72.
- Farhadfar, M., Delkhosh Kasmai, A., & Safari, M. (2022). Designing the development model of school principals based on the competency-based approach (case study: secondary schools in Tehran). *Education and Human Resource Development Quarterly*, 8(30), 73-108. <http://istd.saminattech.ir/en/Article/31103/istd.saminattech.ir> (In Persian)
- Ferreras-Garcia, R., Sales-Zaguirre, J., & Serradell-López, E. (2021). Developing entrepreneurial competencies in higher education: a structural model approach. *Education+ Training*, 63(5), 720-743.
- González Moreno, Á., López Muñoz, L., & Pérez Morote, R. (2019). The role of higher education in development of entrepreneurial competencies: Some insights from Castilla-La Mancha University in Spain. *Administrative Sciences*, 9(1), 16. (In Persian)
- Hasanzade, H., Mir, S. N., Faghihi, A., Najaf, B. R., & Afshar, K. M. A. (2020). Presenting an Entrepreneurship-oriented Model for Human Resource Absorption, . *Supply and Adjustment in Iranian Public Sectors*. (In Persian)
- Hasanzade, H., Mirsepasi, N., Faghihi, A., & Najafbagy, R. (2019). Designing a framework for entrepreneur-oriented human resource management in the public sector. *Public Administration Perspective*, 10(2), 159-185. (In Persian)
- Karam Abubakar, N., & Mahmoud, H. (2020). The effectiveness of a guidance program for developing positive attention towards the future, contributing to improving academic flexibility in my sample of Al-Qassim University students. *General Journal of Literature. Alexandria University*, 70(99), 1-36.
- Karimian, Z., Farrokhi, M. R., Moghadami, M., Zarifasanaiey, N., Mehrabi, M., Khojasteh, L., & Salehi, N. (2022). Medical education and COVID-19 pandemic: a crisis management model towards an evolutionary pathway. *Education and Information Technologies*, 27(3), 3299-3320. (In Persian)
- Méndez-Picazo, M.-T., Galindo-Martín, M.-A., & Castaño-Martínez, M.-S. (2021). Effects of sociocultural and economic factors on social entrepreneurship and sustainable development. *Journal of Innovation & Knowledge*, 6(2), 69-77.
- Mirahmadi, K., Khorasani, A., Nazarpour, M., & Shams, G. (2022). Athology of human resources training system in higher education: Formulation and validation of a model. *Journal of Human Resources Education and Development*, 8(28), 1-25. <http://ihej.ir/article-1-1851-en.html> (In Persian)
- Moghadam, A., & Kamalian, A. R. (2018). A conceptual model based on an entrepreneurial approach to improve the efficiency of HRM. *Journal of Research in Educational Systems*, 12(Special Issue), 559-578. (In Persian)
- Naji, A. (2019). Factors influencing entrepreneurship development. *Yemen, Sana'a Lebanese International University*.
- Pourkarimi, J., Farzaneh, M., Azizi, M., & Kurdi, E. (2015). Presenting a model of professional competencies of department heads of the University of Tehran. *Higher Education Lette*, 9(34), 149-170.
- Rahimzadeh Yinge Qala, A., Niaz-Azeri, K., & Jabari, N. (2017). Strategic analysis of the future research of virtual education in the development of entrepreneurship with a combined SWOT approach. *Quarterly Journal of Educational Leadership and Management*, 14(3), 23-42. <https://iau.ir/fa> (In Persian)
- Shiralipour, T., Mohseni Sohi, Hoda Sadat, & Ghahremani, J. (2023). Validation of the educational entrepreneurship model in Iranian universities and higher education institutions. *Quarterly Journal of Research and Planning in Higher Education*, 29(3), 117-132. (In Persian)