

Investigation of relationship between entrepreneurship and individual innovation in nurse academicians - Hülya LEBLEBİCİOĞLU, Ege University

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Introduction: When considered changing health care needs, nursing profession needs profession members who are researchers, creative, able to reaching knowledge, information producing and knowledgeable. Thus entrepreneurial and innovative concepts are most important for nurses. When evaluated in terms of nursing profession, entrepreneurship is part of making decisions to improve the skills of nurses and can be applied in business environment, besides this, it is part of decision making in the career planning and development process that nurses undertake. Entrepreneurial nurses can operate in the marketing, public and private sectors. On the basis of entrepreneurial in nursing, there ability to solve a problem that exists in maintenance practices, ability to manage the process in the developing the product from idea, to evaluate the opportunities well and to commercialize the product. Nurses should be innovative to protect and improve health, to prevent diseases, to find better ways to care for and treat diseases, and to obtain new information. A nurse who can be characterized as innovative is a high-level practitioner who is responsible for transforming an innovative into a profitable product. An innovative nurse should be able to apply research results and blood-based product evaluation results at the same time while enabling the organization to reduce costs or make profits from practice.

Aim: The purpose of the study is to examine the relationship between entrepreneurship and being individual innovative in nurse academicians who work in different levels of the higher education institutions. The population of the study is consisted of nurse academicians (N=502) who work in the 11 higher education institutions which providing undergraduate nursing education in Aegean region. The sample of the study was consist of nurse academicians (N=216) who are volunteer to participant to study. A questionnaire which was consisted from descriptive characteristics, entrepreneurship scale, and individual innovation scale was used as data collection tool. Data was collected with face to face interview method between the dates February 2017–December 2017. Permission has been obtained from the ethics committee and related institutions for the conduct of the research. Descriptive statistical methods (Number, Percentage, Mean, Standard deviation) by using SPSS (Statistical Package for Social Sciences) for Windows 22.0 program, were used in the analysis of the data. The Spearman / Pearson correlations was used for examine the relationship between dependent and independent variables of the study and the effect was tested by regression analysis. The error margin was accepted as 0.05 in the study.

Results: The fiftyfour point six percent (54.6%) of the nurse academicians who are participate in the study are in the age group of 23-33, 97.2% of them are women and 48.6% of them are graduate from doctoral degree, 21.3% of them are faculty

members of Fundamentals of Nursing Department, 59.3% of the nurse academicians participating in the study have the title of research assistant, 65.3% of them were worked for 1-10 years. According to the results of the study, there is a statistically significant positive correlation between general entrepreneurship scale points and general individual innovation scale points. Accordingly, as the level of general entrepreneurship value increases, the level of individual innovation increases. In addition, there were statistically significant positive relationships between general entrepreneurship sub-dimensions such as management and organizational incentives, individual motivation, transparency and openness, individual competence, constructive business environment, innovation promotion, development and general level of individual innovativeness. A statistically significant was found as a result of regression analysis which was made made to determine the relation between general of individual innovation and general entrepreneurial level. It has been found that the relationship with entrepreneurship variables (explanatory power) is very weak as a determinant of innovation level. The level of general entrepreneurship behavior of nurse academicians increases the level of general individual innovation value. In the first step, the effects of entrepreneurial dimensions on the idea leadership are examined. Entrepreneurial dimensions predicts the idea leadership and explain 21.8% of the variance. Management and organization promotion of the nurse academicians increase the level of innovation promotion, development levels idea leadership. According to the standardized regression coefficient (Beta), the relative importance of the independent variables on the probability of opinion leadership are development, promoting the management and organization and encouraging innovation.

The levels of individual motivation of nurse academics reduce the level of thought leadership. However, there was no statistically significance in determining the power of transparency and openness, individual competence, constructive business environment. In the second step, the effects of entrepreneurial dimensions on change resistance are examined. The dimensions of entrepreneurship predict the level of change resistance and explain about 08% of the variance. The level of management and organization incentive of nurse academicians increase the resistance level of change. The level of individual motivation of nurse academicians reduces the level of resistance to change. In the third step, the effects of entrepreneurial dimensions on risk taking are examined. Entrepreneurial dimensions predict the level of risk taking and explain 21% of the variance. The level of encouraging innovation and level of development of nurse academicians increases the level of risk taking. The development creates the most increasing effect on risk taking, it is followed by

encourages innovation. The individual motivation level of nurse academicians reduces the risk taking level. The effect of entrepreneurship values of nurse academicians on general individual innovation behavior was examined. As a result of regression analysis, the relationship between management and organization promotion, individual motivation, transparency and openness, individual competence, constructive business environment, innovation promotion, development and general individual innovation were found to be statistically significant. It has been found that the relationship between management and organizational promotion which is a determinant of the general level of individual innovation and individual motivation, transparency, and openness, individual competence, constructive business environment, promoting innovation, and development (explanatory power) are very weak. The level of promotion the management and organization of nurse academicians increases the level of general individual innovation. The level of development of nurse academicians increases the level of individual innovation. The most increasing effect on overall individual innovation is development, followed by the level of management and organization incentive. The level of individual motivation of nurse academicians reduces the level of individual innovation.

Discussion and Conclusion: The special purpose of the study, is to determine the extent to which individual innovation levels of nurse academicians are effective in increasing their entrepreneurship. The findings of the study showed that there is a significant relationship between the variables, and the effects on individual innovation dimensions, although not all entrepreneurial dimension. In other words, the seven sub-dimensions referred to above and entrepreneurship explain 19% of the total variance on the innovation case. To be innovative of the nurse academicians is possible by the management's supports for innovative thinking, gives employees the opportunity to develop ideas, encouraging employees to look beyond their limits. According to the results of the research; because of nothing of enough studies on the relationship between entrepreneurship and individual innovation in nursing profession and other professions, it is assumed to be beneficial the further research in this regard in terms of applications in the area.

Keywords: Nursing, Innovation, Entrepreneurship