

## Role of entrepreneurship in the phenomenon of job burnout among workers in industrial organizations

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**Abstract:** Dimensions of Entrepreneurship (Patenting Licensing-PL, Contract Research-CR, Consulting-C, Science Parks-SP), work to achieve the goals of Industrial Organizations (IO) and provide continuous training to raise their efficiency. The entrepreneurship dimensions in industrial organizations, and here the researcher uses the quantitative method. Sample 85 the Iraqi National Oil Company. There were 80 valid questionnaires and 5 missing questionnaires. The researcher focused on SPSS to obtain the results. The results reached between the dimensions of entrepreneurship and industrial organizations are supportive and consist of four theories. The four positive hypotheses have proven effective in developing industrial organizations in the Iraqi National Oil Company

### 1. Introduction

Health leadership is one of the highly effective tools for developing industrial organizations. Likewise, the economic development of institutions in Iraq requires continuous government support and follow-up to address the negatives that accompany performance (Adro et al., 2021). The dimensions of entrepreneurship and all sectors are to work on increasing the efficiency of production with the continuous improvement of the livelihood of employees and providing the required services to them (Canestrino et al., 2020; Manafe et al., 2023). Researcher relied of modern technology to promote performance development. To attract a large number of employees to provide wide opportunities for them to work in companies (Collins et al., 1970; Henrekson & Sanandaji, 2019). As well as working on continuous improvement and love of work through one team. Entrepreneurship is the essential plan to make customers happy and provide the best standards of living. In the dimensions of entrepreneurship when working on implementing its practices in organizations (Raharjo et al., 2023). As well as focusing on successful work in order to create advanced visions that are in harmony with modern organizational work (Zarrouk et al., 2020). Auditing the performance of entrepreneurship dimensions in order to provide what employees need, as well as encouraging institutions to enter the competition. It is essential and fundamental to improve the performance of industrial institutions in Iraq, and to fully understand the needs of employees for the goods and services produced by companies. Iraqi industrial institutions have not witnessed any development due to the problems that the country is going through, so the Iraqi government has been paying attention to industrial institutions for the past few periods and providing the best that workers need (Elia et al., 2020). The dimensions of entrepreneurship have



provided what industrial institutions need of modern technology and ideas of better and higher value (Bismala et al., 2022). The Iraqi government has focused on the dimensions of entrepreneurship by implementing its goals at the highest level in companies to address the obstacles that arise (Foo et al., 2020). The importance of the dimensions of entrepreneurship and the necessity of using it in a large way for all organizations and all basic sectors (Parente et al., 2021). The researcher emphasized the adoption of entrepreneurship dimensions as a basis for developing institutions (Parente et al., 2021). So, dimensions of entrepreneurship are clearly proven in supporting industrial institutions and their entry into competition with other companies and caring for them on an ongoing basis (Cardella et al., 2020).

## 2. Literature Review

Literature review focus on the dimensions of entrepreneurship and its role in supporting companies, and encouraging the introduction of advanced technology to reach the highest levels in achieving the desired benefit (Hizam et al., 2020). Most researchers in literature review focused on technology and continuous improvement to raise the standard of living of employees (Črešnar et al., 2020). All literature review were clear in supporting industrial institutions (Park et al., 2023). It encouraged the provision of basic and life services to employees (V. Singh & Verma, 2020). We have noticed how the researcher Afum et al (2020) was interested in the dimensions of entrepreneurship in detail and clarified its goals and duties. In his previous studies, the researcher Bhavna & Prabir (2019) relied heavily on industrial institutions and the necessity of developing them to achieve the goals set for them. The researcher ElAlfy et al (2020) also stressed the dimensions of entrepreneurship in improving production and achieving the highest levels of profits. The researcher Alhamdi (2020) encouraged the importance of industrial institutions and the continuous support to them, as well as the follow-up in the implementation of all their steps (Zizic et al., 2022).

## 3. Dimensions Entrepreneurship

The dimensions of entrepreneurship are essential for development and providing all the services that employees need and consist of:

### 3.1 Patenting Licensing

The researcher is encouraged, based on the efforts he makes in his work to address the negatives occurring in industrial institutions, by granting him a reward based on his success in his work. (Fuertes et al., 2020). In general, the right granted to the inventor is to prevent others from making, using, selling or displaying that invention without obtaining the approval of the patent owner, which is a government license given to a person so that he honoring employees varies between organizations, each according to the efforts they make at work, i.e. in the form of varying degrees of importance in providing the necessary services they deserve in their daily lives. (Castañer & Oliveira, 2020). Granting a patent is not an easy task, but rather it is accompanied by an intensive study of the work presented for the invention and the lack of similar work in other institutions. (Singh & Kumar, 2022).



### 3.2 Contract Research

The noted that the discussion of contracts is mostly about similar things, determined by type and quantity, and rarely is their subject matter specific to specific things, unlike what is common in civil transactions (Kamble et al., 2020). Here are the provisions in the discussion of contracts (He et al., 2023; Bergman et al., 2020). The provisions of this legal system specific to commercial activities apply to the discussion of contracts, so they are subject to the principle of the authority of the will in their conclusion, and to the principle of freedom of proof in commercial matters, as well as to all the rules stipulated for commercial obligations (Hernandez et al., 2020). Therefore, the rule of assuming solidarity among civilians applies in commercial matters, and this is in contrast to the principle in civil law, which is that there is no solidarity among civilians except by express agreement or by a provision in the law. Legal benefits apply to the examination of contracts. The rule of permissibility of immediate enforcement of judgments issued in commercial matters applies. So that, such as the transportation contract (Margherita & Braccini, 2023).

### 3.3 Consulting

We plan, organize, manage and implement business projects on behalf of the client on a contract basis after determining the client's needs and goals. We work to achieve these goals by developing a work plan to achieve the desired goal. When you are a successful businessman, it means that your sales volume is high and your profits and financial returns are excellent, and this requires employing a large number of manpower and the desire for the workflow to be smooth without any kind of problems and disputes, and this also requires appointing a highly experienced legal service provider, as the role of the company's legal advisor or legal team is to maintain the company's reputation (Sony & Naik, 2020). Criteria for selecting and appointing a legal advisor for the company How do you choose the right person to fit the position of legal advisor in the company? It is essential that the corporate legal advisor has real practical experience, integrity and legal intelligence, knows how to manage a business and make the most of its capabilities, and has the ability to balance flexibility and experience, and proactively help guide the company forward, in addition to the need to always be aware of developments regarding business-related laws such as consumer protection laws, tax and wage laws, etc (Abbas, 2020). The cost of hiring a corporate legal advisor Many companies, especially small and medium-sized ones, believe that they cannot afford the costs of legal advice. However, these costs are less compared to the material and moral losses that the company may be exposed to as a result of practicing or making mistakes that expose it to potential legal problems. The main goal of providing a legal advisor position in the company is to protect companies, regardless of their field, from practicing any illegal procedure or action, and to make all their dealings, procedures and contracts compatible with applicable laws and legislation. The main role of the legal advisor team is to work to achieve the best interests of the company in general (Tiwari, 2021). They work side by side with other departments in the company to improve and grow its business, such as the human resources department, the company's administrative department, etc. The most important duties and responsibilities of the legal advisor team are to help the company understand legal and legislative developments and their impact on its business system, ensure that the company applies the laws related to its field, and provide various types of support in all corporate



transactions such as drafting and editing contracts, in addition to reducing any legal risks associated with the company's field of work (Rodriguez & Bribiesca, 2021).

### 3.4 Science Parks

It is a period of life characterized by the emergence of scientific thinking, individualism, increased concentration, interest in manufacturing, technical development, and the rejection of many common traditional values. It was also associated with individual objectivity, reduced emphasis on religious values in their various forms, the emergence of bureaucracy and nation-states, acceleration, and continuity of economic exchange. In other words, modernity expresses the transition from primitive society to modern society. It is one of the social, political and economic phenomena that began to appear gradually after the Middle Ages. Its goal is to advance through reason, science and technology (Stylos et al., 2021). The decline and decay that occurred previously in Europe after the weakness of the church and state institutions in the Middle Ages was one of the most important reasons that led to the existence of a modern system. Modernity does not appear in the advancement of technology or the arts of countries or the different types of modern trends and others, but rather represents the qualitative shift in human thinking and human relations that resulted in the emergence of modern sciences, economics and technology, nationalism and industry in western societies; such as capitalism (Satalkina & Steiner, 2020). The mission of tradition lies in preserving the past, customs, and heritage, unlike modernity, which is concerned with progress and everything new without looking to the past with the aim of change that depends on new values, taking risks, and moving towards the future. This does not mean escaping from the present, but rather emphasizing the present (Bagheri & Harrison, 2020).

### 4. Industrial Organizations

Industrial companies are those that produce goods and services for the commercial sector, such as manufacturing or providing logistics services. Trading companies, on the other hand, are those that provide goods and services for the public sector. There are several important differences between the two types of companies. Industrial companies tend to be larger and have a longer history, while trading companies are usually smaller and more recent in origin. Industrial companies typically have a wider range of products and services available, while trading companies focus on a narrower range of products or services. Industrial companies often have more resources at their disposal, such as capital and employees, which allows them to compete more effectively with trading companies (Urbano et al., 2022). However, trading companies can sometimes be more innovative than industrial companies rather than simply replicating past successes. This distinction is subject to several difficulties and initially assumes harmony between the legal description of the institution and the reality of the nature of the activity it practices, such that public administrative institutions manage an administrative public facility, while public institutions of an industrial and commercial nature manage an industrial and commercial public facility (Wood et al., 2021). However, there are three cases that make this conformity unclear, which are the following: the text is silent about the description and a number of public institutions practice a dual activity, administrative in one aspect and industrial in another aspect, or the legal text provides a description that is contrary to the reality

of the commercial activity in the final aspect, such that the description given by the legislator to the institution does not include all aspects of its activity (Vamvaka et al., 2020).

### 5. Research Hypothesis

The research consists of four hypotheses that the researcher emphasized and explained their importance: See Figure 1.

H1: The relationship between Patenting Licensing-PL and Industrial Organizations-IO.

H2: The relationship between Contract Research-CR and Industrial Organizations-IO.

H3: The relationship between Consulting-C and Industrial Organizations-IO.

H4: The relationship between Science Parks-SP and Industrial Organizations-IO.

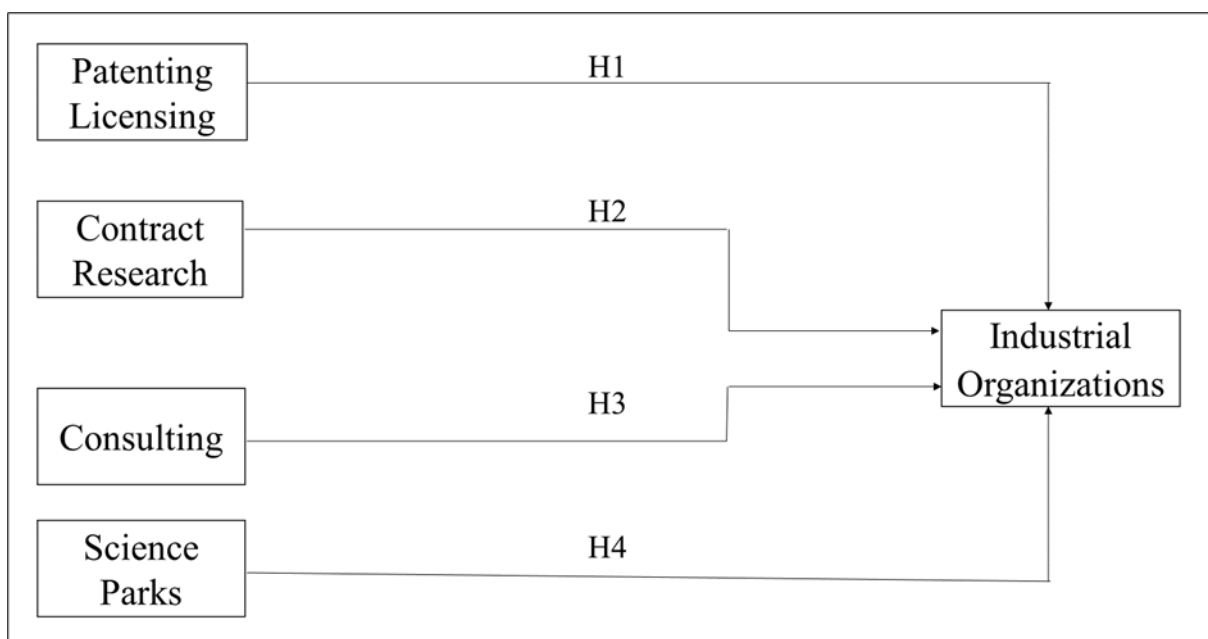


Figure 1:

Research framework

### 6. Methodology

The researcher explained the existence of the problem and how to solve it, and identified previous studies related to the research and benefited from them. He developed the conceptual framework

for the research, which consists of four hypotheses. The target sample size is 80 and SPSS statistical analysis was used in this study.

### 7. Analysis Result

The researcher was able to collect data and obtain positive results supporting the four hypotheses. The largest value obtained was 0.895. See Table 1.

Table 1: Validity and Reliability

Items	Cronbach's Alpha	Mean	Std. Devensian
PL	0.871	4.947	1.140
CR	0.895	5.172	1.139
CO	0.758	5.095	1.074
SP	0.846	4.887	1.126

In Table 2. The results of the hypotheses were reached and they were all positive and supportive.

Table 2: Rank and level

Items	Cronbach's Alpha	Rank	Level
PL	0.871	2	Moderate
CR	0.895	1	Moderate
CO	0.758	4	Moderate
SP	0.846	3	Moderate



The four hypotheses are positive and supportive through the results obtained by the researcher, and the regression factor was also extracted. See Table 3.

Table 3: Regression to variable

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	17.183	4	4.296	3.106	.020 <sup>b</sup>
Residual	103.722	75	1.383		
Total	120.905	79			

Table 4:  
the four

supporting hypotheses that were reached for the target sample.

Table 4: hypothesis results

Items	Relationship	p-value	Result
H1	PL → CO	0.895	Accepted
H2	CR → CO	0.877	Accepted
H3	Co → CO	0.798	Accepted
H4	SP → CO	0.952	Accepted

The researcher also relied on reduction to obtain the statistical data SPSS. See Table 5.

Table 5: Reduction result

Component	Initial Eigen value			Extraction Sums of Squared Loadings		
	Total	% of variance	Cumulative %	Total	% of variance	Cumulative %
A	9.978	39.910	39.910	9.978	39.910	39.910
B	3.858	15.433	55.343	3.858	15.433	55.343
C	2.135	8.539	63.882	2.135	8.539	63.882
D	1.443	5.770	69.652	1.443	5.770	69.652



E	1.276	5.104	74.756	1.276	5.104	74.756
F	.950	3.798	78.554			
G	.684	2.736	81.290			
H	.578	2.314	83.604			
I	.558	2.231	85.835			
J	.507	2.029	87.864			
K	.379	1.514	89.378			
L	.352	1.409	90.787			
M	.307	1.229	92.016			
N	.291	1.164	93.180			
O	.252	1.010	94.190			
P	.246	.983	95.173			
Q	.233	.930	96.103			
R	.195	.781	96.884			
S	.179	.715	97.599			
T	.145	.581	98.181			
U	.124	.494	98.675			
V	.109	.437	99.111			
W	.098	.393	99.504			
X	.070	.281	99.785			
Y	.054	.215	100.00			
			0			

### 8. Conclusion

1. The goal and role of entrepreneurship and industrial institutions in developing the production process were identified.
2. The researcher identified four positive and supportive hypotheses for the development of industrial institutions.
3. The targeted samples helped the researcher to clarify the importance of the dimensions of entrepreneurship and its impact on industrial institutions.
4. In this study, the researcher emphasized the best performance by, developing modern programs to develop employees towards creating high quality in organizations.
5. The necessity of providing basic life services to employees in companies and developing their skills.
6. Researchers stressed the importance of industrial institutions relying on and benefiting from this study.

### 9. Recommendations

1. Encouraging industrial institutions to follow this study conducted by the researcher as it is of high value.



2. Place advertisements about the research to clarify the results it has reached, as a great incentive for implementation.
3. The researcher emphasized the use of modern technology, continuous improvement, training and follow-up to implement industrial institutions' plans.
4. This research generates strong competition among industrial enterprises to achieve the best and most valuable goals.
5. Complete drawing of the required goals and setting high-level plans and following up on them to face the difficulties you face.

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