

Training to Human Resource and Entrepreneurship Development

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ABSTRACT — Develop a process improvement according to a set of indicators, norms, and values. Process development and scale various purposes. In a broad sense, these dimensions include aspects of political, economic, social, and cultural. The concept of human development in general and in particular, one of the most important and controversial issues and challenges is among the world countries, especially developing countries. Human development and national aspirations of the people of all countries. The development of the direct subordination of the values and beliefs of each community, and the issues and challenges facing the human era. Developing better and more humane life to the population donates. Achievement of sustainable development, although difficult and complicated, but not impossible and should not be discouraged from trying to achieve it. In the present article, with the aim of introduction of entrepreneurship and human development, as well as some important issues associated with them, brief definitions, the importance of teaching entrepreneurship to human development and its history, as well as the results of some studies related to entrepreneurship and human development, goals and required training related to entrepreneurship and human development provided at the end of the article, the conclusion of these in the form of Conclusions, applications, management, and related suggestions for future research follow-up is provided.

KEYWORDS: Entrepreneurship - Human Development.

Introduction

Because it can cause growth and economic development, increase productivity, job creation and social welfare (Ahmadpour et al., 2004, 1). Studying the process of the emergence of human life from the earliest times of history has always shown that the change agent or entrepreneur, has an important role in the progress of societies. In other words we can say that entrepreneurship and entrepreneurs have existed from ancient times, but according to them properly in such a way that it is only in recent decades. Entrepreneurship, creativity, and businesses risk, the modern economy has been considered as motor fuel. Entrepreneurs placed on top of businesses, in search of opportunities, and creativity tools to succeed they would look as entrepreneurs change as a common phenomenon, always in search of it, react to it and use it as an opportunity. (Dunphy, 2004).

The definition of entrepreneurship and human development

As well as issues such as research methodology (Zohuri, 1999, 27), because of the relativity of principles, laws, cases and theories found in the humanities, resources and various research studies, methods, opinions and different views on the definition of a social issue as human beings are dispersed so that the votes in the human sciences that cannot rapidly enough about a particular phenomenon, no single, definitive performances. There are various definitions of development (Taheri, 1999, 12), on the one hand, which show the extent and importance of the issue can be examined from different angles. And on the other hand represents the dynamics of matter that can be models, theories and provide different views (Ahmadpour, 2002, 3). According to the above-mentioned document, to mention a few of the various definitions provided below about entrepreneurship and human development is addressed: Entrepreneurship word of French origin (Entreprendre) means and was called to mediate or broker originated, and a concept that has been studied from various perspectives. Many believe that entrepreneurship and economic development engine is also developing and developed countries. Three main reasons attention to entrepreneurship, wealth creation, technology development, and productive employment. However, in many instances merely to confuse the concept of employment have been defined. Like other debates in the humanities, are various definitions of entrepreneurship (Ahmadpour, 2002, 3). Below are mentioned some of the definitions provided in the case discussed entrepreneurship: entrepreneurship process of obtaining profits through a combination of new, unique, and valuable resource in an environment with ambiguity and uncertainty. Means the beginning or the growth of entrepreneurship through innovative management and risk-taking is a young company (Ahmadpour, 2002, 25). Entrepreneurship is a process in which small businesses and new entrepreneurs with its capital starts (Drucker, 1985) entrepreneurship is a process that regardless of the resources available opportunities are pursued by individuals (Hurley, 2005). In total, the best compliment that can be offered entrepreneurship is that entrepreneurship is the following: the process of innovation and exploit opportunities with effort and persistence and perceived risks associated with financial, psychological and social, of course motivated by financial gain, achievement, self-fulfillment and independence achieved (Histrich, 2002).

The development of modernism and modernization. And the modernization of the change and change human life. Development means improvement of related aspects such as: the level and amount of product and national income, production conditions, quality of life (food, housing, health, and education), work environment, institutions and policies. The definition of development with a view to meeting the basic needs of life are taken into consideration. Development means changing the basis of scientific and technical production (Azimi, 1992). For a long time, develop only on the basis of purely economic point of view and the ability to create and sustain national economy GDP annual growth rates of 5 to 7% or more, was highly regarded. From this perspective, the development, in terms of planned changes in production and employment were examined. Thus, the share of agriculture in employment decreased production and increased industrial sector (Tudaru, 2004, 21). Today, development is considered as a multidimensional process that requires fundamental changes in the social structure, attitudes of the public and national institutions, accelerating economic growth, reduce inequality, eradicating absolute poverty and so on will (Tudaru, 2004, 23). In fact, increasing the power of human reproduction human capital in the process of socio - economical activities through educational planning system is implemented. Important and sensitive in relation to manpower planning is that human nature is precisely a system of identity and social relationships and social life takes shape and becomes objective. The man driving all activities. In a world of abstract ideas by eliminating human, absolute vacuum will be created. The exact meaning of this statement is that man is the core of all phenomena of social life. In any plan to develop, element (HR) main axis, it should be noted that without giving priority to human resource development in the process of planning a scientific, comprehensive and long and detailed information on the status of past, present and the bright future will be realized, any action cannot be fruitful and achieve comprehensive development process will not be possible (Golabi, 1990, 184). In sum, we can conclude that the process of improving human development according to a set of indicators, benchmarks and human values. Human development in the process of improving the scientific basis for change and progress in manpower planning and human resource management, and how to manage the political, social, economic, and cultural ones is fundamental and systematic approach holist.

The necessity and importance of entrepreneurship and human development

Entrepreneurship as a symbol and icon of effort and success in business and entrepreneurs in society are the pioneers of commercial success. Their ability to exploit opportunities, force them to innovate and their capacity for success, as measured by the criteria of modern entrepreneurship who can in terms of leadership, management, innovation, efficiency, job creation, competitiveness, productivity and the formation of new companies an important contribution to economic growth. The belief in society is necessary for the revolution to happen entrepreneurship. This revolution in this century, much greater importance is the importance of the industrial revolution (Kuratko and Hodgetts, 2004, 23) towards entrepreneurship and entrepreneurs, from the early 1980s onwards, coinciding with the company's emphasis on innovation to survive and compete with entrepreneurs more than ever appeared in the market have also led to the company's entrepreneurial activities (Duncan et al, 2003). With penetration of bureaucracy in culture during the 1960s and 1970, entrepreneurship in large organizations were increasingly attracted the attention of senior managers so they can process, invention, innovation and commercialization of new products and services themselves. At the beginning of the decade 19. At the beginning of the 19 industry in global competition, the importance of entrepreneurial processes in large companies was emphasized more than ever, researchers focus on how to induce entrepreneurship in the category of large companies focus on their administrative structure. The concept of human development in general and in particular, one of the most important and controversial issues and challenge among the countries of the world, especially developing countries (third world) like Iran. So that experts and scientists of various disciplines, such as economists, politicians, sociologists, managers, etc., of different views about the nature and causes of underdevelopment, and offer ways to overcome them (Taheri, 1999, 11). Economic development and national aspirations of the people of all countries. All people tend to capacity, material, moral and spiritual refuge in this country rise up capacities and capabilities developed, strong and proud in the international community have (Motevaselli, 2003, 5). Development, to follow three basic values as the basis of intellectual and practical guidance is in line with the excellence of other nations. These values are: living, confidence, and freedom. They represent common goals squeezed into by all the people in the communities are looking for. These values are related to basic human needs and almost all societies, cultures, and time are (Tudaru, 2004, 23). The importance of skilled manpower to the extent that the process of economic development, social, without this basic element integral realization they encounter. In addition to training of skilled manpower, efficient and with the necessary technical knowledge, creating the necessary conditions for the orientation of all classes, social classes and groups to participate consciously in the way policy is reasonable and necessary (Pear, 1369, 194). Making it one of the wishes and aspirations of nations and therefore have different regions within its borders.

Entrepreneurship training

1. The necessity, importance of human resource training in entrepreneurship

Today, the trend has increased entrepreneurship in the community. So now students are increasingly inclined to set up new businesses before, during, and after their graduation (Levenburg and Lane, 2003, 1). The census, which was conducted from a sample aged between 16 and 21 years, 48% stated that they intend to start a business in the future and almost the same proportion,

expressed the desire that their children are the future of this species; inasmuch majority of youth, interested in the future, be entrepreneurs ((Anonymous, 2006).

The life cycle of entrepreneurship education in universities there are two diametrically opposed views (Dubini and Iacobucci, 2004):

1. Entrepreneurship education has been at the maturation stage.
2. Entrepreneurship education is still in its early stages.

Few authors believe that entrepreneurship education in business schools has entered a mature stage, while others believe that the field of engineering, agriculture, and basic science is still growing. For example, Solomon (2002) and Katz (2003) according to statistics the number of schools that offer entrepreneurship education, entrepreneurship teaching believe that the situation is maturing but Kuratko was with the opposition and stated. Although, entrepreneurship as an essential discipline in universities is recognized, but is still at the stage of maturity, are stark.

2. Record in entrepreneurship education

One of the most important activities and educational programs in many universities in the world today is entrepreneurship education. During the 1980s, universities in terms of specificity groups and training needs of local, regional and national, private and public organizations have designed numerous educational programs. European governments encourage entrepreneurship among young people is substantial support to the activities to treat. In American entrepreneurship education within academic courses as well as by certain institutions and certain Asian countries, such as the Philippines, India, and Malaysia have taken basic steps to support entrepreneurship activity. This support includes practical guidance, advice, providing financial and special courses on entrepreneurship within the university and outside the university is (Gibb, 2006). During the 90s about 53 Canadian universities provide courses in entrepreneurship and small business management have provided. Outside of North America, the UK is probably the only country that has considerable program is entrepreneurship education. These programs and courses in European countries such as Sweden, Finland, the Netherlands, Ireland is also provided. Some universities in these countries have been globally recognized research centers and doctoral programs in entrepreneurship are also a host (Dubini and Iacobucci, 2004). Also of interest in entrepreneurship education in developing countries, Eastern Europe, and Asian countries has increased (Mitra and Matlay, 2004). In general, entrepreneurship training course design business the countries of the traditional model, based on functional expertise (strategy, human resource management, marketing and finance, and so on) have been followed. However, today, training in entrepreneurship, create new companies and business planning at undergraduate and postgraduate level, and the general public has become. But China has a special interest in increasing entrepreneurship in the private sector (Li, Zinang and Matlay, 2003).

3. Related studies with training in entrepreneurship

Starting studies entrepreneurship education in a way that is appropriate new field of entrepreneurship research was the 1980s. In this field as well as in other academic disciplines, ideas and thoughts were presented, many studies have examined the programs and educational initiatives, already develops a theoretical and practical framework for entrepreneurship, entrepreneurship cannot be considered separate from their entrepreneurship, he said. However, a lot of posing models, paradigms, and theories of entrepreneurship goes, so do not expect a lot of studies in this regard. During this period, the greater the effect of start-ups and entrepreneurship in creating new added value arising from the provision of educational programs in universities, the advantages of these methods in the current structure, as well as in educational centers entrepreneurship, studies and surveys conducted (Dana, 2001). Change in the method of his training, new courses provides students who have similar learning objectives. The suitability of course content, choice, usefulness concepts of the course and the different techniques to improve the quality of teaching and learning in different stages of training (Leepson, 1988), the main focus of attention in the field of entrepreneurship education during their early stages of development, like other academic disciplines. However, studies related to entrepreneurship in the most experimental and theoretical aspects have been less. Theoretical studies, if the theories of how education through various learning methods (House, 2007), or with the people about how to learn a particular subject often lead to useful and comprehensive results are to promote awareness in this field helped pay attention. Cautious in the selection of trainees, teaching methods and content of entrepreneurship courses at the same time, they can lead to creativity in education. And if people trained, the objectives, content and teaching methods, the more consistent the results are better able to benefit periods (Block & Stumpove, 2005). In general, the early years of the 1990s, research on entrepreneurship education was considered as a new field study to measure the effectiveness of teaching methods and issues such as the development of entrepreneurship, content and methods of teaching entrepreneurship, ability of individuals trained in the field of entrepreneurship acceptance of entrepreneurship education in schools and economic activities, the existence and development of a framework of common practices in the field of entrepreneurship, methods to measure the effectiveness of entrepreneurship education needs has been trained in the company's life cycle (Ahmadpour, 2002, 194).

4. Goals in entrepreneurship education

Entrepreneurship education programs often pursue different objectives and different pointed out (Ahmadpour, 2002, 196). According to studies, the researchers showed that these many characteristics of entrepreneurs, so training designed to entrepreneurship have been designed. The course aims to train individuals in position of high esteem, and generally people who want to establish strong and is independent businesses. In fact, the main aim of developing entrepreneurship education is to have

confidence and be aware of those opportunities, and generally those who have strong incentives to establish new business (Cotton, 2006). In fact, the purpose of various training courses is that students themselves during training institutes are studying. These include leaders in the activities, adventure, daring, inventive, opportunists, careerists and progressives are (Gibb, 2004). In other words, these programs seek to improve motivation and attitudes of people towards independence, initiative, willingness to risk-taking, commitment to work, and willingness to solve problems and enjoy the uncertainty and ambiguity. Entrepreneurship education objectives are otherwise can be grouped in the following six (Ahmadpour, 2002, 197): acquisition of knowledge related to entrepreneurship, business skills in analysis of economic opportunities and the combination of operational programs, and strengthening the capacity determination, talent and skills of entrepreneurship, induce risk-taking (risk-taking) on the use of analytical techniques, development of collaboration and mutual support in the exclusive aspects of entrepreneurship, and the strengthening of attitudes towards acceptance of change. In conclusion we can say that generally target in entrepreneurship education include: incentives, education, and training features.

5.Required training related to human development in entrepreneurship

Programs (titles) required training related to human development (Gartner, 2000) entrepreneurs who are able to identify, create and use opportunities through entrepreneurship and the company or organization, new ideas and new realities and profitable business , in the form of goods and services needed by society include:

Main Topics

- Management, organization, philosophy, and historical process.
- General (definitions, importance, historical development, approaches, training).
- Types of entrepreneurship (entrepreneurship, corporate, entrepreneurship and organizational) models and patterns.
- Management of Companies and the newly established institutions and small (planning, organizing, leading, and controlling).
- Familiarity with a variety of companies and how to record them.
- Administrative correspondence and report writing (writing and official correspondence).
- Creativity and ideation.
- Develop a business plan (trade plan Business plan).
- Strategic management and entrepreneurship (opportunities and threats, strengths and weaknesses).
- Marketing and market management for newly established companies and institutions and small.
- Accounting and financial management for newly established companies and institutions and small.
- Teamwork (Teamwork).
- Time management.
- Entrepreneurship, legal issues (insurance, taxes, tariffs, labor laws, civil, etc.)
- Familiarity with banks and institutions (for financing entrepreneurship).

Additional topics

- Familiarity with the great entrepreneurs of the world, especially Iran and Mazandaran province.
- Quality management in organizations and start-ups.
- Entrepreneurship and development.
- Entrepreneurship and job creation.
- Entrepreneurship organization (for organizations and agencies).
- Entrepreneurship in the industry (for industries and factories).
- Comparative role of entrepreneurship in developed and developing countries (special case of Iran).
- Fostering entrepreneurship in students' characteristics.
- Home business (supply chain management application for individuals' housewives).
- Positive thinking (NLP).

Row	Course name	Brief Description
1	General management, entrepreneurship	In this period the overall management of entrepreneurs with a description of entrepreneurship, concepts, case for it, definitions, importance, historical evolution of ideas and views acquainted.
2	Management of newly established organizations and SMEs	The aim of this course describes the organization and management of knowledge and its related issues The four most important management tasks include planning, organizing, leading, and control.
3	Education Details Entrepreneurial	During this period, young entrepreneurs are familiar with the characteristics of successful entrepreneurs. Features such as: a sense of independence, self-confidence and self-sacrifice and personal distinguishing traits
4	Familiarity with methods of financing	During this period, young entrepreneurs are familiar with the funding to get started. Financing is a means of obtaining and using.
5	Entrepreneurship and Development	During this period, the impact of entrepreneurship and its relation to development of entrepreneurship in the process of sustainable development and how effective, will be discussed.
6	organizational entrepreneurship	During this period, in cases such as institutional entrepreneurs who are they? The results, requirements, constraints, institutional entrepreneurship process, mission, and objectives will be discussed.
7	Creativity, Innovation and Ideas	In this period expression issues associated with creativity and innovation, the creativity, the characteristics of creative people, creative barriers, and related issues will be discussed.
8	Accounting and Financial Management	This course aims to provide an introduction, simple and practical and financial management in organizations and how it can be done accounting operations, respectively.
9	Production and Operations Management	This course aims to introduce and explain the knowledge of the organization and management A review of the scope and important issues related to production and operations management is a major task.
10	Positive thinking	In this period to strengthen the character and how to unleash the power of thinking positive thinking training paid because the hallmark of a successful entrepreneur is optimistic.
11	Business plan or business plan	In this period, the entrepreneur's knowledge about writing business plans presented in the form of titles, and description of them will be presented.
12	Marketing and market management	In this period were prepared success marketing plan and how it is taught in addition during this period entrepreneur is familiar with how to establish business relationship.
13	Official correspondence and documentation	In this period are familiar with the techniques of negotiation for transactions. Negotiate the process of achieving goals through dialogue.
14	Teamwork	During this period, young entrepreneurs and how efficient use of people and create a management team and are familiar with how to function as a team.
15	Human resources management Organizational behavior	The purpose of The complete overview of the theories of human resource management and administration staff And issues related to organizational behavior and management personnel.
16	Strategic management and entrepreneurship	The three general stages of development, implementation, and evaluation of strategic planning to identify the values, vision, and mission are conducted.
17	Selected and compiled business plan	In this period young entrepreneurs with a variety of business and how to develop their businesses pick a business.
18	Management entrepreneurship And Legal issues	In this period young entrepreneurs with the effects of government regulations on legal issues related to small businesses are familiar.
19	Time management	During this period, issues such as the proper use of time, saving time, practical management time, pest-time, and related issues will be discussed.
20	Familiarity with a variety of organizations and How their establishment	In this period entrepreneurs are familiar with the types of organizations and how to establish them. The purpose of this course is an introduction to a variety of companies and organizations.

Conclusion

Discussion and Conclusion

The purpose of this article is to answer the question what is the role of entrepreneurship in human development? This design philosophy has been that the question of human development in general and in particular, one of the most important and controversial issues and challenge among the countries of the world, especially developing countries and therefore it is so that experts and scientists from the fields of management and personnel scientific, such as economists, politicians, sociologists, managers, etc., of different views about the nature and causes of underdevelopment, and have offered ways to overcome them. Human development and national aspirations of the people of all countries. All people tend to capacity, material, moral and spiritual refuge in this country rise up capacities and capabilities have arisen, be strong and proud in the international community. Developing better and more humane life to the population donates.

Suggestions and Managerial Applications

As stated in the article, the literature related as research has shown that the development of human development in general and in particular as a national cause and the people of all countries. In this regard, access to higher stages of development in any country, province, city or any area primarily requires the measurement and assessment of the current situation and compare it with relevant standards so that at a later stage in order to promote and ponder it and tried attempted.

Further Studies

Documentary on the subject and the analysis presented in this article, the following as suggestions for future investigations in relation to the subject of this article may be submitted:

- Entrepreneurship and human development in different regions of the country, using material presented in this paper.
- Research on entrepreneurship and regional human development at different levels (national, provincial and municipal), other than those presented in this paper.
- New content and new in relation to entrepreneurship and human development with high incidence in the literature are related.

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Footnotes

Solomon & Katz