

# **AGRICULTURAL PERSONNEL'S INTRAPRENEURIAL BEHAVIOR: EFFECTS OF PERCEIVED ORGANIZATIONAL SUPPORT, PSYCHOLOGICAL EMPOWERMENT AND ENTREPRENEURIAL SELF EFFICACY**

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## **ABSTRACT**

Personnel work perceptions and their intrapreneurial behavior are indispensable to achieving organizational entrepreneurship as well as maintaining competitive advantages and performance efficiency. This study assessed how agricultural personnel perceive organizational support (POS), psychological empowerment (PE), entrepreneurial self efficacy (ESE), and intrapreneurial behavior (IB); and examined the causal relationships among these constructs. Model formulation was based on a random survey of agricultural personnel (n=80) of Karaj city agricultural jihad organization from Iran country. Data was analyzed through descriptive statistics, confirmatory factor analysis, and the structural equation modeling. Results of this study, showed that agricultural personnel had moderate level of intrapreneurial behavior (IB) (Mean= 3.27). Moreover, results of correlation analysis and structural equation modeling procedure showed that entrepreneurial self efficacy (ESE) antecedent significantly affected agricultural personnel intrapreneurial behavior (IB) more than PE and POS antecedents ( $\beta = 0.32, p < 0.01$ ). Overall, results of this study indicated that the effects of perceived organizational support (POS), psychological empowerment (PE) and entrepreneurial self efficacy (ESE) should be synergistically coordinated to buttressing and internalizing the intrapreneurial behaviors in the agricultural personnel. Finally, a number of recommendations were proposed.

**KEYWORDS:** Entrepreneurial Self efficacy (ESE), Psychological Empowerment (PE), Perceived Organizational Support (POS), Intrapreneurial Behavior (IB), Agricultural Personnel, Iran