

EMPLOYEE'S ATTITUDE VERSUS ENTREPRENEUR'S ATTITUDE

SILVIA MEDINSCHI

“TIBISCUS” UNIVERSITY OF TIMISOARA, FACULTY OF ECONOMICS

silvia_medinschi@yahoo.com

***Abstract:** Why entrepreneurs are more efficient than employees? It is a matter of attitude. Employees do not feel themselves as a part of the organization; they do not have the feeling of working for themselves. That's why they have many times a negative attitude, only waiting to receive a good salary, having a poor work quality or bad behavior. By contrary, the entrepreneurs have to develop a good attitude, to feel the progress, to be engaged in their work.*

For Romanian young people to be entrepreneurs is a good choice for their future.

***Keywords:** employee, entrepreneurs, attitude, career*

***JEL Classification:** M14*

INTRODUCTION

Deciding on a career path can be one of the most important decisions people make in their life. If people do what they enjoy, if they have a job they like, this will have a positive effect on their life and will also ensure them success. The average Romanian will switch career paths several times within their lifetime that it why it's important to consider all of the factors including financial stability, job security, as well as the Romanian job market.

“Do people want to be employees or entrepreneurs?” this is the question that is ignored by many people that are first entering the job market, or even by those who are looking for a new job, looking for a new career. Most people do not differentiate the two appellatives, because at first sight they seem identical, but as people will learn there are some differences between the concept of employee and entrepreneur that can motivate people to choose one over the other based on their personal goals and personality.

It is proven that bad attitudes in the workplace are harmful and very toxic, because they have a chain reaction; they affect the employees, their coworkers and supervisors as well. These negative effects are more often seen in small businesses because employees have a closer working relationship than in large businesses, hierarchically organized. If an employee has a bad attitude this will reflect in the business activity due to the inconsistency with the employer's practices. This is where human resource policies intervene, they need to be developed so as to correct attitude and revise focus them on actions and behaviors, which are simpler to correct, understand and apply.

There are multiple surveys over many years at many different organizations show that about 5% of people dislike any work and will do mediocre or poor work if they can get away with it. Sirota, Mischkind and Meltzer stated in 2006 stated that if an organization has more than 5% of these employees, managers should ask themselves what they are doing wrong. If an organization does not have employees like this, its performance management is exemplary.

WORKPLACE POLICIES AND THEIR BEHAVIORAL INFLUENCE

The general attitude of the members of an organization regarding work is very important on how the work is done effectively within an organization, as a direct determinant of individual performance and thus the organization's results.

When it comes to attitudes towards work, it is necessary to keep in mind two things that are extremely important: the individual aspect and the social aspect. If at individual level we can speak of an attitude towards work, at the level of the society we can speak about the mentality relating to work.

In general, the notion of attitude is associated with the positive or negative feeling, favorable or unfavorable towards anything or anyone in particular. When we say we do not like the attitude of a person we really don't like how he thinks or behaves in a certain situation. Attitude represents the feeling, impression or belief that someone experiences regarding a person, a group, an idea, a situation or object.

The attitudes and values present at individual level can change over time and differ more or less from one individual to another. However at the community level we talk of mentality, common issues related to individual attitudes and values that remain constant and are not often transmitted across generations. Therefore I believe that attitudes and values correspond to the individual level and the term of mentality corresponds to the social level.

Workplace policies are not intended to be a list of penalties in an organization; they are simply guidelines and procedures. Managers and supervisors interpret and implement these guidelines and pursue the application of policies throughout the departments. That said, workplace policies for bad attitudes are largely ineffective, particularly if they suggest that an employee risks corrective counseling or disciplinary action based on a subjective perception that he has a bad attitude.

Workplace policies are more suitable when they address behaviors that infringe the expectations of a company. I believe that managers and supervisors should be trained in order to observe behavior and abstain from evaluating an employee's attitude and determine whether disciplinary actions are appropriate.

Whatever the cause, an employee attitude assessment is problematic because it gives a offers the manager or supervisor the possibility to correct an employee's attitude, emotional response or personal feeling. For example, a harmful or bad attitude of an employee can be the result of a conflict at the workplace or even stress arising from personal problems, related or non-related to work. I consider that workplace policies that address employee behavior are more effective. Usually, an employee's attitude determines his actions or behaviors that are easier and simpler to correct.

Disciplinary action and constructive feedback are helpful in changing the behavior of employees at the workplace; however, I consider that writing a disciplinary warning is not enough. Managers and supervisors, but generally this is the work of supervisors and only in small companies it is performed by managers, that advise employees about the actions or behavior that infringe company policy should explain how their behavior affects others.

Misconduct could also be the result of weak performance. Employees that present repeatedly negative behavior may be more concerned about other aspects in their life related or non-related to work than they are on their job performance. As a result of constructive feedback regarding negative behaviors, managers or supervisors should encourage employees to adopt a positive attitude regarding their workplace.

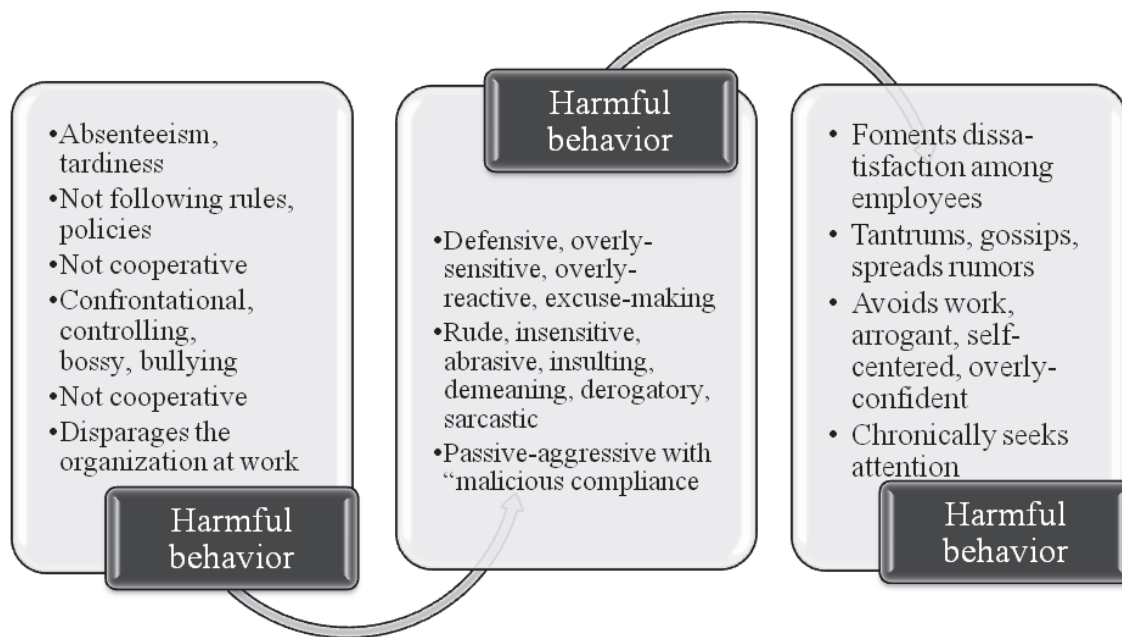


Figure no.1 Harmful behavior of employees

Most times, people tend to believe that their behavior and attitude is justified, regardless if other agrees with their opinion or not. Managers and in particular supervisors should investigate if a "problematic employee" has work-related and legitimate reasons for its behavior and negative actions. Sometimes, good employees face bad situations that cause their bad actions, bringing out their worse.

On the other hand, if we are talking about causes that are not related to work, employees may be suffering from serious personal problems such as family conflicts or even mental, medical conflicts, substance abuse, mental health, or financial problems; in these cases it is recommended that this problematic behavior to be addressed, trying to find the best solution for each employee in particular, depending on each problem. We are all people and we all make mistakes that are the reason why managers should not forget that most employees, even the best of them, probably show negative behavior, at times. Occasionally, everyone has a bad day and at that time people might make comments they will regret. However, low-level problematic behavior can be considered like a disease, it starts small, and if it's not treated it grows quickly affecting other parts of the organization. That is why managers have to be aware of this "disease" and monitor it permanently.

DIFFERENCES BETWEEN EMPLOYEES AND ENTREPRENEURS

The evaluation of an employee's behavior can be a very subjective thing, meaning that the harmful or problematic behavior of an employee can be only perceived by the manager or supervisor performing the assessment.

Some differences were identified between being an employee and entrepreneur. Thus I identified some advantages and disadvantages in the position of being an employee or being an entrepreneur. The advantages of being employed are: most times employees have fixed program, reduced responsibilities and limited to a certain area, and of course the most important aspect a secure income. The disadvantages worth mentioning refer to the fact that employees find themselves in a routine, they do their job mechanically and do not expect more from them, and the material aspect is another important aspect, because entrepreneurs are always trying to develop and they prefer to reinvest their earnings. Regarding entrepreneurs, some advantages would be liberty in making decisions, easiness in changing things and experimenting new things, multiple

development possibilities. On the other hand, disadvantages refer to the fact that entrepreneurs work much more than employees, they also have the responsibility of ensuring an income for the persons subordinated to you and another important aspect refers to the fact that entrepreneurs' responsibilities and involvement are not limited to a single area.

The following table presents some behavioral differences between employees and entrepreneurs, from a behavioral point of view.

Table no.1

Behavioral differences between employees and entrepreneurs

Employees behavior	Entrepreneurs behavior
What benefit will you give me if I do this?	What value will that create?
An employee mindset sees a downturn in the national economy as a reason to retreat	An entrepreneur mindset sees it as a great opportunity, since there'll be less competition in the marketplace
An employee wants immediate reward	An is ready to wait for company to become stronger, thus the investment to grow
An employee looks for who to blame when a problem arises in a business	An entrepreneur looks for the solution
An employee sees a problem as an obstacle	An entrepreneur knows that challenges are common to all companies, not just his
the average employee believes that being rich means having lots of cash	an entrepreneur knows that being rich or wealthy means much more than mere cash

A positive attitude is a very important aspect that guarantees success both for employers as well as for employees. This is an important characteristic of an individual and, most important, it can be nurtured and developed in time.

Most times, entrepreneurs are led by a profound psychological need to achieve. They need a positive attitude because people who take risks and key factors in the decision making process are often subject to failure. A positive attitude for an entrepreneur represents the ability and the force to try again after experiencing a lose.

Understanding is the positive valence under which we generally recognize communication, and misunderstanding is the negative one that may often have positive effects. Misunderstanding can occur between transmitter and receiver when the information flow is interrupted.

Misunderstanding can be beneficial in a group if this phenomenon does not exceed certain limits, if it leads to a confrontation constructive idea. It can be a source of in the development of a group but also a reason to divide the group into subgroups based on interests. We can say, therefore, that the deepening misunderstanding between two or more employees may give rise to conflicts with incalculable consequences for a company.

It is well known that good business people are generally good communicators. This could be determined by the fact that they are doing what they like and are more confident in their forces, but we should keep in mind the fact that this does not mean that entrepreneurs are gifted with high-level communication skills, most successful entrepreneurs have developed over time these skills.

ATTITUDE ATTRIBUTES AND ENTREPRENEURIAL SUCCESS

Entrepreneurship as a concept was introduced by economists in the eighteenth century, and continues to be a field that attracts more interest from wealthy people. They defined entrepreneurship as an activity undertaken by an entrepreneur who under contractual arrangements, undertakes to perform various works for other people and organizations, obviously for a pre-established remuneration.

Entrepreneurship represents an independent activity, carried out taking risks, complying with the legislation in force and oriented towards obtaining a profit, as a result of commercialization of products and providing services by persons registered as entrepreneurs.

The following figure presents the attitude attributes that lead to entrepreneurial success.

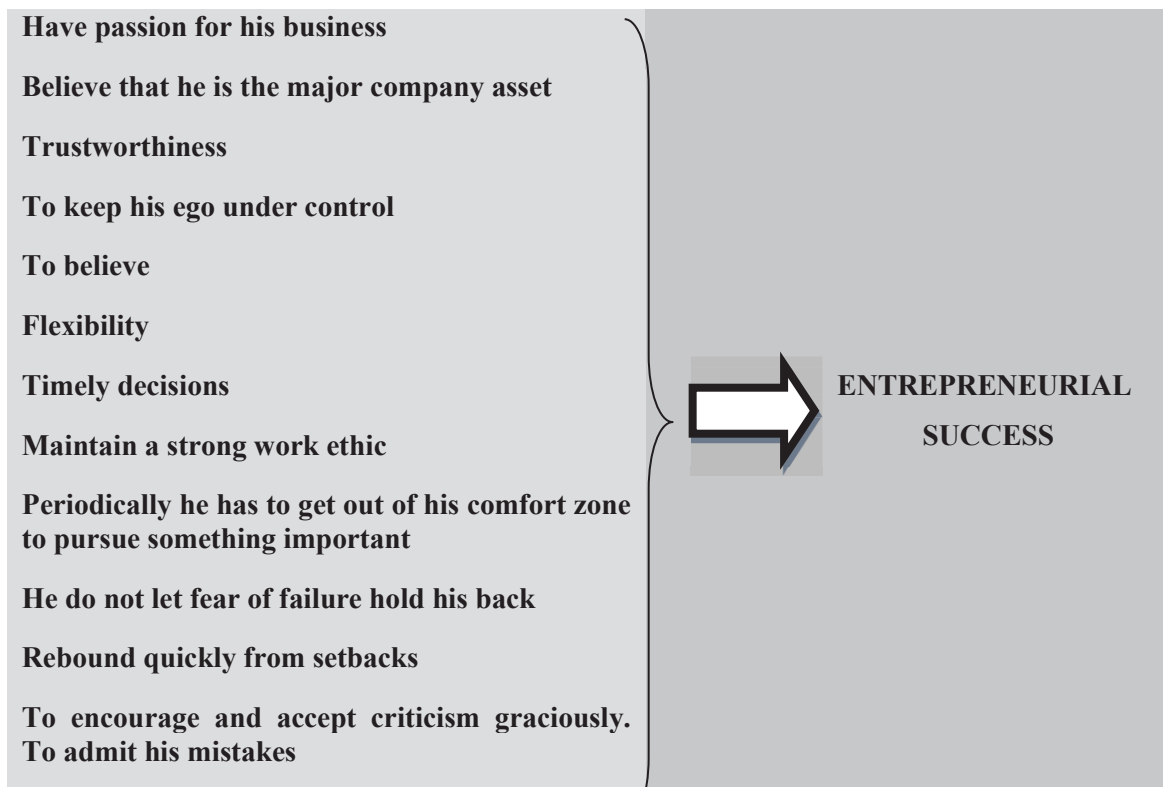


Figure no. 2 Attitude attributes and entrepreneurial success

The social profile of a successful entrepreneur is defined by certain factors that every entrepreneur should consider implementing in its future career, these factors are:

- desire to achieve;
- competitiveness;
- resilience;
- conceptual thinking;
- persuasion;
- independence;
- inclination to action;
- confidence;
- optimism;
- risk tolerance;
- personal discipline;
- people orientation.

But entrepreneurship is much more than starting a business, being your own boss, converting ideas into revenue; or being socially responsible, and the like. Entrepreneurship is an attitude; it represents how you think and act. It's not just a business term anymore; for more and more people, entrepreneurship is a way of life. It is a never ending rush of adrenaline that evolves into a powerful addiction.

Many people consider that the risk of starting a business is too high. Others are excited about the potential benefits that they can obtain and do not take into account the potential causes of business failure. The decision to enter in the business world should be taken after completely understanding the risks involved and how these risks can be avoided or mitigated.

In business, competition is high and the failure rate of new and small firms is quite high. Knowing the factors that led to the success or failure of these firms can be an important step for an entrepreneur to avoid business failure. Factors influencing entrepreneurship development are both macroeconomic and microeconomic.

The 21st century workplace encourages an entrepreneurial attitude that is transparent, flexible, trustworthy and adaptable; these are attributes that should be encouraged also regarding employees not only entrepreneurs, because they influence the development of a company.

Today's fiercely competitive global marketplace requires an entrepreneurial spirit otherwise companies and entrepreneurs will begin to lose ground. The positive thing is that these attributes can be developed in time, an entrepreneur does not have to be born possessing them, and he can learn them in time.

A person, a young entrepreneur should take into consideration the following four skills that will allow him to embrace risk more openly and start living with a larger entrepreneurial spirit.

The first skill refers to observation, an entrepreneur needs to broaden his observation beyond the obvious details, thus expanding the field of opportunities.

Second, consider all possibilities and opportunities that arise, trying to pursue the important ones.

Another important aspect refers to the importance of cultivating the most promising opportunities by giving them the right amount of attention and not wasting energy and time on opportunities with limited potential.

The most important thing is to know how to differentiate the good opportunities from the limited ones.

Obtaining success in business is not necessarily a problem of making everything right. To develop a successful business, entrepreneurs need clairvoyance, intuition, charisma, leadership qualities and independent character. Also, a beginner entrepreneur must know the causes that lead to the failure of companies and last but not least, to realize that he is not the first one to initiate a business.

With so much to do and so many important decisions to make, many entrepreneurs are overwhelmed by problems and begin to make mistakes. Many of these mistakes can be avoided and removed without much effort and are not fatal, while others lead directly to business bankruptcy.

CONCLUSIONS

Eventually the question that every person asks is: "Do you want to work for others or do you want to work for yourself?" In life many people "commute" between being an employee and being an entrepreneur. In fact it is not even a unique sense, a person can become again an employee after he chose to be an entrepreneur and vice versa.

Compared to the employee position, entrepreneurship brings "independence", additional earnings and chance to implement your own vision into a business. There is a

price: stress and additional risk, an entrepreneur doesn't only risk his salary like an employee if the company goes bankrupt.

In times of economic prosperity it can be tempting to have a small business. Profit margins are usually higher, the consumption is greater and hence the demands of customers are more diversified and banks are more willing to finance you, the most important aspect in my opinion. And in times of crisis a steady job can be a great advantage because you can handle honorably the assumed liabilities, not living in fear of a new reduction plan and not having to do endless concessions.

However, I want to emphasize that whether a person is an employee or an entrepreneur all that matters is to educate his flexibility to meet the challenges, recognize opportunities and step back in time from businesses that have lost their marketplace. Besides flexibility, an entrepreneur must have knowledge and experience, economic and business culture, courage and intuition, and not least accept and take advantage of "change".

Successful entrepreneurs understand that at any moment a person can make a mistake and considers failure a way to learn, correct and do better in the future. Risk acceptance does not mean being irresponsible! Successful entrepreneurs are very responsible persons when it comes to their business.

Employees considered risk as something very serious. They assume only low risks and this makes them less stressed.

When a person has his own business he always has problems and every day he has to find solutions for these problems. Most times, in small businesses, success is related to finding some ingenious solutions to the current problems in the company.

Employees generally do not seek solutions but they solve problems that occur at work as directed or according to the working procedures of the company. That's another reason why employees are less stressed than their employers.

In order to succeed an entrepreneur must always convince the persons around him. He must convince his employees, suppliers, bankers and clients to trust him. Without the trust of employees and suppliers an entrepreneur can't work and if he doesn't win his customer's trust he won't have sales which can ultimately lead to business failure.

In general, except for those working in sales, it's much easier for an employee because the job description usually does not specify that he has to convince anyone.

The functions performed by an entrepreneur are more elaborated than the ones of an employee. He is responsible for aggregating resources, information arbitrage, advance through innovation and risk taking, in addition to his own attitude. He acts based on them making use of its characteristics and based on objectives, but the road from idea to success is full of obstacles.

In conclusion, "entrepreneur or employee?" this is the question. Both situations present advantages and disadvantages, but every person should keep in mind the fact that whether he wants to be an employee or an entrepreneur he has to work hard, be determined, ambitious and most important be very careful not to miss important opportunities, a promotion or a chance to open his own business.

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