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Editorial Note

South Asian Journal of Management Research (SAJMR), is a scholarly journal that publishes scientific research on the theory and practice of management. All management, computer science, environmental science related issues relating to strategy, entrepreneurship, innovation, technology, and organizations are covered by the journal, along with all business-related functional areas like accounting, finance, information systems, marketing, and operations. The research presented in these articles contributes to our understanding of critical issues and offers valuable insights for policymakers, practitioners, and researchers. Authors are invited to publish novel, original, empirical, and high quality research work pertaining to the recent developments & practices in all areas and discipline.

Cross-functional, multidisciplinary research that reflects the diversity of the management science professions is also encouraged, the articles are generally based on the core disciplines of computer science, economics, environmental science, mathematics, psychology, sociology, and statistics. The journal's focus includes managerial issues in a variety of organizational contexts, including for profit and nonprofit businesses, organizations from the public and private sectors, and formal and informal networks of people. Theoretical, experimental (in the field or the lab), and empirical contributions are all welcome. The journal will continue to disseminate knowledge and publish high-quality research so that we may all benefit from it.

Dr. Pooja M. Patil
Editor

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The Mind Behind Success: Unveiling Entrepreneurial Psychology through Expert Insights

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Abstract

Entrepreneurship and psychological dimensions are intimately connected with each other for overwhelming success of entrepreneurial ventures. The literature on the psychology of entrepreneurship emphasizes on the critical role in understanding entrepreneurial behavior, and delves into how psychological factors influence entrepreneurial ventures and their outcomes (Ryan, R. M., & Deci, E. L. 2000). Understanding these psychological aspects can guide the development of effective entrepreneurial training programs and strategies for fostering entrepreneurial success. This research paper delves into the intricate relationship between psychology and corporate entrepreneurship, seeking to uncover the fundamental factors that contribute to the success of a business. Aligned above, the authors have conducted an in-depth interview with a Chief Financial Officer (CFO) from ABCD Pvt. Ltd. who has played a pivotal role in successful financial management of his organization. Ten of the pertinent aspects of the financial corporate entrepreneurship were taken in consideration for the in-depth interview analysis. Through this qualitative analysis, we explore the cognitive and behavioral aspects that entrepreneurs and their financial leaders must navigate. The findings highlight a synergy between the entrepreneur's mindset and financial management, demonstrating how strategic decision-making, risk tolerance, and resilience profoundly influence business outcomes. Furthermore, the paper underscores the significance of adaptability and innovation as key drivers of success in today's dynamic business landscape. By incorporating insights from the interview with a CFO, this one to one interview analysis research paper provides valuable insights into the psychology of entrepreneurship and offers practical guidance for aspiring and current entrepreneurs. Understanding the interplay between psychological factors and financial acumen is essential for fostering business success in an ever-evolving market environment.

Keywords: Entrepreneurship, Psychology, CFO, Financial Management, Financial Acumen.

Note: The name of the organization and the CFO have not been revealed as per the ethical boundaries and considerations.

Introduction

In today's rapidly changing business landscape, the relationship between corporate entrepreneurship and psychological dimensions has become increasingly significant. This intricate connection is a vital component in understanding the cognitive and behavioral aspects that entrepreneurs and their financial leaders must navigate to achieve success. Adaptability and innovation stand out as key drivers in this dynamic environment, while the interplay between psychological factors and financial acumen shapes the direction of corporate entrepreneurship.

Corporate entrepreneurship, often referred to as "intrapreneurship," involves the development of entrepreneurial activities within established organizations. This approach to business represents a departure from traditional, risk-averse corporate structures and requires a mindset that blends entrepreneurial spirit with corporate stability. In this context, the psychological dimensions of individuals within the organization play a crucial role.

One of the fundamental cognitive aspects that entrepreneurs and financial leaders must navigate is risk perception. The willingness to take calculated risks is a defining trait of successful entrepreneurs. Psychologically, this involves a complex interplay of factors such as risk tolerance, perception of uncertainty, and the ability to make informed decisions. Financial leaders and entrepreneurs must

collaboratively assess risks and rewards, aligning their cognitive processes to ensure that calculated risks contribute to the organization's growth and not its downfall.

Behavioral aspects come into play as leaders guide their teams through the entrepreneurial journey. Communication, leadership, and motivation are key behavioral elements. Entrepreneurs and financial leaders must effectively communicate the vision and goals of the entrepreneurial initiative, inspire their teams, and motivate them to perform at their best. Understanding the psychological dimensions of team members, their individual motivations, and how they respond to different leadership styles is essential for successful corporate entrepreneurship.

The significance of adaptability in the context of corporate entrepreneurship cannot be overstated. In today's dynamic business landscape, adaptability is the ability to pivot swiftly in response to changes, whether they are external market shifts or internal organizational modifications. Psychologically, adaptability requires a mindset that is open to change and innovation, rather than resistant to it. Entrepreneurs and financial leaders need to foster a culture of adaptability within their organizations to thrive in an ever-evolving market.

Innovation is the lifeblood of corporate entrepreneurship. In a world where the rate of technological advancement is exponential, companies must continually innovate to stay competitive. The cognitive aspect of innovation involves creative thinking, problem-solving, and the ability to generate new ideas. Entrepreneurs and financial leaders must encourage and nurture these cognitive processes within their teams.

However, innovation is not solely a cognitive process; it also encompasses behavioral aspects. Entrepreneurs and financial leaders must create an environment that encourages experimentation, where individuals are not afraid to fail and learn from their mistakes. This requires fostering a psychological safety net within the organization, where employees feel secure in taking risks and contributing innovative ideas without fear of retribution.

The interplay between psychological factors and financial acumen is central to the success of corporate entrepreneurship. Financial leaders are often tasked with allocating resources to entrepreneurial initiatives, and the psychological factors they consider are multifaceted. They must assess the potential risks, rewards, and financial feasibility of each project while keeping the broader organizational goals in mind.

Psychological factors also influence the decision-making process. Emotions, biases, and cognitive shortcuts can impact financial decisions, sometimes leading to suboptimal outcomes. Financial leaders and entrepreneurs must be aware of these psychological biases and work to mitigate their effects, making more rational and informed decisions.

Moreover, the interplay between psychological factors and financial acumen is evident in negotiations and partnerships. Building successful partnerships often relies on understanding the psychological dimensions of the parties involved, identifying their motivations, and aligning interests. Negotiating skills, coupled with financial acumen, are critical to forging productive collaborations in corporate entrepreneurship.

Therefore, the relationship between corporate entrepreneurship and psychological dimensions is a multifaceted and dynamic one. Cognitive and behavioral aspects, including risk perception, communication, leadership, motivation, adaptability, and innovation, significantly influence the success of entrepreneurial initiatives within established organizations. Adaptability and innovation have emerged as key drivers of success in the ever-changing business landscape. The interplay between psychological factors and financial acumen shapes resource allocation, decision-making, and negotiation strategies, ultimately determining the trajectory of corporate entrepreneurship.

In conclusion, corporate entrepreneurship is not solely about business strategies and financial decisions. It is equally about the individuals who drive these initiatives and their cognitive and behavioral processes. Understanding and harnessing the interplay between corporate entrepreneurship and psychological dimensions is essential for thriving in the complex and evolving world of modern business. By embracing adaptability, nurturing innovation, and integrating psychological factors with financial acumen, organizations can navigate the challenges of corporate entrepreneurship and pave the way for sustainable success in today's dynamic business landscape.

Incorporating insights gleaned from an in-depth interview with a Chief Financial Officer (CFO), this one-on-one interview analysis research paper delves into the intricate relationship between corporate

entrepreneurship and psychological dimensions. By exploring the CFO's perspectives and experiences, this study provides valuable insights into the psychology of entrepreneurship, shedding light on the cognitive and behavioral aspects that entrepreneurs and financial leaders must navigate. It is through these insights that practical guidance emerges, offering a compass for both aspiring and current entrepreneurs as they embark on their journeys in the ever-evolving business landscape. The interview underscores the critical importance of comprehending the interplay between psychological factors and financial acumen, a fundamental knowledge base that is essential for fostering business success in today's dynamic market environment.

Review of Literature

Corporate entrepreneurship, often referred to as intrapreneurship, is a strategy where established organizations encourage entrepreneurial behavior. Shane and Venkataraman (2000) highlighted the importance of understanding the psychological dimensions of individuals within organizations. They emphasized that a culture fostering an entrepreneurial mindset within the constraints of a corporate structure is essential for the success of corporate entrepreneurship. This includes encouraging risk-taking, innovation, and creative thinking among employees.

Cognitive aspects are integral to the decisions made by entrepreneurs and financial leaders. Notably, Kahneman and Tversky (1974) introduced the concept of cognitive biases in decision-making. These biases, including the availability heuristic and anchoring, can significantly affect entrepreneurial decisions. It's crucial to explore how these biases impact the assessment of risks, resource allocation, and financial strategies within corporate entrepreneurship.

Behavioral aspects such as leadership, communication, and motivation are critical for guiding teams within entrepreneurial initiatives. Bass and Riggio (2006) have extensively studied transformational leadership, which is highly relevant in corporate entrepreneurship. Effective communication of the vision and goals of an entrepreneurial initiative, inspirational leadership, and motivating teams to excel are behavioral elements that drive success in this context.

Adaptability and innovation are key drivers of success in today's dynamic business environment. Clayton Christensen, in his book "The Innovator's Dilemma," has underlined how innovation is essential for maintaining a competitive edge. Furthermore, Kotter (1996) emphasized the significance of change management and adaptability within organizations. This includes being able to pivot swiftly in response to market shifts and internal organizational changes.

The interplay between psychological factors and financial acumen is central to corporate entrepreneurship. Kahneman and Tversky's "Prospect Theory" (1979) provides insights into how psychological factors, like loss aversion and overconfidence, influence financial decision-making. Within corporate entrepreneurship, this interplay is evident in resource allocation, decision-making, and negotiations. Financial leaders must understand the psychological dimensions of individuals involved in deals, identify their motivations, and align interests to foster successful collaborations.

Methodology:

The Research Model

An in-depth interview was conducted with a Chief Financial Officer (CFO) from ABCD Pvt. Ltd. who has played a pivotal role in successful financial management of his organization. Ten of the pertinent aspects of the financial corporate entrepreneurship were taken in consideration for the in-depth interview analysis. By incorporating insights from the interview, this one to one interview analysis research paper provides valuable insights into the psychology of entrepreneurship and offers practical guidance for aspiring and current entrepreneurs.

Instruments for Data Collection

The instruments for gathering data were semi-structured interview questions. The interview was chosen as the best data gathering tool because it is a process of reciprocal and interactive communication based on the manner that questions are asked and answered for a serious and intended objective. Chief Financial Officer (CFO) from ABCD Pvt. Ltd. was interviewed for a total of 10 questions. It is acknowledged that the participant's responses to the interview questions convey the same meaning.

Reliability

The reliability of the research conducted in the interview with the CFO of ABCD Pvt. Ltd. is influenced by several critical factors. These factors ensure the accuracy and consistency of the findings and their reflection of the true reality of the company's financial strategies and decision-making.

To enhance the reliability of the research, an experienced CFO with a formal, accredited education program and degree relevant to finance or accounting, was asked to code the interviews, and the consistency between the researcher's and the field analyses was used as the reliability coefficient. This comparison helps ensure the accuracy and consistency of the interpretations derived from the interview.

Furthermore, to bolster the research's reliability, a portion of the interview data was shared with an expert in the field. This expert's insights and opinions were sought, contributing an additional layer of validation to the findings.

The researchers diligently reviewed the written transcript of the interview multiple times to ascertain their accuracy and completeness. This rigorous review process was conducted to eliminate any potential errors or misinterpretations.

To prevent bias from influencing the data interpretation, the researcher took precautionary steps. These steps included consulting relevant literature and seeking the expert's opinion, all of which aided in maintaining an objective and unbiased analysis.

The coding process, which involved categorizing the obtained data into main themes and categories, also underwent rigorous review and validation procedures. This step helps ensure that the data is accurately represented and reliably categorized.

Furthermore, for additional verification and as a means of maintaining transparency, the voice recordings of the interviews, conducted with the CFO's permission, were securely stored. These recordings, along with the written records, were retained for examination purposes, allowing for potential future verification of the research findings.

Validity

To ensure the validity of research, it is important to consider factors such as the data collection process, data analysis, and consistency in data interpretation. Additionally, the reflectivity of research results and their applicability to other situations can further increase validity. A detailed explanation of all stages of the research is necessary to achieve this. In this study, various practices were implemented to increase validity, including recording the interview with the CFO using a voice recorder and clarifying any unclear information. Continuous comparative analyses were conducted to ensure consistency.

Data Analysis

The qualitative pattern was used to analyze the data through grounded theory. The analysis process involved three steps: open, axial, and selective coding, following Strauss and Corbin's methodology from 1998. In the first step, the interviews with participants were transcribed, and notes were taken by the researcher. The conceptualized ideas were then organized into categories and subcategories, which were further refined in the axial coding process. The findings of the study are presented in detail for the problems. In selective coding, the categories and subcategories were re-evaluated based on their progressive and dimensional characteristics, resulting in the identification of main categories. The last objective presents the psycho-competence development model that was derived from the main categories.

Results and discussion

The interview provides insights into the professional journey and experiences of a corporate leader in a prominent company, XYZ, and how they relate to the concepts of corporate entrepreneurship and psychological factors. Following key themes were emerging from the interview.

Career Development and Loyalty to the Organization

The interviewee's career trajectory at XYZ illustrates a remarkable journey characterized by a deep sense of commitment and loyalty to the organization. Their professional life began after acquiring the Chartered Accountancy qualification, and the interviewee's first job at XYZ, known for voucher and meal coupon services, marked the initiation of a 16-year-long corporate career. The interviewee's dedication to XYZ was consistently evident as they described their progression from the role of an account executive to their current position as the Chief Financial Officer (CFO).

Discussion:

The findings underscore the significance of personal commitment and loyalty in an individual's career development within a large organization. The interviewee's alignment with the organization's values and culture allowed them to thrive and contribute to the growth of XYZ. This commitment has been pivotal in sustaining a successful career and nurturing a sense of belonging to the company. The interviewee's journey serves as a compelling example of how long-term loyalty and dedication to an organization can result in opportunities for professional growth and advancement (Ballout, 2009).

Factors Contributing to Business Success

Several factors were identified as contributors to the success of XYZ, including the interviewee's commitment, dedication, and integrity. They emphasized the importance of maintaining honesty and integrity as core values within the organization. In their words, "If we are honest to ourselves and if we are honest to our organization, it helps you improve at every stage." The interviewee's career at XYZ, which has seen the organization's revenue grow from 100 crores to 27,000 crores, exemplifies the growth trajectory facilitated by these factors. Furthermore, they emphasize the importance of alignment with the organization's culture and values, open communication, and collaborative work culture.

Discussion:

The interviewee's insights shed light on the psychological and ethical aspects that contribute to business success. The commitment to core values, such as integrity and honesty, creates a foundation of trust within the organization, which is pivotal for its growth (Russell, 2001). The alignment of personal values with those of the organization fosters a shared sense of purpose and responsibility, promoting a culture of dedication and collaboration. The findings emphasize the role of personal characteristics, ethics, and organizational culture in driving business success, and they resonate with existing literature on the importance of ethics and values in corporate entrepreneurship. (Sharma, Agrawal & Khandelwal, 2019)

Job Satisfaction and Challenges

The interviewee discussed job satisfaction and the challenges they face in their role. Job satisfaction was derived from being involved in key decision-making processes, contributing to the growth trajectory of the organization, and the positive impact on society through the creation of employment opportunities, especially for first-time workers. Challenges in the role were primarily related to safety concerns, working capital management, and ensuring safety practices at the organization's numerous locations.

Discussion:

The interview highlights the multi-faceted nature of job satisfaction and the inherent challenges in the role. The sources of satisfaction mentioned by the interviewee are both intrinsic and extrinsic. Their involvement in key decision-making processes reflects an intrinsic source of job satisfaction, as it aligns with their personal and professional growth aspirations. The positive societal impact through employment of first-time workers contributes to their sense of purpose and fulfillment, reflecting an extrinsic source of job satisfaction. (Tang & Gilbert, 1995; Wernimont, 1966)

The challenges identified, particularly those related to safety, working capital, and geographical diversity, underscore the complexity of managing a large organization. These challenges are consistent with the intricacies and demands of corporate entrepreneurship. The interviewee's emphasis on safety aligns with the

psychological aspects of risk assessment and mitigation in entrepreneurial decision-making, underlining the importance of safety protocols and training in the organization.

Personal Characteristics and Strengths

The interview sheds light on the personal characteristics and strengths that have played a pivotal role in the interviewee's career at XYZ. Commitment and dedication are highlighted as essential traits that have shaped their professional journey. In their words, "I am committed to my job, so I deliver the time and dedication that it requires." Additionally, the interviewee places a strong emphasis on humility and the ability to collaborate effectively within a team.

Discussion:

The interview reveals the significance of personal characteristics and strengths in the context of corporate entrepreneurship. Commitment and dedication are emphasized as intrinsic motivators that have driven the interviewee's success. These qualities align with the research on the importance of personal commitment in entrepreneurial endeavors, where a strong sense of dedication often results in better performance and the ability to overcome challenges.

Humility emerges as a valuable trait in promoting effective collaboration within the organization. The willingness to take responsibility and share both the burden and the success with the team fosters a sense of trust and camaraderie. The findings resonate with existing literature on the importance of humility and teamwork in corporate entrepreneurship.

Financial Strategy Formulation or Strategic Planning

The interview provides insights into the interviewee's role in financial strategy formulation at XYZ. The interviewee underscores the importance of market conditions and client performance in shaping the company's financial strategies. They state, "Once we have our clientele doing better, we will do better." The interviewee also emphasizes the significance of understanding the demand, organizational capabilities, and the need to align investments and upskilling with the organization's evolving needs.

Discussion:

The interview offers valuable insights into the process of financial strategy formulation within a large organization, highlighting the psychological and analytical aspects involved. The interviewee's focus on market conditions and client performance underscores the importance of external environmental factors in shaping financial strategies. Their emphasis on demand forecasting and aligning investments with client requirements aligns with established practices in financial strategy development.

The findings accentuate the role of adaptability, as organizations need to respond to evolving market dynamics. The interviewee's emphasis on upskilling and technological enablement reflects the importance of a learning organization that can remain competitive in a rapidly changing business landscape. These insights are congruent with the literature on financial strategy and the need for agility in strategic planning.

Management Style

The interviewee's management style is characterized by their self-description as a team player. They emphasize the importance of collaboration, stating, "we need to collaborate with the team and gain trust." The interviewee underscores the significance of supporting team members' career progression and sharing knowledge.

Discussion:

The interviewee's management style aligns with a collaborative and people-centric approach, which is central to effective management in corporate entrepreneurship. A focus on teamwork and the development of trust fosters a positive work environment and can lead to increased motivation and innovation within the team. This echoes the tenets of transformational leadership, which emphasizes the importance of building trust and nurturing the growth of team members.

The interviewee's approach to sharing knowledge and supporting team members' career progression underscores the role of mentorship and knowledge transfer within the organization. Such a management style is often associated with effective leadership in corporate entrepreneurship, where mentorship can lead to better decision-making and the development of a skilled workforce.

Innovation and Risk-Taking

The interviewee's emphasis on innovation and calculated risk-taking emerges as a critical theme in the context of corporate entrepreneurship at XYZ. They underline the need for continuous innovation, saying, "The days are gone when you need to just focus on creating a balance sheet or posting numbers." The interviewee highlights the importance of keeping pace with market trends and leveraging technology for in-depth analysis. They also stress the significance of upskilling the team to comprehend emerging trends.

Discussion:

The interview findings underscore the pivotal role of innovation and risk-taking in corporate entrepreneurship. The interviewee's emphasis on innovation as a response to evolving market dynamics aligns with established practices in entrepreneurial organizations. In a rapidly changing business landscape, innovation becomes a driving force for seizing new opportunities and staying competitive.

The interviewee's focus on technology and upskilling is consistent with the need for organizations to adapt to the digital age. The ability to leverage technology for data-driven decision-making and to equip the team with the skills required to navigate a technology-driven world is crucial for success. These insights echo the literature on innovation and risk-taking as fundamental components of corporate entrepreneurship.

Resilience (Setbacks and Learning from Failures)

The interviewee's acknowledgment of setbacks and the importance of learning from failures is a prominent theme. They view failures as valuable learning experiences and emphasize the need for resilience. They shared their experiences, stating, "We need to learn from our mistakes and be patient and be ready to take new challenges again."

Discussion:

The interviewee's perspective on resilience and learning from failures offers a valuable lesson in the context of corporate entrepreneurship. The ability to bounce back from setbacks and view failures as opportunities for growth is a critical psychological trait for entrepreneurs. Resilience enables individuals to navigate the uncertainties and challenges inherent in entrepreneurial endeavors.

The interviewee's emphasis on learning from mistakes aligns with a growth mindset, where failures are perceived as stepping stones to success. This mindset is crucial in corporate entrepreneurship, as it promotes a culture of continuous improvement and innovation.

Work-Life Balance

The interviewee's insights into work-life balance emphasize the importance of maintaining a healthy equilibrium between personal and professional life. They shared organizational initiatives aimed at supporting work-life balance, such as reducing the workweek from six to five days and introducing dedicated no-meeting days.

Discussion:

The interviewee's emphasis on work-life balance reflects a growing awareness of the psychological well-being of employees in the corporate world. In today's fast-paced and demanding work environment, maintaining a healthy work-life balance is crucial for reducing stress and preventing burnout.

Organizational initiatives to support work-life balance, such as reduced workweeks and no-meeting days, exemplify the role of corporate policies in promoting employee well-being. These initiatives align with research highlighting the positive impact of such policies on employee satisfaction, retention, and overall organizational performance.

Stress Management

The interviewee's insights into stress management shed light on their personal strategies for coping with stress in the corporate entrepreneurship context. They express a preference for listening to music as a stress-reduction technique, emphasizing its effectiveness. Additionally, they mention the use of technology and smart devices to monitor stress levels and take breaks when necessary. They also discuss the importance of utilizing office spaces, breakout areas, and green spaces to alleviate stress and recharge.

Discussion:

The interviewee's stress management strategies offer valuable lessons for individuals engaged in corporate entrepreneurship. Stress is a common companion in high-pressure environments, and the interviewee's focus on music as a relaxation tool aligns with research highlighting the therapeutic benefits of music in stress reduction.

The interviewee's use of technology and smart devices as stress management tools reflects the role of technology in promoting well-being. Employing technology to monitor stress levels and remind individuals to take breaks demonstrates the potential for leveraging technology in stress management and self-care.

The interviewee's emphasis on office spaces, breakout areas, and green spaces emphasizes the role of physical environments in promoting stress reduction. This highlights the importance of well-designed workspaces that offer employees spaces for relaxation and rejuvenation.

Lessons for the New Generation

The interviewee draws upon their experiences to offer valuable lessons for the new generation of professionals. They emphasize the significance of commitment and dedication to the organization, stressing that unwavering commitment can lead to career growth and opportunities. They also underscore the importance of humility, collaboration, and taking responsibility in building trust within the team.

Discussion:

The interviewee's lessons for the new generation align with psychological principles and practical wisdom in the context of corporate entrepreneurship. Their emphasis on commitment and dedication echoes the idea that a strong sense of commitment can drive career progression and personal development. Commitment to the organization's values and culture is foundational for long-term success.

The interviewee's stress on humility and collaboration reflects the importance of these traits in building effective teams and fostering positive working relationships. The idea of taking responsibility in times of both success and difficulty underscores the role of personal accountability in leadership and teamwork.

The interviewee's experiences offer valuable insights for the new generation of professionals looking to excel in corporate entrepreneurship. The lessons provided underscore the importance of personal characteristics, values, and teamwork in navigating the complexities of the modern corporate landscape.

Implications

The case study research based on the interview with the Chief Financial Officer (CFO) of XYZ provides several implications for corporate entrepreneurship, organizational leadership, and employee well-being. The interviewee's commitment to the organization and alignment with its values has played a pivotal role in their career growth. This implies that organizations should focus on fostering a culture where employees can align their personal values with those of the organization, thus promoting commitment and loyalty.

The interview underscores the importance of integrity and honesty as driving factors in corporate success. Organizations should prioritize ethical leadership and create an environment where honesty and integrity are valued and encouraged. The interview highlights the importance of innovation and calculated risk-taking in corporate entrepreneurship. Companies should encourage a culture of innovation and support risk-taking endeavors to stay competitive and seize new opportunities.

Emphasizing the value of setbacks and learning from failures suggests that organizations should foster a culture of resilience and a growth mindset. Leaders should encourage employees to view failures as opportunities for growth and continuous improvement. The interviewee's insights into work-life balance emphasize the importance of corporate policies that support employee well-being. Organizations should consider implementing policies such as reduced workweeks and dedicated no-meeting days to reduce stress and prevent burnout.

The interview provides practical strategies for stress management, including the use of music, technology, and well-designed office spaces. Organizations should consider creating environments that promote stress reduction and offer resources for employees to manage stress effectively.

Future Recommendations

Based on the findings of the case study, future research could delve deeper into the psychological factors that influence loyalty, innovation, and resilience in corporate entrepreneurship. Exploring the impact of personality traits, emotional intelligence, and cognitive approaches on success would provide a comprehensive understanding of the psychology behind corporate entrepreneurship.

Long-term studies tracking employees' careers within organizations can provide valuable insights into the factors that contribute to their loyalty and success. Researchers should consider conducting longitudinal studies to better understand how commitment and dedication evolve over time. Organizations should consider implementing mentorship programs that encourage experienced employees to guide and support the professional growth of their colleagues. Mentorship can foster a culture of collaboration and knowledge transfer.

As highlighted in the case study, organizations should continue to develop and implement flexible work policies that support work-life balance. Such policies can contribute to employee well-being and reduce stress. The role of technology in stress management and well-being is significant. Future research should explore the development of technology-based stress management tools and their impact on employee health and performance. Leadership development programs should place a strong emphasis on ethics and integrity. Organizations should invest in leadership training that focuses on fostering ethical leadership behaviors.

In conclusion, the case study offers valuable insights and practical recommendations for both researchers and organizations looking to enhance their understanding of corporate entrepreneurship and improve their leadership and employee well-being practices. Future research and strategic actions should consider the psychological aspects highlighted in this study to promote success and sustainable growth.

Conclusion

The relationship between corporate entrepreneurship and psychological dimensions is intricate, impacting various cognitive and behavioral aspects for entrepreneurs and financial leaders. Factors such as risk perception and cognitive biases influence decisions. Effective leadership, communication, and motivation are vital behavioral aspects. Adaptability and innovation are key in the dynamic business landscape. Additionally, psychological factors affect financial acumen in resource allocation, decision-making, and negotiations. Understanding this interplay is essential for success.

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