



A Systematic Review of Effective Individual Factors on Accelerators' Performance

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Extended Abstract

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Introduction

Attention to the key role of human resources and their characteristics and capabilities as the main factor affecting the performance quality of accelerators is very important. Various studies have been performed on the role of accelerators in the development and performance of start-up businesses in Iran (Yavari et al., 2016), modeling the activity of start-up business accelerator centers in Iran (Rahimi et al., 2016), start-up businesses in Iran (Rahimi et al., 2016), Prioritization of effective factors on success of accelerators in the field of biotechnology in Iran (Biglar et al., 2016), explanation of distinctive features of accelerators in developing countries (Selk Ghaffari and Maleki, 2017).

In recent years, due to the establishment and formation of accelerator centers in our country research in this area has been limited, and given the role and importance of individual characteristics and capabilities on the performance of organizations, and also given that accelerators, as an organization of which humans are an integral part of it, therefore the aim of the present study is to determine the individual factors affecting the performance of accelerators which has not been considered to date and is to be addressed in the present study.

Research Methodology

The statistical population of the present study includes 860 cited articles which include articles, Scientific-research dissertations, conference papers, books, from 1380 to 1397 and 2000 to 2020, Which have been adjusted to 342 and 152 and finally to 35 articles related to individual characteristics affecting the performance of accelerators during the three stages of screening and refining. The analysis technique of the present study is the seven-step method of Sandelowski and Barroso on systematic review (meta-combination), which is a qualitative study. In order to control the extracted codes, the researcher's opinion was compared with a group of 6 experts. Finally, kappa coefficient was calculated 0.916 based on the results of their opinions and the use of SPSS16 software at a significance level of 0.000.

Research Findings

Based on previous studies and extracted codes, the dimensions and main components of individual factors have been determined and introduced in five central codes such as: 1- Demographic characteristics (experience, skills, education, specialization, age, work experience in the profession, work experience in the organization, gender, marriage) 2- Psychological characteristics (self-awareness, self-management, self-control, ability to influence self, sense of competence, sense of effectiveness, sense of autonomy, sense of meaning, work discipline) 3-Development of job competencies (staff empowerment, social awareness, education, study culture, problem solving ability, mental models, challenge) 4- Individual dynamics factors (knowledge, ability, talent, collective efficiency, motivation, creativity and innovation) 5- Personality dimensions (polite attitude, hope, optimism, self-esteem, perseverance, work conscience, independence, risk-taking) and 39 open codes.

Kiggundo (2002) divided the individual characteristics that affect the performance of companies into four subgroups including demographic characteristics, psychological characteristics, behavioral characteristics and basic competencies. But this research also has different open and central codes than the current research, and even in the central competencies code, open codes (components) are very general. Mosafarchi et al. (2018) also considered the factors affecting performance only as demographic factors, while psychological factors in humans are very important factors and the impact of the development of job competencies cannot be ignored. Ovi et al. (2010), Fikin et al. (2019), Hafezian and Adli (2015) in their research addressed only four dimensions of psychological components (self-awareness, self-management, relationship management and social awareness) which according to The mental complexity of individuals, these four components cannot affect performance in their own self, Therefore, the components and dimensions presented in the present study can help the managers of accelerator centers to empower employees for better performance.

Conclusion

Considering the components affecting individual capabilities and their classification into five central codes, it is suggested that the needs and priorities of individuals and psychological issues, especially in improving the performance of accelerators, be considered by their managers, and select individuals to work on accelerators for whom the components of the present study have been examined.

The next suggestions of this research are professionalism in selecting the staff of accelerators as well as organizational redesign of the areas related to human resource management in this organization.

Finally, it is suggested:

- 1-Review of the effect of demographic factors on the performance of accelerators.
- 2- Review of the effect of psychological factors on the performance of accelerators.
- 3- Review of the effect of individual dynamics factors on the performance of accelerators.
- 4- Review of the effect of personality dimension factors on the performance of accelerators.
- 5- Review of the effect of job development factors on the performance of accelerators.

Keywords: Systematic Review, Capability Individual, Performance, Accelerator.

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