



Hi-Tech Entrepreneurship

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Career Management Competencies

"Career planning" differs from "career development" in that it entails deciding on a professional path and figuring out how to get there, whereas "career development" is the process of actually doing the work. According to Shi et al. (2021a, 2021b), career management is critical because people go through cyclical stages of self-awareness and problem-solving in the workplace. So, if you want to improve your career management and map your route to progress, you must do some soul-searching. In this post, we will summarise the qualities that employers value in self-directed employees from a variety of theoretical views. Colleges and colleges frequently base their career counselling programmes on the DOTS framework (Mets, 2021a, 2021b). It turns out that (Gudi and Chinta, 2020). The four foundations of this method are self-awareness, decision-making skill, adaptation to novel contexts (such as the labour market), and openness to new experiences. The framework of career management competencies developed by Nicolosi, Raimondo, and Spena (2022) includes positioning, influence, and boundary management behaviours, and their development ensures that individuals have the contacts, skills, and experience required for their chosen career, as well as the ability to effectively influence gatekeepers. The following are highlighted in the (Gudi and Chinta, 2020) framework: awareness, promotion, access, action planning, networking, decision making, negotiation, political awareness, coping with uncertainty, development emphasis, and transfer skills (Sergi and Popkova, 2020).

According to recent studies, understanding about the local employment market is essential for making well-informed decisions regarding one's future. For example, in Naik's (2021a, 2021b, 2021c) model of graduate employability, students are encouraged to build career management abilities such as labour market analysis, effective job application, resource identification, opportunity selection, and networking. Gudi and Chinta's (2020) six constructs of career competences are only two examples of frameworks used to create professional development programmes. The Blueprint for Career Growth framework, which encompasses themes such as self-management, education, and career exploration and development, serves as the foundation for Australia's career advisory programmes (Pakhomova et al., 2019).

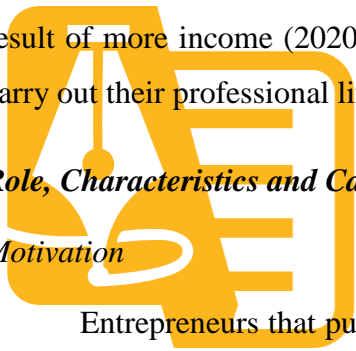
College students may benefit personally from career management by assisting them in exploring possibilities and evaluating earlier choices (Mets, 2021a, 2021b). According to Sergi and Popkova (2020), "the sort of work we do defines our social standing and prestige," therefore

establishing efficient career management skills is a crucial component of growing up (Greenbank, 2011a). It aids in self-evaluation and assists others in doing the same (Evans 2008, 47). Employee education on career management has been shown to increase long-term enjoyment, goal achievement, resilience, personal growth, and workplace engagement. The key to excellent professional self-management is "the continuous formation and maintenance of a healthy self-concept, commensurate with people' evolving strengths and weaknesses, changing beliefs and attitudes, and future ambitions" (Naik, 2021a, 2021b, 2021c). Learning about career management is vital for a satisfying work life. To create and sustain forward momentum in one's career, reduce the likelihood of dysfunctional job turnover due to incompatibility between the individual and the position (Mets, 2021a, 2021b), and promote personal development in the context of increasingly complex and fragmented career paths, expertise in career management is required. According to Gornostaeva, some of the broader economic benefits of successful career management include greater productivity, less unemployment, lower healthcare expenses, and lower crime rates as a result of more income (2020). Our main purpose was to evaluate students' capacity to plan and carry out their professional life.

Role, Characteristics and Career Management

Motivation

Entrepreneurs that put in the time and effort are usually very driven. It is critical to adopt this mindset and demonstrate the motivation to a potential employer. Keep a cheerful attitude throughout the employment. To demonstrate that one is extremely motivated, one can simply demonstrate positive excitement for work each day. This is a critical characteristic for company entrepreneurs to possess. Companies respect employees that are enthusiastic about their jobs (Sergi and Popkova, 2020).



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Creativity

Companies desire employees who can think outside the box in today's competitive work environment. They want personnel who can not only execute duties but also propose innovative, more efficient techniques. To increase the company's efficiency, productivity, and profitability, Hi tech Entrepreneur must think beyond the box (Naik, 2021a, 2021b, 2021c).

Persuasiveness

Working on the persuasion skills can help Hi tech Entrepreneur land that dream job, raise in pay, or promotion. When presenting the ideas to customers, coworkers, and even the superiors, Hi tech Entrepreneur must be convincing (Pirzada, 2022a, 2022b).

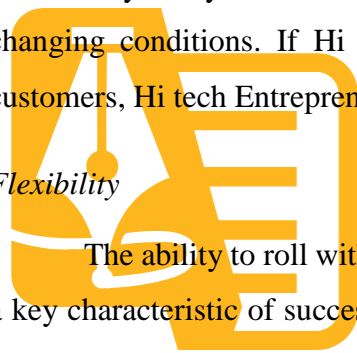
Risk Tolerance

Any savvy business owner understands that the only way to thrive is to constantly adapt to changing conditions. If Hi tech Entrepreneur want to try out a new product or attract new customers, Hi tech Entrepreneur must be willing to take some risks (Pakhomova et al., 2019).

Flexibility

The ability to roll with the punches and find creative solutions to unexpected challenges is a key characteristic of successful entrepreneurs. A capable team member is adaptable enough to change plans as needed. As a result, adaptability entails being responsive to the needs, opinions, and ideas of others, as well as being open to management input (Naik, 2021a, 2021b, 2021c).

The development of a methodology to measure the impact of entrepreneurial activity on the digital economy in every particular place demands a thorough grasp of the digital economy idea. The phrase "digital economy" refers to all of the many types of economic and social activities that emerge as a result of the usage of digital technology. Digital technologies and the physical infrastructure that supports them include routers, broadband lines, computers, smartphones, Google, the Google app store, data analytics, cloud services, and their functionalities (Pakhomova et al., 2019). Contrary to popular belief, there is no single best way to operate a firm. As more and more transactions are conducted online, a new breed of unorthodox business owner emerges. The growing use of digital technology has generated great opportunity for firms that can adapt to their customers' shifting preferences and needs (Pakhomova et al., 2019).



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Despite the fact that many researchers have investigated the relationship between an individual's entrepreneurial intentions and successful entrepreneurial behaviour patterns, the impact of entrepreneurial behaviour, entrepreneurial alertness, entrepreneurial self-efficacy, and a proactive personality has not been thoroughly investigated. There is a wealth of literature on what motivates entrepreneurs and how they might be cultivated to create greater risk-taking and inventive achievements. The spread of digital technology, such as the internet, mobile phones, and other data collecting, storage, analysis, and distribution capabilities, is transforming economies worldwide (Sergi and Popkova, 2020). Anyone may start up business anywhere in the world and sell their items to clients all over the world thanks to the Internet and other types of electronic communication. Furthermore, people's levels of entrepreneurial intent, defined as "the subjective conviction that one or more specific behaviours would be carried out in the process of seizing a new business opportunity," are decreasing. These relationships supported our assumptions about how company owners perceive corporate performance and the emergence of the digital economy (Nicolosi, Raimondo and Spina, 2022).

As a result of the shift to digital economies, a new type of entrepreneurship is emerging, fueled by characteristics that contradict more established tendencies. Changes in this area limit the opportunities available to businesses that can adapt to the emergence of digital technology and its associated traits and features. To date, studies of entrepreneurship have ignored the importance of defining success from the entrepreneur's perspective, instead focusing on firm-level definitions and the human characteristics that help predict it (Shi et al., 2021a, 2021b). Researchers have concentrated on identifying shared characteristics of successful entrepreneurs in order to assess their relative importance in specific cases. Entrepreneurs believe in their abilities. They continue even though they have reservations. They are willing to put in the effort because they believe the end result will be better than the status quo. Confidence in oneself improves one's mood and makes it easier to face and overcome obstacles, try new things, and persevere even when things get tough. This contributes to the long-term success (Sergi and Popkova, 2020).

Entrepreneurs are idealists with a plan; they look on the bright side of things and keep moving forward regardless of the circumstances. Positive thinking encourages innovation, which increases a company's chances of success and makes its executives happier. Optimism can be cultivated by recasting difficulties as opportunities for personal development rather than

roadblocks. Don't let past problems keep Hi tech Enterprenuer from focusing on the current mission. Founders of startups see the future. They have a broad goal in mind, which motivates them to work harder and for longer periods of time (Sergi and Popkova, 2020). Furthermore, a company's vision is what distinguishes it from the competition. It not only keeps business owners energized, but it also provides them with the ammunition they need to keep their teams motivated and focused on the company's objectives. Creating a daily action plan will assist Hi tech Enterprenuer in realising the entrepreneurial dreams. Setting priorities can help Hi tech Enterprenuer avoid feeling overwhelmed and stick to the original plan. Fill it with encouraging audio or reading to keep the mind strong and the attention on the prize (Nicolosi, Raimondo and Spena, 2022).

Commercialisation Plan for a New Technology-Based Venture

Even when viewed separately, the hurdles of entering new markets, integrating cutting-edge technology, and building a revolutionary organisational structure are significant. These three enterprises have a little possibility of success when combined (Pirzada, 2022a, 2022b). During the R&D process, a firm may find a potentially profitable concept or technology that is either unrelated to the business's core line of work, offers too great a risk to the parent company, or is best investigated as a distinct organisation. Exxon Enterprises spun off Solar Power Corporation in order to gain market and operational expertise in a new industry for a limited period, or to seek outside growth financing, like General Electric did with Nuclepore and other firms. 1 Independent spin-off firms aren't profitable, although they might be valuable for keeping innovative employees or reusing waste materials (Naik, 2021a, 2021b, 2021c).

Large corporations provide resources as well as, perhaps more importantly, global marketing, distribution, and service channels, whereas small businesses provide entrepreneurial zeal, vitality, adaptability, and cutting-edge technology. Because of this convergence, technologically advanced products can quickly spread across large domestic and international markets. However, the company's size is a clear issue (Sergi and Popkova, 2020). Its market reach and sales force are both quite limited. This isn't even a nationally known brand. Many startups face significant organisational and financial barriers in the early stages of their development, preventing them from expanding nationally or internationally. The obvious exceptions are large companies that have done well, such as Polaroid, Xerox, and Digital Equipment. 6 A small technological

business usually lacks the time and resources needed to expand organically in order to be successful on a global scale (Gornostaeva, 2020).

Strategies

Keeping an eye on trends improves one's capacity to forecast future events and generate innovative solutions that are well-suited to such situations. Because of inventive problem-solving and good customer service, there is plenty of room for expansion (Mets, 2021a, 2021b). Because the industry is so specialised, there is a commercial opportunity gap when fulfilling the demands of a certain demography of clients isn't a primary concern. According to Sergi and Popkova (2020), business owners are more likely than managers to make judgments based on intuition and gut sentiments. Opportunity identification is the result of an entrepreneur's search for information signals and questioning of what others take for granted, therefore the capacity to seek out and recognise opportunities is critical to their success in identifying them.

A venture's assessment is the process of determining its viability and profitability. This procedure generates a concise summary of the business model to help Hi tech Enterprenuer decide whether or not to invest more time and money into further research. There are numerous tools available to assess the potential of a venture without requiring a detailed business plan. According to (Mets, 2021a, 2021b), evaluating a new venture is more nuanced than the all-or-nothing assessment suggested by the business plan. Gaining customer trust, which leads to the formation of a loyal customer base, as well as attracting talented and skilled workers, are all ways to improve a company's reputation, all of which serve to increase the company's value (Pakhomova et al., 2019). All of these factors will determine how successful the new company is. The term "venture management" refers to the broad range of tasks involved in moving a new business idea from the evaluation and scrutiny stage to a profitable market presence (Mets, 2021a, 2021b). This transition, according to (James D. Hlavacek), should be managed by a dedicated interdisciplinary team (a "venture team") formed at the corporate or divisional level (Shi et al., 2021a, 2021b).

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