

# **Identifying the relationship between skills training, Entrepreneurship and technological innovations in small and medium businesses**

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## **Abstract**

Small and medium-sized businesses have transformed their efforts to products or services in order to meet the needs of the day-to-day market with the help of entrepreneurs and using innovations and new ideas. Undoubtedly, small and medium-sized businesses have an undeniable impact on the economic situation of any country. These businesses owe much of their success to employing entrepreneurship in their organizations. This feature enables them to perform their tasks in a variety of ways. This research was qualitative in terms of the nature of the research. considering the purpose of the applied research type and in terms of data collection method, it was a descriptive correlational study. The statistical population of this study was 120 small and medium enterprises of Markazi province, of which, according to the Morgan table, 92 small and medium enterprises were selected as sample population. Collecting data was by Martin Pachman Standard Innovation and Innovation Questionnaire (Cronbach's alpha coefficient 0.89) and Smith's entrepreneurship skills (0.91). . Based on the results, a significant relationship was found between skills training, Entrepreneurship and technological innovations in the sample. Also, in order to rank the components, nonparametric and correlation tests were used because the collected data were qualitative. The results show that the ranking of managers and employees' opinions in small and medium industries related to technological innovation, entrepreneurship and skills training are the same in the first and second rank, but there were different opinions about the rest of rankings. The external environment and the internal environment and individual quality characteristics affect the technological innovations, entrepreneurship and skills training in small and medium industries.

**Key words;** skills training, Entrepreneurship, Technological innovations, Small and medium business