

Original Paper

Explain the Effect of Role Conflict and Stress on Entrepreneurial Performance in Digital Businesses

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Abstract

Role conflict is one of the most important causes of job stress and reduced attachment and job satisfaction. Role conflict occurs when it is impossible or completely impossible to comply with one set of job requirements by accepting another set of job requirements. The main purpose of this study is to investigate the effect of stress and role conflict on entrepreneurial performance among digital businesses. The research method in this article is descriptive-analytical and survey surveys between the statistical community (employees and managers and activists of digital businesses) and data analysis using SPSS software. The results showed that job stress and role conflict have a significant inverse effect on entrepreneurial performance, and there is a significant relationship between job stress and role conflict.

Keywords

role conflict, job stress, digital businesses

1. Introduction

Today, the development of information and communication technology and the Internet in all its dimensions has reached a level where ignoring the development of information and communication technology, societies that are not able to accept the development and are lagging behind in terms of technology, with serious economic challenges and The field of entrepreneurship, especially digital entrepreneurship. The main customers of information technology, i.e., developed countries, widely use the Internet for business and travel, and similarly, a large percentage of the population of those countries are familiar with and connected to the Internet (Berger et al., 2021). Typically, about 50 percent of the population in developed countries use the Internet to plan their holidays. Online tourism businesses and destination management systems use intranets, extranets, computer reservation systems,

and global distribution systems to manage tourists and create a competitive advantage (Bican & Brem, 2020).

In recent years, information technology has come to the aid of the entrepreneurship sector. A new discussion called digital entrepreneurship has emerged. By creating a more suitable environment for this field, sponsors and trustees of this sector have thought to use this technology to increase entrepreneurship. In the current societies, it is not yet clear to many people in the industry how they can use this tool (information technology) to improve the level of services and eliminate the current shortcomings to a large extent, so move towards the use of these technologies in countries with these needs and shortcomings and potentials are very useful (Tavazoeifar, Sheihakitash, & Keshavarz, 2019). E-commerce is the foundation of digital entrepreneurship, which now accounts for billions of dollars in global turnover, and digital entrepreneurship-based components are projected to create a major eight-billion-dollar global business revolution over the next decade. The golden opportunities of digital entrepreneurship are an important factor in strengthening the national currency and ultimately increasing national income. No matter how it is calculated, the increase in gross national product can be achieved by the characteristics of this type of entrepreneurship. Digital entrepreneurship, in the full sense of the word, is a driver of added value in business markets (Croom & Miller, 2018).

Studies have shown that digital businesses bring significant benefits to new ventures, such as access to independent markets, greater reputation, and increased opportunities. Digital businesses create value and credit infrastructure for entrepreneurs, and their businesses provide and thus reduce their new obligations. Although the “upward trend” of entrepreneurship in digital businesses is quite evident, so far, relatively limited attention has been paid to the potential “losses” or costs of entrepreneurs and their jobs. Role conflict is defined as “the conflict between multiple responsibilities for one person, which requires different or inconsistent behaviors.” Digital businesses, by their very nature, expose entrepreneurs to a high degree of conflict of responsibilities and roles, a conflict that stems from the fact that they have to take on two distinct roles: as a member of the digital business and As a new investment leader (Nambisan & Baron, 2021). As members of the digital business, they must work according to the vision, goals and structures set by the digital business leader. This requires the entrepreneur to ensure that investment goals, priorities, and strategies align well with the digital business. At the same time, as an investment leader, the entrepreneur has to ensure the long-term survival of the new investment independent of the wealth of the business. This may require adequate differentiation of investment value proposition and market strategies from operating systems and the adoption of technology and business objectives that help maintain a new investment (Carriquiry, 2019). Thus, to the extent that the goals, strategies, and policies based on the digital business platform are inconsistent with the entrepreneurs’ focus on ensuring the success and independent growth of the platforms, entrepreneurs experience role conflict. Therefore, if such a role conflict implies the potential cost of membership in digital platform-based businesses, then a better understanding of role conflict and its implications can provide key insights for entrepreneurs about joining such businesses and, more

importantly, Offer about their abilities. Role conflict theory suggests that such a conflict has far-reaching negative effects on people who experience it, including dissatisfaction with their current job, less commitment to their job, and precursors to burnout. However, among these negative effects, existing research consistently identifies one stress (Doerr, 2019). High levels of stress have been shown to have a wide range of negative effects on people who experience them, including their ability to make rational decisions and actions, and, more broadly, on their performance in a wide range of tasks (Lerman, Munyon, & Williams, 2020). Therefore, considering the mentioned topics and the gap of studies that have been created due to the role conflict and the resulting stress in digital entrepreneurs, this study seeks to answer the question of what role and stress conflict has on entrepreneurial performance in digital businesses. Does it make an impact? The research hypotheses are:

- 1) The conflict between role and stress affects the performance of entrepreneurship in digital businesses.
- 2) There is a significant relationship between stress and the conflict between the role of entrepreneurs in the field of digital business.
- 3) Role conflict causes stress in entrepreneurs in the field of digital business.
- 4) Stress due to role conflict interferes with the core performance of entrepreneurs.

2. Literature Review

In their research, Tavazoeifar et al. (2019) identified the drivers of digital entrepreneurship in small and medium-sized businesses with a hybrid approach. In this study, using the meta-combined method, 140 articles in the field of digital entrepreneurship were evaluated and extracted by analyzing the content, dimensions, and related codes, and the importance and priority of each were determined using the quantitative Shannon entropy method. The results show that the most important organizational culture codes, customer orientation, and social factors. Finally, the model inferred from the qualitative findings was presented after the research steps. It was found that this model consists of three dimensions: internal organization, external organization and infrastructure, six concepts of organizational capabilities, organizational policy, supportive incentives, environmental capabilities, information technology infrastructure, and environmental infrastructure, as well as 30 codes. The result of Shannon entropy showed that the codes of organizational culture, customer orientation, and social factors have been ranked first to third, respectively, as drivers of digital entrepreneurship in small and medium businesses.

In their study, Bouncken et al. (2020) explored entrepreneurship in an institutional area: the emergence of collaborative spaces for digital business models. Collaborative spaces are expanding around the world in urban and rural areas while facilitating entrepreneurship and new models, especially digital. Our research analyzes the expansion of the world using the mechanisms of institutional theory. We argue that a sense of community, emotional activation, local communities with digital communications, and an open office allow collaborative spaces to evolve into a real entrepreneurship space. Shared

lifestyles and the high digital identities of users further illustrate the emergence of this field of entrepreneurship, which shows the highly convergent forms of collaborative spaces. Key divergence is associated with different ownership models.

Byun et al. (2020) researched the effects of entrepreneurship on mental well-being: focusing on job stress factors and the relationship between academic research. Entrepreneurship has long been studied in various fields, but research on the relationship between entrepreneurship and mental well-being is not enough. This study aimed to investigate how the impact of challenge and barrier stress on mental well-being in the impact of entrepreneurship on mental well-being in the entrepreneur of a domestic company and determine whether there is a relationship between individual characteristics of its determinants in this relationship. Entrepreneurship had a positive effect on stress, challenge, and mental well-being, while barrier stress had a negative effect. Second, challenge stress had a positive effect on relationships, and mental well-being had a positive effect but was insufficient and stress prevented a negative effect on the relationship and mental well-being. Third, challenge stress and barrier stress both affect mental well-being through positive relationships. When summarizing the research results, it has been confirmed that entrepreneurial entrepreneurship affects mental well-being, stress is a barrier factor that can interfere with mental well-being and relationships play an important role in increasing mental well-being, being an entrepreneur based on these findings, Conclusions were discussed and the implications and guidelines of follow-up research were presented.

Role Contradiction

Role conflict occurs when it is impossible or completely impossible to comply with one set of job requirements by accepting another set of job requirements. Research shows that role ambiguity and role conflict are among the most important factors causing job stress and reducing job attachment and satisfaction (Byun et al., 2020). In addition to creating job dissatisfaction, they also affect a person's job performance (Gajendran & Harrison, 2007).

Researchers have stated that the quality of employee relationships in the workplace always has an effective relationship with role stress (ambiguity, conflict, overload, and lightness), which can be referred to the support of co-worker and supervisor:

Peer support-If the person has a good relationship with the co-worker and the co-worker helps and advises him in cases where the person does not have a clear understanding of the tasks assigned to him, the person will be less stressed in such situations. Research results (Carlson, 1999) show that peer support has a negative relationship with ambiguity.

Supervisor support-In a situation where employees feel that their supervisor is a thoughtful person, friendly relations are established between them based on mutual trust, respect, and intimacy, which will prevent stress from appearing on employees. Employees who feel that the boss does not respect them and is indifferent to their interests are stressed and more prone to mental disorders. According to research (Carlson, 1999), supervisor support reduces role conflict.

Role stress naturally has consequences usually divided into mental, physical, and behavioral categories.

Psychological consequences are those emotional and cognitive problems that occur due to the stress caused by stress. Job dissatisfaction is one of the most common consequences of role stress, meaning that the employee comes to work reluctantly and late, and they do not see much reason to do their job well. Other psychological consequences include depression, anxiety, feelings of failure, isolation, and disgust.

Physical consequences are more difficult to diagnose, but cardiovascular disease is one of the most common physical consequences of role stress. Behavioral consequences are separable into individual and organizational. Individual behavioral consequences include behaviors such as overeating or anorexia and militant behaviors toward co-workers or family members, and organizational behavioral consequences include absenteeism, leaving work, increased work-related accidents, and lack of productivity.

Among the mentioned consequences, job dissatisfaction and leaving the service may have been considered more by researchers than others:

Job Satisfaction-Is the most important variable in the field of organizational behavior, and the factor of increasing efficiency; Empowerment, and organizational commitment of employees is considered. Job satisfaction in a concept, satisfaction, and satisfaction of basic needs in the workplace is stated and is the result of factors such as workplace conditions, organizational system, and relationships in the workplace.

The results of research show that people who are satisfied with their job are less absent or do not leave their organization to find a better job, do not treat the client inappropriately, do not cause problems for themselves and the organization. , Perform their duties with more warmth and desire and enjoy good physical health.

Leave the service- One of the consequences of stress is a role that directly affects the organization. One of the main problems of organizations is leaving the service of employees, especially professional and valuable employees. Managers and researchers consider resignation to be costly, problematic, and with threatening consequences for the organization's efficiency.

Withdrawal can indicate a large loss of funding, training, social investment, sabotage, replacement of manpower, and many indirect costs, followed by negative effects on the morale and productivity of those who remain in the organization. Therefore, organizations that can understand the reasons and factors affecting the resignation of employees can use the correct information and with the necessary predictions and in a timely manner before the resignation of employees with the knowledge of the tendency to leave the service and using policies and methods Be sure to employ effective management in the process of retaining the workforce.

In leading countries in auditing by conducting continuous behavioral research on the auditing community, the causes and direction of relationships such as organizational commitment, professional commitment, role stress, job satisfaction, burnout, tendency to leave the service of auditors using psychological theories and Organizational behavior management is examined in the form of causal

models (such as structural equations), and the necessary measures are taken to maintain their mental and physical health, and to some extent the organizational costs that auditing firms incur in this regard are avoided (Everly et al., 2011).

Job stress

Every human being experiences stress throughout life, and people experience stress in the natural course of life, the workplace, and the organization. Sources of job stress are considered as stressors. For example, Bettencourt et al. (1997) have identified different types of job stress as follows: employee role ambiguity, employee workload overload, managerial and subordinate errors, deceptive decisions, unrealistic expectations. Few researchers have identified job stressors as follows: Excessive workload, organizational conflict, and positional incompatibility (Singh & Nayak, 2015).

The effect of job stress on work-family conflict- Family-work conflict and work-family conflict affect customer-centric trans-role performance. Although we expect job stress to be a major predictor of in-role performance and customer-centric extra-role performance, there is also the expectation that family-work and work-family conflict will bring gradual changes in customer-centered extra-role performance beyond job stress (Mulki & Wilkinson, 2017). Boundaries, such as customer service personnel, must match the demands of internal (supervisor, customer) and external (family) groups with work (Zhao & Ghiselli, 2016).

Impact of job stress- Although there is generally a negative image of stress in people's minds, to perform tasks optimally, a person needs a balanced level of stress because, without stress, people will not show the necessary effort to get things done. However, excessive stress causes dysfunction and reduced employee productivity in organizations (Vosoughi, Rohollahi, & Mohamad, 2016). Murphy et al. (1995) say about the relationship between stress and performance. When stress within the organization increases or lasts for a long time, a person becomes physically and mentally weak and tired and can not produce well.

3. Methodology

The research method in this article is descriptive-analytical and is done by library and field methods. Descriptive studies through library studies have been considered as the main axis in the field of access to information and resources. This information has also been collected through references to books, scientific and research journals, articles, and reputable websites. Then field studies are done by distributing a questionnaire and then collecting answers, and then through SPSS software the collected data is examined and evaluated by various tests. The statistical population in this study is employees and managers, and activists of digital businesses.

4. Data analysis and Findings

Evaluating the performance of business units is one of the most important tasks of managers of organizations throughout history and shows one of the best ways to gather information necessary for

decision making in the organization (Asgari, 2014). Managers must decide to plan, organize and execute. These decisions should be based on the results of evaluations and in accordance with the organization's work processes. Continuous performance appraisal, leading to the creation of documentary information, while valuable for making decisions that will be organized to promote and increase productivity by managers to be adopted.

"Entrepreneurial performance evaluation is the comparison of the results obtained with the expected results of entrepreneurial activities." For an organization that wants to embrace entrepreneurship, innovative performance must be one of the indicators by which it controls itself. Entrepreneurship will only be realized when the entrepreneurial performance of the organization is evaluated. In the routine evaluations of an organization, innovative performance is often overlooked. However, it is not difficult to consider measuring or at least judging an organization's controls' entrepreneurial and innovative performance. The first step in measuring innovative performance in any entrepreneurial project is feedback from the results creates expectations. This represents a reliable quality for both the innovative applications and the organization's innovative efforts. The next step is to conduct a systematic review of innovative efforts together. Entrepreneurial management should review all of the organization's innovative efforts every few years. Finally, entrepreneurial management includes examining the overall innovation performance of the company against innovative goals, its performance and position in the market, and overall versus its performance as an organization (Drucker, 2014). Therefore, an entrepreneurial performance evaluation system at the individual and organizational levels is one of the important issues necessary to create an entrepreneurial organization, especially in non-governmental organizations.

In order to better understand the nature of the population studied in the study and become more familiar with the research variables, it is necessary to describe these data before analyzing the statistical data. Statistical description of data is also a step towards identifying the pattern governing them and a basis for explaining the relationships between variables used in research. According to the results of the second part of the questionnaire (demographic characteristics), the following information is briefly provided about the characteristics of the statistical sample. It is noteworthy that 216 questionnaires were distributed and entered the analysis process.

Gender composition of sample members- According to Table 1, it can be seen that about 78% of the respondents are male, and 22% of the respondents are female.

Table 1. Gender

Variable	Abundance	Percentage	cumulative percentage
Males	156	78.5	78.5
Females	44	21.5	100
Total	200	100	

Marital Status-According to Table 2, about 70% of respondents are married, and 30% of respondents are single.

Table 2. Marital Status

Variable	Abundance	Percentage	cumulative percentage
Single	62	29.32	29.32
Married	154	70.68	100
Total	216	100	

Age composition- As shown in Table 3, the highest frequency among sample members is related to members who are between 36 and 40 years old. This group of people with a frequency of 84 people in total accounted for 38.6% of the total sample size, and the group of people 30 to 25 years with a frequency of 6 people and 2.7% of the total sample is the lowest compared to other groups.

Table 3. Age

Variable	Abundance	Percentage	cumulative percentage
25-30	6	2.7	2.7
31-35	48	22.6	25.3
36-40	84	38.6	63.9
41-45	54	25.6	89.5
Over 45 years	24	11.1	100
Total	216	100	

Inferential findings- The role of descriptive statistics is to collect, summarize, and describe quantitative information obtained from samples or communities. In fact, the descriptive statistics technique is used only to show the status and description of the statistical sample taken, and when the researcher wants to generalize the results of the statistical sample to the entire statistical community, he must use inferential statistics and statistical methods appropriate to the type of research. In the inferential statistics section, the data normality test was used, and according to the questionnaire and the type of questions that were set to achieve the objectives of the research, an independent sample t-test was used. To implement statistical methods and calculate appropriate test statistics and logical inference about research hypotheses, the most important action before any action is to choose the appropriate statistical method for research. For this purpose, knowledge of data distribution is a top priority. Normal distribution means that the distribution of variables is the same on both sides of the mean so that the distribution diagram is bell-shaped. If the distribution of variables is not normal, the distribution will go out of bell mode and tilt to the left or right of the mean.

Test the normality of the distribution of research variables- In order to analyze the research data, various analyzes have been used. First, we examine the normality of the variables using the Kolmogorov – Smirnov test. This test is used to examine the claim about the distribution of quantitative variable data. After performing statistical tests, we must determine whether the data were obtained from a normal population. In this study, the normality of each of the research indicators is tested using Kolmogorov-Smirnov. The Kolmogorov – Smirnov test is presented as follows:

$$\begin{cases} H_0, \text{distribution is normal} \\ H_1, \text{Distribution is not normal} \end{cases}$$

In this test, if the significant level obtained from the test is greater than the error value $\alpha = 0.05$, the assumption of normal data distribution is confirmed.

Table 4. Kolmogorov-Smirnov Test for Research Variables

Test	Stress	Role Contradiction	Entrepreneurial performance
Kolmogorov – Smirnov test	0.651	0.713	0.418
significance level	0.432	0.521	0.367

Given that the significance level for the research variables is greater than 0.05, then the hypothesis H_0 is confirmed, and we conclude that the collected data are normal for the research variables. Therefore, the regression test can be used to prove the existence of a significant relationship between the studied variables to test the hypotheses.

Test the first research hypothesis- Hypothesis 1: Stress significantly affects entrepreneurial performance.

$$\begin{cases} H_0: \text{Stress does not have a significant effect on entrepreneurial performance} \\ H_1: \text{Stress has a significant effect on entrepreneurial performance} \end{cases}$$

Table 5 summarizes the regression model for the first research hypothesis. A value of R^2 Which represents the extent to which the independent variable predicts the behavior of the dependent variable. The R^2 value in this model is 0.26. In other words, the stress variable determines 26% of the changes in the entrepreneurial performance variable.

Table 5. The Regression Model for the First Hypothesis

Model	R	R^2	Modified R^2	Standard Error
1	-0.51	0.26	0.258	0.539

In the regression equation, we use analysis of variance to investigate the significant effect of stress as an independent variable on entrepreneurial performance as a dependent variable.

Table 6. Analysis of Variance

	sum squares	of Degrees freedom	of average squares	of F	Significance level
Regression	31,184	1	31.184	107.131	0.000
Left Over	88,781	215	0.291		
Total	119,965	216			

The value of F statistic is equal to 107.131, and the significance level is equal to 0.000. Therefore, considering that the significance level is less than 0.05, so we can with 99% confidence hypothesize the effect of stress on entrepreneurial performance.

Table 7 is a table of regression model coefficients that is used to test the first hypothesis of the research. The first hypothesis of the research on the effect of stress on entrepreneurial performance with respect to the value of t, which is outside the range of + 1.96 and -1.96, is rejected at the 99% confidence level of the H_0 hypothesis and the H_1 hypothesis is confirmed. Also, the intensity and direction of the effect are determined according to the beta coefficient, the value of which is reported as -0.426, and its sign is negative. Thus, stress among digital business employees has a significant inverse effect on entrepreneurial performance.

Table 7. Investigation of Regression Model Coefficients and Hypothesis Results

	B	Standard Error	Beta	t-value	Sig	Check the hypothesis
Fixed	-2.039	0.160	-	-12.755	0.000	proving a theory performance
Entrepreneurial	-0.435	0.042	-0.426	-10.755	0.000	

Test the second research hypothesis- The second research hypothesis: Role conflict affects entrepreneurship performance in digital businesses.

$\left\{ \begin{array}{l} H_0: \text{Role conflict does not have a significant effect on entrepreneurial performance} \\ H_1: \text{Role conflict have a significant effect on entrepreneurial performance} \end{array} \right.$

Table 8 summarizes the regression model for the second research hypothesis. The value of R^2 represents the extent to which the independent variable predicts the behavior of the dependent variable. The value of R^2 in this model is 0.458. In other words, the role conflict variable determines 45% of changes in entrepreneurial performance.

Table 8. Summary of the Regression Model for the Second Hypothesis

Model	R	R^2	Modified R^2	Standard Error
1	-0.676	0.458	0.450	0.360

In the regression equation, we use analysis of variance to investigate the significant effect of role conflict as an independent variable on employees' entrepreneurial performance as a dependent variable. As shown in Table 9, the F statistic is 140.714, and the significance level is 0.000. Therefore, considering that the significance level is less than 0.01, we can with 99% confidence in the hypothesis to investigate the effect of role conflict on the entrepreneurial performance of employees.

Table 9. Analysis of Variance

	sum of squares	Degrees of freedom	of average squares	of F	Significance level
Regression	1.914	1	1.914	140.714	0.000
Left Over	4.942	215	0.130		
Total	6.856	216			

Table 10 is a table of regression model coefficients that is used to test the second hypothesis of the research. The second hypothesis of the research on the effect of role conflict on employees' entrepreneurial performance with respect to the value of t, which is outside the range of + 1.96 and -1.96, is rejected at the 99% confidence level of the H_0 hypothesis and the H_1 hypothesis is confirmed. Also, the intensity and direction of the effect are determined according to the beta coefficient, the value of which is reported to be -0.528, and its sign is negative. Therefore, role conflict has an inverse and significant effect on entrepreneurial performance among employees of digital businesses.

Table 1. Investigation of Regression Model Coefficients and the Results of the Second Hypothesis

	B	Standard Error	Beta	t-value	Sig	Check the hypothesis
Fixed	-0.831	0.631	-	-1.317	196	proving a
Entrepreneurial performance	-0.689	0.180	-0.528	-19.836	0.000	theory

Test the third research hypothesis- Third research hypothesis: There is a significant relationship between stress and role conflict.

$\left\{ \begin{array}{l} H_0: \text{There is no significant relationship between stress and role conflict} \\ H_1: \text{There is significant relationship between stress and role conflict} \end{array} \right.$

Table 11 shows the correlation coefficient between stress and role conflict. As can be seen, the existence of a correlation between the two main variables of the study based on role conflict and job stress with a coefficient of 0.510 7 and at a confidence level of 99% is confirmed. Therefore, the third hypothesis of the research was confirmed.

Table 11. Correlation Coefficient

	Job stress	Role Contradiction
Job stress	1	
Role Contradiction	0.510	1

5. Discussion and Conclusion

The main purpose of this study is to investigate the effect of stress and role conflict on entrepreneurial performance among digital businesses. In this regard, the subject literature was first examined in three sections: stress, role conflict, and entrepreneurial performance, and then the relationship between these three concepts in the literature was analyzed. The present research is based on the purpose of applied research, and in terms of data collection, is a descriptive research. Library and Internet networks were used to collect information related to the literature, and a questionnaire was used to collect field information. In order to compile the questionnaire, in addition to the library method and using the standard questionnaire, professors and experts were consulted. Finally, descriptive statistics were used for descriptive analysis of data, and a regression test was used for the inferential analysis of data. The descriptive and inferential findings of the research are summarized below.

The statistical population of this study was employees, managers, and activists of digital businesses, of which 216 were selected as a sample and from them sampling and receiving information through an online questionnaire.

The first hypothesis of the research: Job stress significantly affects entrepreneurial performance. The results showed that job stress at the level of 99% confidence and with a beta coefficient of -0.426 has a significant inverse effect on entrepreneurial performance. Therefore, it can be concluded that the higher the level of employee stress, the lower their entrepreneurial performance, and vice versa, by reducing the job stress of employees, their entrepreneurial performance in the organization is expected to increase. Therefore, by reducing and eliminating stressors in digital businesses, the level of employee performance in terms of entrepreneurial aspects can be increased.

The second main hypothesis: Role conflict has a significant effect on employee entrepreneurial performance in digital businesses. The results showed that role conflict at the level of 99% confidence and with a beta coefficient of 0.528 - has a significant inverse effect on entrepreneurial performance.

Therefore, it can be concluded that the greater the role conflict among employees, the lower their entrepreneurial performance, and vice versa, by reducing the role conflict of employees, their entrepreneurial performance in the organization is expected to increase. Therefore, by reducing and eliminating the factors that lead to role conflict in the digital business environment, the level of performance of employees in terms of entrepreneurial aspects can be increased.

Third research hypothesis: There is a significant relationship between job stress and role conflict among digital business employees. The results showed that there is a significant relationship between job stress and role conflict at 99% confidence level with a correlation coefficient of 0.510. Therefore, it can be concluded that the greater the role conflict among employees, the higher their job stress, conversely, with increasing job stress, the level of role conflict among employees increases. According to the results of the present study, the following suggestions seem necessary for future research. Investigating the obstacles and problems of promoting entrepreneurship in organizations. Investigating the relationship between job stress and entrepreneurial performance in various public, private and virtual organizations. Identify other factors affecting the entrepreneurial performance of employees in addition to job stress and role conflict. Identify the factors affecting the increase of job stress and role conflict among employees.

Undoubtedly, any research will face obstacles and limitations. These constraints fall into two categories: the first category is researcher-related constraints, and the second category is research-related variables. We do not consider the first category here, but only the limitations of the research. Current research is no exception to this rule. There were several obstacles and limitations to this research, the most important of which are the following: The difficulty of receiving information from respondents to the questionnaire. Low staff familiarity with the research topic limited the statistical population.

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