THE INFLUENCE OF EDUCATION SYNERGY MANAGEMENT, TEAMWORK AND ORGANIZATION RESILIENCE TOWARD ENHANCING UNIVERSITY STUDENTS' ENTREPRENEURIAL LEADERSHIP IN CHINA

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ABSTRACT

This initiative can boost China's competitiveness and global participation. It can broaden Belt and Road University students' horizons. This initiative can boost China's competitiveness and global participation. It can broaden Belt and Road University students' horizons. Indonesia's education foundation lacks a formal purpose and aim. Synergy can be achieved by merging or combining product lines. When firms join forces, they lose value. Innovative brands think and produce better. Public self-government and legal-field people motivated the partnership's education management. This time, the Model of Educational Synergy Management will improve and measure education. The economy needs HRM. If society and the state value education, funding it will be easy. Leaders must encourage teamwork because it works better. Team synergy issues can cause inefficiencies and low production. Despite several research, resilience has no cohesive structure. "Creating Team Synergy" is a corporate learning event that improves teamwork. Resilience is a multifaceted interaction between several factors. Organizational resilience theory can help firms survive disasters and emergencies. Resilience is the ability to overcome perceived failure, disappointment, or rejection. Resilient youngsters may adjust and overcome obstacles, while others may develop worry, depression, or unhealthy coping mechanisms. Use resilience theory to help businesses overcome hardship, especially in catastrophic and urgent situations. Leadership, social networks, and culture help companies withstand governance upheavals. Resilience is simply being able to bounce back from the most challenging situations. This article analyzes the factors, both internal and external to the organization, that contribute to its resilience. Flexibility in ideas, attitudes, and actions is it. Entrepreneurial leadership is first defined, then addressed. Entrepreneurial leadership encourages innovative, value-generating teams. Entrepreneurs must be contextually aware to generate customer-valued value propositions. It helps teams use their ideas to improve the company. Today's organizations need entrepreneurial executives more and more. True entrepreneurs must acquire leadership abilities including trust, business model protection, and communication. Entrepreneurial leaders develop new products, processes, and business prospects. This paper provides an illustration of the relationship between elements related to university students' capacity for entrepreneurial leadership and education synergy management. This relationship can be applied to the development of management for universities or related organizations, either in the management of curriculum or the management of entrepreneurs who want to engage with educational

institutions by bringing together elements of organizational flexibility, entrepreneurial leadership, and team empowerment.

Keywords: Team synergy, Entrepreneurs, Entrepreneurial leadership,

INTRODUCTION

Each country collaborates and actively communicates to handle the changing global environment, key economic and cultural concerns, and manage and coordinate bilateral connections. China can strengthen its competitiveness and global engagement by joining this program (De Jorge-Moreno, Laborda Castillo, & Sanz Triguero, 2012). It can expand Chinese students' horizons and offer Belt and Road University students new opportunities. The government and society's unequal focus on education is holding back the education business. Indonesia's education foundation does not yet have a purpose and mission that can be legally assessed and accounted for (Hahn et al., 2020; Martins et al., 2018; Nabi et al., 2017).

Higher education must blend ideological and political education to develop students' creative and entrepreneurial talents. Leaders and skilled employees can improve society, but they haven't. A lack of synergy can prevent even the most competent people from producing results. High school and college students value theory above practice. Entrepreneurship education improves business growth, entrepreneur skills, and the learning environment (Hahn, D., Minola, T., Van Gils, A., & Huybrechts, J., 2017). Organizational resilience is the ability to recover, expand, and adapt to shocks and unforeseen events. Higher education graduates must be good at innovation and entrepreneurship (Buffart, Croidieu, Kim, & Bowman, 2020; Donnellon et al., 2014; Ozgen & Baron, 2007; Rigg & O'Dwyer, 2012; Nabi, 2017). Indonesian education lacks a vision and goal that can be legally analyzed and accounted for in terms of inputs and outputs. The collaborative education model of ideological and political education with innovation and entrepreneurship education is incomplete and unclear, wasting resources (Eesley & Lee, 2021; Nabi et al., 2017; Scott et al., 2016; Walter & Block, 2016). Chinese university students should learn entrepreneurial leadership, education synergy management, teamwork, and organizational resiliency. Managers and administrators must foster teamwork to improve performance (Ortiz-de-Mandojana and Bansal, 2016).

Managers and administrators must help employees feel like team members in order to increase performance. Enhancing university students' capacity for entrepreneurial leadership and education synergy management, as well as teamwork and organizational resiliency, should be encouraged in China. Organizations and agencies concerned with promotion and advancement may find this to be a useful resource. Synergy is the idea that two firms' combined worth and performance will be higher than their total. This study's innovation and entrepreneurial capacity focus on enhancing the students' individual motivation, leadership, and executive skills. The company resilience is a multifaceted consulting company that helps companies find innovative solutions and approaches.

LITERATURE REVIEW

This article primarily obtains its wealth of data and resources through the reading of a large number of books, journals, academic papers, special news, and conference reports. In addition, by comparing the pertinent qualitative or quantitative studies on variables in this research that have been conducted at home and abroad in recent years.

1. Concept of the synergy Educational Management

Combining, and integrating product lines or markets, or both can result in synergy. Negative synergy occurs when the united businesses have a lesser value than each entity would have individually. Feedback, clearly defined goals, performance-based incentives, and general teamwork can help solve problems and "wing" higher education. Professor Hagen's synergetic theory, which he developed, is the study of the spontaneous energy exchange that occurs between an open system and the outside environment (Xi, 2018; Ren, 2016; Moran, Abramson, & Moran, 2014; Cui, 2020). This theory proposes the fundamental idea of multidimensional phase space. The goal of synergistic theory is to figure out how to achieve the orderly development of spacetime. A company might aim to build synergy in a variety of ways, including by merging with another company or combining their product lines. A negative synergy is also conceivable if the combined companies have a lesser value than each firm would have if it operated alone. This is something that might happen if the merged firms face obstacles caused by divergent leadership styles and corporate cultures (Moran, Abramson & Moran, 2014; Ren, 2016; Cui, 2020).

Synergy education may be used in school-enterprise, industry-university-research, family, society, and university collaboration. It refers to a study review on the present state of collaborative ideological, political, and innovation and entrepreneurship education. Ideological and political education are related to innovation and entrepreneurial education, a research hypothesis. The ability of a brand to think creatively and create effectively is enhanced when it is innovative. Learning how to be creative is a skill that may help a business succeed. When it comes to entrepreneurship, innovation might potentially open doors by keeping a firm up to date on the latest trends.

2. Concept of the Educational Management

The author's analysis of the four educational administration styles highlights the key strategic difficulties of expanding educational possibilities (Eesley & Lee, 2021; Martin et al., 2013; Nabi et al., 2017; Scott et al., 2016; Walter & Block, 2016). The shift from autocratic to democratic models of state-public education provides a combination in managing bodies of different origin (state, public, self-government), which facilitates the gradual shift from centralized to decentralized management. The partnership's education management is inspired by public self-government and legal-field citizens. A pluralistic perspective, based on objective laws and synergetic technique, supports the causal relationship-based interpretations of disciplinary procedures. Because education is dynamic, open, self-guided, and multi-parametric, just experience and common sense cannot control management activities (Zainuddin, 2018).

China's first medium- and long-term education modernization policy details (Nabi et al., 2017) China's education modernization strategy, objectives, tasks, and implementation paths Entrepreneurial graduates' post-firm occupations have received little investigation (Bae et al., 2014; Rausch & Hulsink, 2015). This time, the Model of Educational Synergy Management will enhance and measure educational performance. Education cycle management says good education produces high-quality human resources and efficient resource management (Eesley & Lee, 2019; Martin et al., 2013; Nabi et al., 2017; Scott et al., 2016; Walter & Block, 2016).

Educational Synergy Management is a unique cycle education management method (Robbins, Stephen P., and Timothy, 2002). The education cycle management concept says good education produces high-quality human resources and efficient resource management. HRM should assist the economy. Wealthy civilizations have healthy economies. Education will be easy to fund if the state and society recognize their potential. This method employs many indications. (1) College CEOs, chairmen, and chancellors must be successful, professional students (2). Teachers must satisfy scientific field qualifications (3). International curriculum teaching and learning (4) Teaching and learning require classrooms, labs, and gyms (5). Budget for necessities. High-quality education has created scientists, engineers, and ethical people (Bae et al., 2014; Rausch & Hulsink, 2015).

Human resource management should assist the economy. High-quality education has created scientists, engineers, and ethical people. Skilled employees can process natural resources and work for numerous service and industrial businesses.Human resource management, on the other hand, is in critical need of education management in order to enhance education.

3. Concept of Team Synergy

Teamwork allows team members to automatically share positive thoughts, comments, experiences, and viewpoints, which improves company services and employee performance. Successful teams must include individual variation, team growth stage, dispute resolution, communication, and risk-taking. A team's performance depends on whether its members are totally committed, find their job meaningful, and take collective responsibility for their work. Collaboration requires coordination, organization, thought, and problem-solving. The team must agree on facts, share ideas, and work together to solve problems. Teams are transparent because they use resources, internalize, and produce (Mickan and Rodgers, 2005).

Mickan and Rodger (2005) note that stakeholders and team members might prioritize team goals, making team performance evaluation political and empirical. Teams require goals and dispute resolution. Brainstorming begins the collaborative process. Successful brainstorming mixes and grows ideas. Trusted and valued team members collaborate better, faster, and simpler. Teamwork improves performance, employee relations, and company culture. Project-based companies that create new ideas or products generally establish teams to divide tasks and improve project ideas. Team members discuss a project's development path. Employee cooperation increases productivity, creativity, competitive advantage, and employee performance. Since jobs are evenly distributed, teamwork minimizes workload and improves performance. Even while all religions emphasize the need for cooperation to achieve the best results and protect everyone's rights by sharing tasks and responsibilities, many people have

lost its value in their personal and professional lives. Workplace cooperation is lacking, lowering productivity, efficiency, and creativity.

"Team synergy" is the idea that a well-functioning team should produce more than its members. This constructive synergy allows team members to contribute their unique life experiences, perspectives, abilities, and communication styles to their work. Team members must be skilled and social. Negotiate, consult, and solve problems. They need praise. Mickan and Rodger (2005) argue that team effectiveness is empirical and political since stakeholders and team members view results differently. Team objectives, negotiation, and conflict resolution must be taught. Stress, personality differences, alignment challenges, communication issues, team member motivation, and more make it hard to form cohesive teams. Successful teams last. Teams must improve, address important concerns, and develop effective ways to overcome these typical issues. Team synergy happens when various people collaborate towards a common goal and better results through sharing viewpoints, opinions, and information (Moran, Abramson & Moran, 2014). Leaders who promote synergy can improve performance and collaboration. Organizations have several work teams and groups. Unfortunately, few people can perform at top levels, and not all work teams collaborate. Engaged, dedicated, and duty-bound teams are unstoppable. Today's businesses require high-performing work teams. World-class firms know the benefits of efficient work teams, but many other businesses lack the resources to design and operate effective work team programs. Diversity, team growth, conflict resolution, communication, and risk-taking must be considered when forming a work team. Teams that identify and resolve these issues are more likely to succeed. Teams are open and honest because they can use resources, communicate, and create outcomes (Julia Martins, 2022). All team definition approaches have certain similarities. Mickan and Rodgers (2005) define a team as a small group of people with the right mix of skills to complete a specific job, dedicated to a meaningful purpose, and with realistic performance goals for which they are collectively responsible. A working group may or may not be totally involved in their employment, find it meaningful, or take collective responsibility for their production. These traits are crucial to a team's success, but not all employees have them. Nasriyah, R., Arham, Z., Aini, Q. (2016), Human Resource Management is one of the fields of general management that includes aspects of planning, organizing, implementing, and controlling. According to Nasriyah et al. (2016), human resource management focuses on solving non-human problems that have a major position in every company.

Coordination, organization, decision-making, and problem-solving are internal aspects of collaboration. We must cooperate to solve challenges and recognize our dependence. Therefore, team members must be socially competent and outstanding in their roles. They must cooperate, exchange facts, and compromise to solve difficulties. They deserve respect, support, and recognition. Mickan and Rodger (2005) say team evaluation is both empirical and political. Stakeholders and teammates may prioritize various team goals. Thus, negotiation and conflict resolution skills must be linked to team goal development and communication. Teamwork involves more than simply brainstorming, so ideation is just the first step. Brainstorming requires combining and expanding ideas. This method of teamwork, which is based on trust and respect, is more efficient, effective, and transparent. Teamwork improves performance, employee morale, and corporate culture. Companies that use a project-based technique to

generate new ideas or products often establish teams to increase the number and variety of ideas and share the necessary tasks. A team will collaborate to discuss project development before reaching a decision. Teamwork requires collaboration. The ability to get along with others is the core of all collaboration abilities. Teamwork requires good communication, listening, and dispute resolution. All teams—athletic or organizational—must operate well together. Leaders may promote team synergy to boost cooperation. Leaders must foster team synergy since working together is more effective than working alone. A group with excellent synergy has a better chance of becoming an efficient, error-free team that achieves its goals. However, a culture of disagreement, frequent turnover, poor performance, and escalating unhappiness may prevent even the most talented employees from producing results. These obstacles hinder synergy. "Creating Team Synergy" is an organizational learning event that has helped teams and organizations improve their working relationships and output (Shouvik Sanyal, and Mohammed Wamique Hisam, 2018). Several approaches achieved this. Human differences, such as priorities, abilities, interests, ego, habits, strengths, and weaknesses, inadequate communication, bad management, coordination, and strategy, poor leadership, and followers Sometimes, individuals not playing as team players or individuals not pulling their weights cause team cohesion issues. Team synergy issues can lead to low productivity, miscoordination, inefficiency, overlap or gaps in work, individuals not working to their full potential, a lack of responsibility and accountability, people not understanding the holistic process, people pointing fingers, etc. Synergy requires the following elements (Moran, Abramson & Moran, 2014): 1) Share your thoughts and goals. 2) excellent leadership and followership 3) respect; 4) compassion. Synergy means "the total is bigger than the sum of the parts." Synergy-driven teams can outperform individuals. Human differences, such as an individual's priorities, abilities, interests, ego, habits, strengths, and weaknesses, inadequate communication, bad management, coordination, and strategy, poor leadership, and followers Sometimes, individuals not playing as team players or individuals not pulling their weights cause team cohesion issues. Poor communication, management, coordination, strategy, leadership, followership, teamwork, and individual effort also contribute. Problems with team synergy can lead to a variety of unfavorable outcomes, including low productivity, miscoordination, inefficiency, overlap or gaps in work, individuals not working to their full potential, a lack of responsibility and accountability, people not understanding the holistic process, people pointing fingers, etc. Synergy-driven teams can outperform individuals (Lee, D.R. (2016).

4. Organizational Resilience

Resilience is the ability to overcome obstacles, overcome perceived failure, disappointment, or rejection, and withstand hardship. How a student overcomes hurdles may impact their career and relationships. Resilience helps students handle tough situations. Students must persevere. Due to tight class schedules, extracurriculars, and competing work, studying, and social responsibilities, setbacks and difficulties may demoralize or even derail college students. Resilient youngsters may adjust and overcome obstacles, while others may develop worry, depression, or unhealthy coping mechanisms. Transitional challenges can help students achieve. College resilience programs assist students in handling stress and overcoming

hurdles (Stephanie Chandra, 2021). A unified framework for understanding resilience has not been developed despite several studies on the subject. Crisis unpredictability complicates empirical research already hampered by sample shortages. Resilience is a complex relationship between many components at several levels of analysis. (Van Der Vegt et al., 2015)

According to Linnenluecke (2017), resilience context, organizing for resilience, measuring resilience, and multi-level and cross-disciplinary work will be the most important study topics in the near future. Use organizational resilience theory to help businesses and other organizations overcome hardship, especially in catastrophic and urgent situations. Resilience training may be maintained. When managing human resources, supervisors can adopt HR ideas and policies to boost employee and corporate resiliency (HR).

In recent years, academics from several fields have studied how an organization's resilience is affected. Coordination and efficient utilization of resources i s thought to lead to organizational resilience. According to the organizational resources viewpoint, an organization's physical, human, and financial resources increase its resilience. Their research found that when an organization's major human resource functions are coordinated and integrated, it can better adapt to fast environmental changes. This shows the company's resilience. Leadership, social networks, and culture help companies withstand governance upheavals. Folke et al. (2004) state that an organization's leadership collects vital information, makes emergency choices, coordinates social interactions, and resolves conflicts. Based on this data, the authors conclude that organizational resilience is primarily affected by leadership quality. The context tests organizational resilience in two ways. The company must be open and collaborative with the outside world. However, the organization must be adaptable to accommodate employee needs. This research examines internal and external performance-related factors that impact organizational resilience. First, organizational resilience research will be categorized, summarized, and integrated. Several institutes have studied organizational resilience and government change. It helps companies dynamically change their business models and strategies ahead of market expectations The fundamental competencies and market status of businesses will be impacted by modernity and the rapid increase of technology considerations. For an organization to be resilient in the face of innovation, it may need to adopt new practices. The utilization of technology, especially information technologies, will be aided by resilient companies. The organization must be open to the outside world while also being adaptable to domestic demands (Prayag, Girish & Chowdhury, Mesbahuddin & Spector, Samuel & Orchiston, Caroline, 2018). Resilience is simply being able to bounce back from the most challenging situations. It can be defined as the capacity to remain flexible in our thoughts, feelings, and behaviors when faced w i t h life disruption, or extended periods of pressure (Pemberton, 2015, p. 2). This article analyzes the factors, both internal and external to the organization, that contribute to its resilience. To begin, the literature on organizational resilience will be organized, summarized, and integrated.

5. Concept of entrepreneurship leadership

Classical methods and contemporary ones are the two categories that may be used to classify leadership styles. Within the classical group are the Features Approach and the Behavioral Approach, whilst within the current group are the Situational Approach and the

Alternative Approaches (Genc, 2013: 135). Studies that were done on leadership divided leadership into three categories: the Great Man Theory, Traditional Leadership Theories, and New Leadership Theories (Hamal, R. B., 2017; Harwiki, W., 2016).

In this part, entrepreneurial leadership is first described, then its characteristics, dimensions, and significance are discussed, and lastly a literature search on entrepreneurial leadership is conducted. Recently, entrepreneurship has driven economic growth, development, employment, and social welfare. Entrepreneurship is the fourth economic component after labor, nature, and capital, according to previous studies. Production relies largely on entrepreneurship. Because entrepreneurship involves producing things or services using labor, technology, capital, and natural resources. Entrepreneurs assess market prospects and take on profit and loss by bringing capital, natural resources, and labor to generate goods or services Entrepreneurial top managers risk companies for strategic management (Khalili, A., 2016).

Many authors define entrepreneurship differently, yet all seem to focus on opportunity evaluation. According to previous research, a person's personality self-confidence, determination, communication, and persuasive skills, openness to new ideas, vision, initiative, reliability, optimistic thinking, adaptability, risk-taking, hard effort, organizational ability, control, knowledge, reconciled with the environment, persistence, rationality, taking opportunities, and continual improvement self-renewal (Fontana A, Musa S., 2017). Sometimes, entrepreneurship and leadership are used interchangeably in the literature. The introduction of entrepreneurial leadership follows. In entrepreneurial leadership, the leader also possesses entrepreneurial characteristics (Gunduz, 2010: 214). Entrepreneurial leaders are those in positions of employer, speculator, and information provider (Abubakar LS, Zainol FA, Daud WNBW. (2018).

According to Alvarez and Barney (2002), entrepreneurial leadership is a style of leadership that comprises individual efforts toward the development of a firm and collective actions toward the growth of a business. Following the innovations at the organizational level and taking efforts to capitalize on the opportunities identified at the market level (Altuntas, 2014). The notion of entrepreneurial leadership emerged from the combination of leadership potential with an entrepreneurial spirit. When the nuances and spirit of entrepreneurship are coupled with the changeable character of leadership, entrepreneurial leadership emerges, and it has the potential to alter the course of history (Kuru, 2016: 1). Entrepreneurial leadership is described as influencing and directing the performance of people toward the attainment of corporate goals through the identification and exploitation of entrepreneurial possibilities (Renko et al., 2015: 55). Entrepreneurial leadership and entrepreneurship are not identical. It is a new model of leadership (Mokhber M, Khairuzzaman W, Vakilbashi A., 2018).

Roebuck (2004) defines entrepreneurial leadership as "organizing a group of people to achieve a common goal through proactive entrepreneurial behavior by optimizing risk, innovating to take advantage of opportunities, accepting personal responsibility, and managing change for the benefit of an organization." (Roebuck, Chris, 2011-12-22). This type of leadership seeks to foster entrepreneurial people and teams that maximize their creative potential while producing value for an organization. Entrepreneurial leadership does this by adopting leadership approaches that foster in people the capacity for self-generation, self-reflection, and self-correction in the workplace. Entrepreneurial leadership within a sub-

division of a big organization might include effectively implementing the entrepreneurial talents of successful individuals within the context of the larger organization. This may appear especially pertinent in an organization where entrepreneurial abilities have been lost and replaced by a corporate culture that emphasizes procedure, systems, and risk reduction above entrepreneurial conduct. The entrepreneurial leader will operate inside an established organizational framework but will find possibilities using entrepreneurial methods. After identifying a potential opportunity, they create a value proposition that enables fast testing of their core hypotheses. In addition to effective risk management (rather than the often-sought minimization of risk in corporate environments), they must operate with contextual awareness in order to create a value proposition that provides value to the customer while taking into account organizational requirements and strategic objectives. The entrepreneurial leader must be able to learn quickly in situations characterized by uncertainty and change while offering clarity and consistency to those around them (Roebuck, Chris, 2011, (Leitch, Claire M., and Richard T. Harrison, 2018).

The entrepreneurial leader is accountable for his or her activities, which must be more proactive than reactive. They consider accomplishing organizational achievements in an inventive manner and collaborating with a wide set of individuals and resources to accomplish these objectives. Entrepreneurship and leadership research is not new, but it has grown quickly in recent years. Early interest in and use of the phrase 'entrepreneurial leadership' occurred mostly outside of the fields of entrepreneurship and management studies. This covers study on semi-piratical entrepreneurs of the late nineteenth century and the role of non-profit organizations in community entrepreneurship, among other topics. Within the entrepreneurial and management literature, the concept has been less rigorously defined and explored than just alluded to. As a result, "entrepreneurial leadership" has been identified as a distinctive entrepreneurial style, a correlate of corporate success in different types of organizations, a missing ingredient in entrepreneurship curriculum, a recognizable attribute, and an essential aspect of modern society (Hamal, R. B.,2017; Hanif., 2013; Harwiki, W.,2016).

Nevertheless, there have been a few notable early papers focusing on entrepreneurial leadership as a prerequisite for organizational development, on the importance of the entrepreneur being a visionary leader, and on the parallels between the leadership and entrepreneurship fields of research and practice (Leitch, Claire M., and Richard T. Harrison, 2018).

McGrath and MacMillan established the notion of entrepreneurial leadership in 2000, arguing that in dynamic markets with greater unpredictability and competitive pressure, a new sort of leader is necessary. They referred to this individual as the "entrepreneurial leader." These rapidly shifting markets or circumstances allow people with a n "entrepreneurial" mindset to seize advantageous chances for their firm sooner than others (McGrath, Rita Gunther, MacMillan, Ian, 2000). Entrepreneurial leadership in the corporate sector has become increasingly important. UBS was named 2005's Best Company for Leaders in Europe for its efforts to promote an entrepreneurial culture. Chris Roebuck, Visiting Professor of Transformational Leadership at Cass Business School, examines this in a case study. (Leitch, Claire M., and Richard T. Harrison, 2018; Li C, Makhdoom HUR, Asim S., 2020).

The ideas of entrepreneurial leadership are applicable to a range of industries and organizations. This approach's effectiveness has demonstrated that entrepreneurial leadership is compatible with the majority of firms trying to enhance client/customer service and overall performance. Prof. Chris Roebuck observes that in recent examples of bringing entrepreneurial leadership to firms, the relationship between employee engagement and organizational performance has become an increasingly important aspect. This has also enabled the emergence of entrepreneurial support services, such as entrepreneurial human resources and entrepreneurial information technology, to assist the customer- or client-facing sections of organizations. Entrepreneurial Leadership is not so much a leadership style as it is a concentration of leadership and employee efforts on particular actions that either optimize the efficacy of service delivery now or strive to improve it in the future (Leitch, Claire M., and Richard T. Harrison, 2018).

Entrepreneurial Leadership is a new paradigm of leadership that has emerged in response to the difficulties and possibilities given by the rapid digitalization of society and the workforce. Its purpose is to foster entrepreneurial teams that utilize their full creative potential to generate value for the organization. It does this by adopting leadership approaches that enable people to self-generate, self-reflect, and self-correct at work. Entrepreneurial leadership is the process through which a business leader influences employees to accomplish the organization's goals (Wang YX, Yang YJ, Wang Y, et al.,2019).

Figure 1 was developed by Greenberg et al. (2011: 11) as a model of entrepreneurial leadership.

Figure 1: Model of Entrepreneurial Leadership
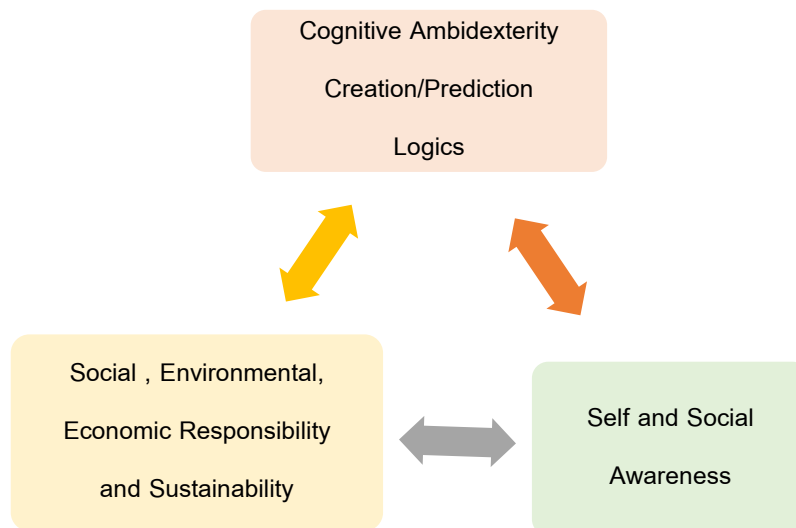
Source: Greenberg et al., 2011: 11

Entrepreneurial leadership is a new and modern type of leadership that is a combination of leadership qualities and the spirit of entrepreneurship. Managers need to have both leadership and entrepreneurship qualities in order to be successful. In recent times, entrepreneurial leadership has become a new phenomenon that needs to be discussed. (Yusuf ESMER, Faruk

DAYI, 2018). Entrepreneurial leaders combine leadership potential with entrepreneurial abilities; for instance, he is not only a soccer player but also the captain of the team on the field. In addition to deciding, instructing, and monitoring their employees, administrators should choose to be entrepreneurial leaders who captain their teams and demonstrate the way. When business owners take risks and grasp chances, their leadership is crucial for the future success of the company (Phaneuf et al., 2016: 34). Therefore, this phenomenon is crucial for entrepreneurial leadership in business management.

Characteristics of Effective Entrepreneurial Leadership

Entrepreneurial leadership requires continuous questioning of the assumptions underlying the dominant logic in order to identify a new value-creating opportunity and make sure that the organization is positioned in a successful way. To be an effective leaders, true entrepreneurs must develop the following leadership skills: building trust, protecting the current business model, and using effective communication skills. Entrepreneurial leaders must enable their teams to develop and be creative. Leaders must avoid micromanaging their staff by making snap decisions. They must understand changing markets, consumers, and corporate strategy. And they must be willing to lose everything to achieve the company's aims. Entrepreneurial leadership refers to managers who are capable of taking chances, making the most of possibilities, seeking innovation, as well as being innovative, productive, interdependent, and strategic in their approach. The demand for innovative and enterprising corporate leaders is consistently on the rise (Mihnea Moldoveanu and Das Narayandas, 2019).

Afsaneh Bagheri (2017) investigated the entrepreneurial leadership's creative behavior in high-tech SMEs in Iran, as well as the influence on employee recognition of possibilities. SMEs are defined as businesses with less than 500 employees. This study surveyed 310 employees from 39 high-tech small and medium-sized enterprises (SMEs). Participants were tasked with evaluating company leaders' entrepreneurial leadership techniques, creative business conduct, and opportunity awareness through the use of surveys that had been pre-approved. The findings illustrate the creative business behaviors of entrepreneurial leadership and the apparent influence of high-tech SME personnel on opportunity recognition. Zijlstra (2014) made an effort to illustrate the distinctions between leadership, entrepreneurship, and entrepreneurial leadership. The critical event approach was utilized to accomplish this goal, and the participants included 16 business owners and 16 managers. The findings of the research led to the conclusion that the idea of entrepreneurial leadership is connected to elements such as autonomy, innovation, productivity, and the willingness to take risks. In addition, there is typically no distinction to be made between the roles of the manager and the entrepreneur.

According to studies, the term "entrepreneurship" may also be used to refer to entrepreneurial leadership. It is one of the growing and innovative leadership styles. When we refer to entrepreneurship, we are referring to the act of launching a new business. On the other hand, entrepreneurial leadership entails the creation of new products, processes, and expansion opportunities within companies; working in social institutions; engaging in neglected social problems, and social and political movements; and contributing to the transformation of existing services and policies implemented by non-governmental organizations and governments. As a direct result, the demand for entrepreneurial leaders in today's firms is

continually increasing. In order to increase the number of business leaders, practical training, seminars, and conferences may be organized and initiatives can be implemented in firms.

Innovation and entrepreneurship

Education innovation entails creatively solving daily problems (Rahmati, 2020). Teaching entrepreneurship boosts growth. Start-up eco-friendly firms should be encouraged by instructors. Early orientation focuses students on enterprise development (Kummitha, & Kummitha, 2021). Management education and independent entrepreneurship courses must encourage an entrepreneurial spirit more than ever to assist students to focus on the positive aspects of crisis resolution (Ratten, & Jones, 2021). Most foreign researchers examine entrepreneurial education and innovation. This approach can alter society. Partner institutions provide cutting-edge ICT and I&E courses (Pisoni, 2019). It encourages entrepreneurial thinking. Design thinking helps educate entrepreneurship (Linton, & Klinton, 2019). According to Colin (2019), building a hallmark pedagogy for entrepreneurship education highlights the challenges of teaching entrepreneurship minimalistic ally. Education shapes beliefs. Effective education should combine theory and practice, tradition and contemporary. Only this provides a well-rounded education. They recommended five hands-on techniques to educate entrepreneurship. Sensitivity, creativity, exploration, reflection, and play are essential (Te-Tsai, 2020).

Entrepreneurship may improve people's views, cognition, and behavior after numerous positive development variables. These effects might hinder success. Methodical innovation and entrepreneurship education may assist develop a solid basis for learning. The transition process of inventive success, ultimate creative success, and entrepreneurial abilities affect students' future career choices. Innovation and entrepreneurship foster spirituality. Guide colleges and universities to redesign their educational concepts, closely blend talent training, scientific research, and social service, the transition from knowledge to ability and quality from a professional perspective, and boost talent training. Finally, prioritize talent training above information. Scholars have examined innovation and entrepreneurial education issues. Course organization, environment, practice, teacher quality, policy execution, and student hurdles are the primary issues. We must also address other distributive issues to prevent becoming penny smart and pound stupid and losing skills and knowledge. Despite the importance of innovation and entrepreneurship, the psychology of entrepreneurs is rarely researched (Fan, Gao,& Wang, 2018). College prices and student satisfaction are unrelated, while genuine experience, creativity, and entrepreneurship are rare. H-level student polls outline this province's innovation and entrepreneurship education issues. College students are less adventurous than the average Chinese person, wary about employment and business, and prejudiced towards innovation (Hou, 2019). Innovation and entrepreneurship are valued only for their economic benefit (Ding, 2020). Innovation drives the Chinese resurgence. China lacks inventive entrepreneurs. Sharing other nations' triumphs helps us all. Academics have disputed innovation-entrepreneurship education methods.

CONCLUSION

In 2010, the Chinese Ministry of Education issued a statement about the growth of innovation and entrepreneurialism in higher education institutions. The goal of this shift in emphasis is to encourage students to engage in more creative activities and to take more risks. Creative thinking is something that really has to be taught alongside innovative and entrepreneurial practices. The Ministry of Education held the Entrepreneurship Education Pilot Schools Work Conference in 2015. The conference's goal was to encourage the further growth of entrepreneurship education. By taking use of the many different practice environments, students have the chance to expand the amount of practical knowledge they possess. Education can only modernize if it actively pursues it. To convince oneself that modernity has been achieved, one must only rely on educational equipment and methods. Only thus could modernism be adequately disguised, because modernity's traits are clear.

The purpose of this paper is to investigate the impact of education synergy management, teamwork, and organizational resilience on Chinese university students' entrepreneurial leadership. Furthermore, the research will investigate the following: This study focuses on quantitative and qualitative research. The dependent variable is Chinese university student entrepreneurial leadership. As a result, this research focuses on approaches to improving educational synergy management, collaboration, and organizational resilience. This study is confined to a quantitative examination of the impact of education synergy management, teamwork, and organizational resilience on the entrepreneurial leadership of Chinese university students. Li C., Makhdoom HUR, and Asim S. (2020) investigate the impact of entrepreneurial leadership on creative work behavior by investigating mediating and moderating mechanisms: The goal of this study, which was founded on social cognitive theory, was to evaluate the effect of entrepreneurial leadership on workers' creative work behavior in technology-based SMEs via the moderating path of entrepreneurial self-efficacy. The study also illustrates how a firm's creative environment mediates the relationship between entrepreneurial leadership and imaginative work behavior among employees. To meet the study's objectives, a sample of 350 supervisor-subordinate dyads working in cross-sectional small and medium firms (SMEs) in China's Jiangsu province was used. A conceptual model was developed on the basis of social cognition theory and a specific continuum of self-efficacy theory, and SPSS 20 was used to test the hypotheses. Empirical evidence suggests that entrepreneurial leadership has a significant positive impact on people's innovative work behavior. According to the findings, the business's creative environment mediates the relationship between entrepreneurial leadership and imaginative staff behavior. According to the findings, entrepreneurial self-efficacy moderates the association between entrepreneurial leadership and innovative employee behavior. The current study has several implications for the management and policymakers of high-tech small and medium-sized firms (SMEs) who want to improve their workers' innovative behavior in order to prosper in a highly competitive and demanding economic climate. This is the first attempt, to the best of the authors' knowledge, to present an empirically verified full model for the development of innovative employee behavior inside high-tech entrepreneurial SMEs. It adds to the corpus of knowledge by looking into the mediation and moderation processes for developing creative employee

behavior. The research on organizational resilience as a dynamic organizational skill that helps companies recover from a crisis by Zhao Sijia, Yi Lingfeng, and Lian Yanling (2021) focuses on enterprises' ability to adapt, change, and recover from a disaster. COVID-19 has posed difficulties for the organization's crisis management and effective leadership qualities, as well as for the survival and growth of new businesses. Entrepreneurial leadership is seen as an effective leadership style for guiding new companies through external uncertainty and crises. In theory, this article broadens the dynamic capabilities pathway for the link between entrepreneurial leadership and venture performance. In practice, it emphasizes the need for new companies to aggressively exercise entrepreneurial leadership during a crisis. Improving organizational resilience can assist firms in effectively responding to crises and achieving sustainable development. Faced with the unpredictability of the entrepreneurial environment, it is critical to examine how to enhance new company management abilities and combine limited resources with dynamic prospects. Entrepreneurial leadership, as a new type of leadership that blends entrepreneurial spirit with leadership, may produce a vision to drive subordinates, direct companies to identify creative ways, and explore and develop opportunities. Entrepreneurial leadership is seen as an effective form of leadership for directing young businesses through external uncertainties and crises. The goal of this paper, guided by the dynamic capacity concept, is to examine how entrepreneurial leaders interact with organizational resilience in a complex environment to increase venture performance in China. This study concludes: (1) Entrepreneurial leadership has a favorable influence on the performance of new enterprises, based on a questionnaire survey and data analysis of 213 entrepreneurs and senior managers of new businesses in the Yangtze River Delta. (2) Entrepreneurial leadership has a beneficial impact on organizational resilience, and improving entrepreneurial leadership is favorable to improving enterprise organizational resilience. (3) Entrepreneurial leadership may improve the performance of new enterprises by increasing corporate organizational resilience. (4) Changes in the external environment will also have an influence on this connection, with the entrepreneur's assessment of the competitiveness and dynamism of the external environment having a more favorable impact on venture success through organizational resilience. This paper demonstrates how leaders of new ventures in the Chinese context can use entrepreneurial leadership to improve organizational resilience by incorporating entrepreneurial leadership, organizational resilience, performance, and environmental characteristics of new ventures into an integrated research framework. However, by analyzing and synthesizing the relationships of the elements of different aspects, it has been determined that they are associated with each other, and this interrelationship may be used as a relationship of the conceptual framework for future studies.

In order to better understand the connection between entrepreneurial leadership skills and educational synergy, this article offers an example. Organizational adaptability, entrepreneurial leadership, and team empowerment are all principles that can be applied to the improvement of university and related organization management, whether in the direction of curricular planning or businesspeople seeking partnerships with educational institutions.

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