UNDERSTANDING THE DETERMINANTS OF HYBRID ENTREPRENEURSHIP (SUMMARY)

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SUMMARY

UNDERSTANDING THE DETERMINANTS OF HYBRID ENTREPRENEURSHIP

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Principal Topic

Hybrid entrepreneurs are individuals who start their new venture while keeping paid employment. Since hybrid entrepreneurship is a relatively new area in entrepreneurship research, we attempted to systematically examine a fundamental question that is key to developing understanding of this phenomenon: What are some factors (e.g., demographic, psychographic and financial) that influence an individual’s decision to become a hybrid entrepreneur? Prior research shows that hybrid entrepreneurs are less likely to take risks compared to full-time entrepreneurs and generally maintain favorable relationship with employer and keep current paid employment (Raffiee & Feng, 2013). Thus, we draw on the underlying logic of entrepreneurial risk taking propensity to develop our hypotheses. We examine whether demographic factors such as age, education level, entrepreneurial experience, and industry tenure influence hybrid entrepreneurship. Similarly, we analyze whether psychological factors such as entrepreneurial commitment and abilities expectancy influence hybrid entrepreneurship. We investigate the influence of household net worth, a financial factor, on hybrid entrepreneurship. We propose that individuals with older age, higher education level, shorter industry tenure, less abilities expectancy, less commitment, and lower net worth are more likely to become hybrid entrepreneurs.

Methods

We used data from 777 nascent entrepreneurs from the Panel Study of Entrepreneurial Dynamics II. We coded an individual as hybrid entrepreneur if he/she still works for others for pay while starting a new business. Measures for independent variables are established measures used by prior entrepreneurial studies that used the same dataset. As the dependent variable is dichotomous – hybrid or full time entrepreneurship, we used hierarchical logistic regression. We controlled for gender, numbers of dependents, and types of paid employment, and social norms, among other variables.

Results and Contributions

Our findings indicate that individuals with higher educational level, less prior entrepreneurial experience, higher commitment to new venture, and lower household net worth are more likely to become hybrid entrepreneurs as compared to full time entrepreneurs. We also found an inverted U-shaped relationship between age and hybrid entrepreneurship. This study contributes to the entrepreneurship literature by identifying and empirically testing which demographic, psychographic, and financial impact individuals to become hybrid entrepreneurs.

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