# Antecedents of Entrepreneurial Well-being

In general, well-being is not only pleasant and healthy, but also linked to long-term subjective financial and also personal entrepreneurial success (Dijkhuizen, Gorgievski, van Veldhoven, & Schalk, 2018).

# Personality

## • Personality traits

## Hmieleski, K. M., & Carr, J. C., 2007b)

### Psychological capital

* Psycap 🡪 predicting job sat, buffer neg effets of work tension (???)
  + Measured with (scle blabla by blabla)
* Conclusion: ??
* Sample: 144,

(Bugental, 2004)

The research by (Hmieleski, K. M., & Carr, J. C., 2007b) found that psychological capital is predicting job satisfaction and is also able to counterbalance the negative effects of work tension. They conclude that psy. Capital is important for entrepreneurs to reach their financial goals while remaining high on psy. Well being. They explain this by the reduction of the negative effects caused by work tension. They also point out that psy. Captial seems to be trainable. Overall psy. Captial seems to be group several subfactors(optismism, self-efficacy, resilience, hope) below it.

Method: N= 144 (low response rate, but non sig. Non-respsone biase), out of a random sample of 1,000 firms was drawn from the Dun and Bradstreet Market Identifiers Database. One time measure, which is strange since they make predictive claims.

Measure: Psy. Capital was measured using 4 constructs, each by six items on a 7- Likert scale, Cronbach alpha= .87 :

Optimism was measured using the Life Orientation Test-Revised (Scheier, Carver, & Bridges, 1994)

Entrepreneurial self-efficacy was measured using a scale developed by De Noble, Jung, and Ehrlich (1999)

Resilience was measured using a scale developed by Wagnild and Young (1993)

Hope was measured using a scale developed by Snyder, Sympson, and Ybasco (1996)

Jobtension, was measured with 7 item by House and Rizzoo (1972). Cronbach’s coefficient alpha of .75.

Jobsatisfaction was measured with 4 items out of the “work itself satisfaction” scale of Spector’s (1985). The Cronbach’s coefficient alpha of .71.

Dewal, K., & Kumar, S. (2017) found evidence that psychological capital could be the mediating link between personality and well-being. But it is for sure, correlated with well-being.

### Locus of control

### author

* Results: adversity (???) was shown to be negatively linked with job satisfaction
* Job sat was linked to subjective health (???) in there study.
  + effect is higher when ext loc cont is higher
* Similar (???) is the relationship between self-reported (???) health and job satisfaction.
* interaction effect of entrepreneurial adversity and locus of control, since the high locus of control buffers the effects of increasing adversity.
  + Surprisingly, under low adversity conditions, entrepreneurs with a high locus of control have lower job satisfaction.
  + A similar pattern emerges for this interaction on health.
* Method: N= 135 of entrepreneurs, not longdiutional design, regression analysis

Measures: Well-being via Job Satisfaction and subjective health, both with one item and a 4 point Likert scale. Also, locus of control and Entrepreneurial adversity were measured with a single item.

(Cardon & Patel, 2015) found that stress had negative effects on health but a positive effect on income. But the negative effects of stress could be buffered by positive affect. Postive affect could even strengthen the positive relationship between stress and income. Thus the construct of positive affect seems to have similar effects to the locus of control, without its downsights.

Method: N= 688 of self-employed, Longitudinal design with a non-entrepreneurial control group

Measures: Phyiscal Health: They used five indicators of personal health— alcohol use, smoking, physical activity, weight gain (Kivimäki, Head, Ferrie, Shipley, Brunner, Vahtera, & Marmot, 2006) and a subjective health assessment (Ruggiero, Armstadter, Acierno, Kilpatrick, Resnick, Tracy, & Galea, 2009)

Stress, three biological makers were used : (i) systolic blood pressure (mmHg), (ii) diastolic blood pressure (mmHg), and (iii) doctor diagnosed hypertension (Yes/No). In addition they used three-item subjective measure of stress based on the General Well-Being Schedule (Fazio, 1977). The subjective and biological measures were postivly correlated.

Positive affect was measured , with the positive affect sub-scale of the CES-D (The Center for Epidemiological StudiesDepression Scale), These are 20 Likert scale points with 3 response options.

Psychological capital in entrepreneurs was also shown to be positively linked job satisfaction and can buffer the negative effects of work tension on job satisfaction (Hmieleski, K. M., & Carr, J. C., 2007a).

### Big five

In a study of 124 entrepreneurs, positive and negative correlation with the big five personality traits were found. Neuroticism was negatively correlated with psychological well-being, while extraversion and openness to new experiences were positively correlated. The study found no significant relationship between psychological well-being and agreeableness and conscientiousness (Dewal, K., & Kumar, S., 2017).

Method: N=124; one-time measure ( at least not stated differently)

Measure: Big Five via neo big five inventory developed by Costa and McCrea (1992)

Psy. Captial was measured by the 24item Questionaire from Luthans.

Well-being via Ryff´s scale of well-being, in total 54 item on a 6 point likert scale.

### Self-efficacy

### Optimism

Research has shown in general that optimism is linked to higher well-being (Alarcon, Bowling, & Khazon, 2013). In the context of entrepreneurship, dispositional optimism is important to be discussed, since entrepreneurs, in general, expect positive outcomes also in the abstinence of rational reasons. This overoptimistic can lead to the counter adaptive effect that too high optimism leads to lowered venture performance (Hmieleski, K. M., & Baron, R. A., 2009). Therefore a social-cognitive model seems to be needed in this sub-chapter.

Method: Meta-analysis with 391 optimism samples and 98 hope samples, only experimental studies

### Coping styles

In general, the literature distinguishes between problem and emotion-based coping (...). A study of 3,600 entrepreneurs showed that problem-based coping is positively linked to higher personal well being and venture performance, but emotion-based coping is not correlated with it (Drnovsek, M., Örtqvist, D., & Wincent, J., 2010). In which coping strategy, the entrepreneur engages depends on two factors, their own goals and start conditions. When entrepreneurs tried to improve economic aspects, they engaged in problem-focused coping. But when they tried to improve their self-knowledge to enable themselves to learn from failures, entrepreneurs seem to engage in emotion-based learning . As a second factor is a monetary capital at the beginning. If this is high entrepreneurs emotions focused coping is more likely (Drnovsek, M., Örtqvist, D., & Wincent, J., 2010).

Method: N= 469 of entrepreneurs in their first 6 years from Solvenia and Sweden,

The data was analysed with structural equation modelling (SEM) using AMOS 17.0.

Measures: Problem-based coping and emotion-based measured with a modified version of Hall´s inventory of (1972) on a 7 point Likert scale, where the participants were asked to think about their coping behaviour.

Personal well-being was also measured with a set of quetions based on (Burke, Weir & Duwors 1980).

Founding capital was measured as the size of the initial founding capital provided by the respondent

The relationship between coping and entrepreneurial well-being gets another facet if we shift our focus on experience in starting the business. Avoidance coping seems to lead to higher well-being, but only if the entrepreneur is experienced. When time progresses, a combination of active and avoidance coping is needed (Uy, Foo, & Song, 2013). This could be explained by the idea that one should not engage in a very stressful situation during the demand period while founding a company.

Method: N: 156 of Small and medium-sized enterprises from Manila. No response bias. Longditudional design

Measure: Coping-style: Participants had to describe a stress situation and then rate if they responed in certain manners.

Gernal Health was assed by the 12 items of the General Health Questionnaire (GHQ- 12, Goldberg, 1978) with a four point likert scale.

## Human Capital

In this area mainly stress coping skills and education are discussed. Coping is already discussed above. I will add one more since it gives very specific behaviour and is discussed by Stephan as a human capital.

A survey study by Ahmad and Xavier ( 2010) found very specific behaviours which are adaptive to deal with stress. While responsibility, added values, skills needed and work pressure caused stress. The coping mechanisms of disregarding, divert thinking, networking and effective communication are said to be helpful in reducing stress.

Method: N=118 in an Idian and Chinese and Malay sample, correlational

Measures: In general this paper is lacking a lot of information

With regards too eduction, the review paper by Stephan (2018) shows that the findings in this field are quite ambivalent. The article by Kunday & Arkalı Olcay (2017) could give a possible answer here, using opportunity and necessity as additional variables.

## Motivation and Values

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# Environmental Influences

## Firm and financial characteristics

### Financial resources

The research by Kunday & Arkalı Olcay (2017) found that in general, income is positively correlated with well-being. Whether this effect is stronger for high or low educated entrepreneurs depends on their motive to start their business. If they had to (Necessity Entrepreneurs), the effect of income on well-being is stronger for a population lower in education. But if they are “opportunity entrepreneurs” the effect is stronger for high educated entrepreneurs.

Method: N: no quadrant lower than 478 international entrepreneurs, cross-sectional since the dataset is limited to single observations

Measure: well-being is measured with a shortened version from f Diener et al. (1985), 5 items

Income, via total annual household income in three categories

Education was assessed by years of education

Entrepreneurial Motive was a dichotomous variable ( necessity-motive and opportunity-motive entrepreneurs)

### Social resources and stressors

A study by Totterdell, Wood, & Wall (2006) found that next to other variables that low social support is negatively correlated with depression. This finding is especially important, as discussed by the authors since this could explain weekly variation. Practical implication could be that entrepreneurs should be aware of the dangerous effects of neglecting social life.

Method: N=65 entreprenerus, longditudional (26 measurements)

Measures: Work demands were measured using a 4-item scale asking about difficulties with regard to time. Anlysis via multi-level regression modelling.

Social support, using a 3-item scale

Psy. strain was measured with 2 items for strain and 2 items from a depression inventory by Warr (1990).

## Contextual factors

The study by Olafsen and Frølund (2018) discusses the context in terms of hindrance and challenge stressors. They found that challenge stressors are correlated with well-being via the satisfaction as motivational needs. Thus stressors can even have positive effects if they are challenging and therefore satisfy the needs of competence, autonomy and relatedness. This satisfaction is the mediating link in this study.

Method: N=160 Scandivanian Entrepreneurs, cross-sectional design

Measures: Hindrance stressors were measured with 4 and challenge with 3 items on 7 point Likert scale

Motivation was assessed by the multidimensional work motivation scale (Gagné et al., 2015).

For well-being six items from Ryan and Frederick (1997) were used.

### Business climate/ competition

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