

# Analyzing the indicators of green entrepreneurship for the sustainable circular economy: a mixed-method approach

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## Abstract

**Purpose** – This study aims to identify and conduct an in-depth analysis of barriers and drivers influencing “Green Entrepreneurship” (GE) and “Circular Economy” (CE) in relation to “sustainable development” (SD) using a systematic review and comprehensive analysis (through case studies, prioritizing and making contextual relationships).

**Design/methodology/approach** – To fulfill research objectives, “Stakeholder Theory” (ST), “Circular Economy Theory” (CET) and “Dynamic Resource-Based View” (DRBV) theories have been used as theoretical frameworks. In addition to this, the “Fuzzy Analytic Hierarchy Process” (F-AHP) was used to prioritize drivers and barriers and “Interpretive Structural Modelling” (ISM) was used to study interrelationships. Further, “Matrice D’impacts Croisés Multiplication Appliquée à Un Classification” (MICMAC) is used to cluster drivers and barriers based on the “driving power” and “dependence power.”

**Findings** – The study’s findings reveal that supply chain and logistics-related barriers, including inefficient transportation networks and fragmented value chains, are identified as the foremost challenges hindering the growth of GE and the development of a CE. Conversely, regulatory and norms-related drivers, collaboration and networking and sustainable ecosystem management-related drivers are highlighted as pivotal factors fostering GE and CE for sustainable development.

**Practical implications** – The study provides valuable insights for policymakers, entrepreneurs and researchers, offering actionable recommendations to accelerate the implementation of sustainable practices in the corporate world. These recommendations contribute to the global pursuit of a greener and more resilient economy, paving the way for a sustainable and inclusive future.

**Originality/value** – This study identifies, analyzes and provides a framework for the major barriers and enablers to implementing GE for CE in SMEs. It might be useful for businesses that want to turn their production systems to achieve sustainability.

**Keywords** Green entrepreneurship, Circular economy, Sustainable development, Content analysis, F-AHP, ISM-MICMAC

**Paper type** Research paper

## 1. Introduction

In recent years, our planet has faced a dynamic duo of challenges: a booming global population and the lightning-speed growth of industry. As a result, we find ourselves confronted with a host of pressing issues, such as dwindling natural resources, the looming specter of waste, the ominous shadow of climate change, and the relentless march of global warming (Sabale *et al.*, 2023). Amid raising these concerns and recognizing the urgency of addressing these pressing environmental challenges while also fostering economic prosperity, governments have formulated and implemented policies to encourage businesses to adopt innovative and environmentally conscious practices (Luu, 2022; Mondal *et al.*, 2023). These policies encompass a range of initiatives, from incentivizing sustainable production methods and resource efficiency to regulating emissions and waste management. The emergence of several novel concepts, including green entrepreneurship, is aimed at promoting holistic development that prioritizes the well-being of both people and the planet in alignment with the SDGs and the pursuit of prosperity (Zarbakhshnia *et al.*, 2023). The urgency to address pressing



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environmental challenges, coupled with the growing need for economic prosperity, has underscored the significance of fostering innovative and environmentally conscious practices within businesses (Marrucci *et al.*, 2022). Green entrepreneurship (GE), a derivative of “green” and “entrepreneurship,” refers to the proactive pursuit of environmentally friendly and socially responsible business ventures (Mondal *et al.*, 2023; Mukonza, 2020). In their role as agents of change, entrepreneurs are increasingly recognized for their potential to drive innovation and contribute to CE and SD. The concept of GE refers to creating, managing, and growing businesses that prioritize environmental sustainability and social responsibility alongside financial success (Zarbakhshnia *et al.*, 2023; Zhao *et al.*, 2020). As the world faces unprecedented ecological crises, GE offers a promising avenue to drive transformative change within the business community (Antolin-Lopez *et al.*, 2019; Feng *et al.*, 2022). Therefore, governments and societies increasingly recognize the urgency of tackling climate change and promoting sustainable development, and the role of green entrepreneurs in fostering a more sustainable economy becomes ever more crucial (Zarbakhshnia *et al.*, 2023). Concurrently, the CE paradigm has emerged as a promising alternative to traditional linear economic models (Govindan and Hasanagic, 2018). The CE framework aligns with SD objectives and presents an opportunity for businesses to transition towards more sustainable production and consumption patterns (Agrawal *et al.*, 2021; Moktadir *et al.*, 2020a; Dey *et al.*, 2022). In pursuit of a sustainable future, the intersection of GE and CE in the business landscape has emerged as a focal point for researchers, policymakers, and businesses alike.

The concept of the Sustainable Circular Economy (SCE) refers to an economic model that prioritizes the continuous use of resources through recycling, reusing, and reducing waste, thereby minimizing environmental impact and fostering sustainability (Govindan and Hasanagic, 2018; Skare *et al.*, 2024). Unlike traditional linear economies, which follow a “take-make-dispose” approach, the SCE aims to create closed-loop systems where materials and products are maintained at their highest value for as long as possible (Razzaq *et al.*, 2021). Moreover, SD, as enshrined in the “United Nations’ Sustainable Development Goals” (UNSDGs), addresses pressing global challenges, including poverty, inequality, climate change, and environmental degradation (Naderi *et al.*, 2022). Based on a World Bank report, there has been a concerning trend of increasing pollution and waste generation in recent years. A study by Razzaq *et al.* (2021) found that between 2015 and 2019, there was a staggering 243 million metric tonnes (Mt) of waste generation. Of this total, 45% of the waste came from developed countries, while the remaining 55% originated from developing countries. Consequently, GE plays a pivotal role in advancing SCE by promoting eco-innovations and business models that align economic growth with environmental preservation, thus addressing resource scarcity and reducing ecological footprints (Zhao *et al.*, 2020; Arsawan *et al.*, 2024). Through the development of sustainable products, efficient resource management, and waste reduction strategies, green entrepreneurs contribute to the realization of SCE goals, driving both economic and environmental sustainability (Mondal *et al.*, 2023). These practices reduce waste and material consumption and create employment opportunities (Mondal *et al.*, 2023; Moktadir *et al.*, 2020a).

Despite the growing interest in GE, current literature highlights several barriers hindering its full potential in SMEs. These barriers range from logistical inefficiencies to the lack of supportive regulatory frameworks and fragmented supply chains, particularly within developing economies (Amankwah and Sesen, 2021). Moreover, existing studies (for example, Amankwah and Sesen, 2021; Badhotiya *et al.*, 2022; Behl *et al.*, 2023; Lotfi *et al.*, 2018; Mishra *et al.*, 2022; Priyadarshini *et al.*, 2024; Singh *et al.*, 2020) have predominantly focused on individual aspects of these topics, often lacking a holistic and integrated analysis that would provide an in-depth understanding of their interrelationships. Govindan and Hasanagic (2018) systematically analyze drivers, barriers, and practices for CE using bibliometric and content analysis. The study also shows that this method is crucial to identifying trends, gaps, and potential areas of collaboration. Moreover, while individual research works have explored the impact of GE on SD or the adoption of CE principles by

businesses, there is limited research that examines the intersection of these concepts (Nayal et al., 2022; Piila et al., 2022). Razzaq et al. (2021) show the importance and interrelationship of waste management and CE for energy efficiency and economic growth. Another study by Antolin-Lopez et al. (2019), Behl et al. (2023), Chauhan et al. (2022), Elf et al. (2022), and Zarbakhshnia et al. (2023) shows the importance of CE in several scenarios. In addition, several studies (Feng et al., 2022; Karimi and NabaviChashmi, 2019; Zhao et al., 2020) show the importance of GE in several aspects. While each of these topics (GE and SCE) in business has received significant attention from scholars and practitioners, a comprehensive synthesis of the existing literature still needs to be developed (Amankwah and Sesen, 2021). Whereas Singh et al. (2020), Mishra et al. (2022), and Gedam et al. (2021) studied barriers, Piila et al. (2022) drivers and challenges, and Moktadir et al. (2020a) critical success factors of CE, From the above discussion, it is clear that the existing literature primarily focusses on individual aspects of GE and SCE, often lacking a holistic and integrated analysis. Past research has predominantly focused on green practices rather than on green entrepreneurship as a distinct field, resulting in a fragmented understanding of the specific factors that drive or inhibit its success. The limited research explicitly addressing GE has further compounded these challenges, with gaps in understanding the critical barriers and enablers that influence its adoption in SMEs (Chauhan et al., 2022; Lotfi et al., 2018). However, research on the intersection of GE and SCE remains fragmented, with limited studies offering a comprehensive analysis of the key drivers and barriers shaping this relationship, particularly in the context of SMEs (Mondal et al., 2023; Lotfi et al., 2018). There is a gap in synthesizing these concepts to provide a comprehensive understanding of their interrelationships and the intersection of these concepts. In addition to this, most of the past studies are narrative in nature and lack quantitative assessments of research growth, patterns, and trends. A bibliometric analysis is needed to provide a more data-driven perspective on the state of the field. Further, most of the past studies were qualitative in nature; however, the quantitative approach adds a new dimension to the analysis. Additionally, most previous literature reviews (for example, Nirmal et al., 2023; Farrukh et al., 2023; Gbako et al., 2024; Chandra et al., 2024) on this subject are narrative, and there is a lack of bibliometric analyses to quantitatively assess the growth, patterns, and trends in published research. A comprehensive analysis will provide a systematic and objective evaluation of the existing literature, identifying key factors that have shaped the field's development. Therefore, this research aims to bridge the existing gap in the literature by conducting a comprehensive bibliometric and content analysis of scholarly articles and publications related to GE, CE, and SD in business. Thus, the present study seeks to address these research gaps by conducting a comprehensive analysis of the key barriers and drivers influencing GE in relation to SCE. The research focuses on SMEs, given their vital role in global economic growth and their potential for innovation in adopting sustainable practices (Moktadir et al., 2020a; Skare et al., 2024; Priyadarshini et al., 2024). By identifying and prioritizing the most critical factors shaping the success of GE, this study aims to provide actionable insights that will enable policymakers, entrepreneurs, and researchers to foster a more sustainable and inclusive economy. To this end, the research poses the following research questions (RQ):

- RQ1. What are the significant key barriers and drivers influencing GE and CE in attaining SD in small and medium enterprises (SMEs)?
- RQ2. What are the top key barriers and drivers among those that affect most GE and CE in attaining SD?
- RQ3. What is the inter-relationship and a level-wise structural model based on the “driving power” and “dependence power” of the abovementioned identified barriers and drivers?

By addressing these research questions, this study contributes to filling the existing knowledge gap regarding the interplay between green entrepreneurship and the development of sustainable circular economic practices. The study further aims to offer a comprehensive framework for understanding the complex relationships between these concepts, thereby informing future research and guiding the development of policies that support the growth of green entrepreneurship in SMEs.

The rest of the paper is organized as follows: [Section 2](#) discusses the literature review, [Section 3](#) discusses the research methodology and data analysis, [Section 4](#) discusses the results of the data analysis, and [Section 5](#) discusses the results. [Section 6](#) discusses the implications. Lastly, [Section 7](#) outlines the conclusion, limitations, and further recommendations of the study.

## 2. Literature review and theoretical background

The concepts of GE, CE, and sustainability have garnered significant attention in both academic and practical domains, reflecting the growing recognition of the urgent need to address environmental challenges while fostering economic development. This literature review focuses on synthesizing existing research from a bibliometric perspective, aiming to map the intellectual landscape and identify key trends, seminal works, and emerging themes in these interconnected fields.

### 2.1 Green entrepreneurship (GE)

GE is a subset of business that strongly emphasizes creating new products and services to solve environmental problems ([Lotfi et al., 2018](#)). The GE has two items: green, which deals with environmental concerns, and entrepreneurship, which deals with creating new products and services to solve problems. Additionally, green entrepreneurs are driven by a combination of societal, economic, and institutional factors. Growing awareness of environmental degradation and resource depletion motivates individuals to seek sustainable alternatives ([Lotfi et al., 2018](#)). Supportive policies, like incentives for renewable energy adoption and waste reduction targets, create a conducive environment for green businesses ([Mondal et al., 2023](#)). Numerous studies (e.g. [Makhlofi et al., 2022](#); [Mondal et al., 2023](#); [Shafique et al., 2021](#); [Mukonza, 2020](#)) have delved into various aspects of this field, shedding light on the enablers of GE. The study also highlighted the significant role of environmental awareness in shaping green entrepreneurial intentions and explored the connection between green innovation and entrepreneurial orientation. Several factors, like increasing consumer demand for eco-friendly products, drive innovation in sustainable offerings. Access to financial resources, such as venture capital and impact investment, plays a pivotal role in nurturing and scaling green entrepreneurial ventures ([Luu, 2022](#)). Innovations in green technologies, like renewable energy solutions and efficient waste management systems, provide opportunities for environmentally friendly solutions as well as CE development ([Mondal et al., 2023](#); [Mukonza, 2020](#)). Moreover, GE aligns economic prosperity with environmental stewardship and societal development, fostering a sustainable future. It also catalyzes innovation, expands market reach, enhances profitability, and boosts brand reputation. Moreover, it generates employment, addresses social and environmental challenges, raises awareness, conserves resources, mitigates climate change, and promotes biodiversity conservation ([Lotfi et al., 2018](#)).

### 2.2 Circular economy (CE)

The CE paradigm is centered on resource efficiency and waste reduction through the promotion of material reuse, recycling, and regeneration ([Bocken et al., 2019](#); [Dey et al., 2022](#)). It offers a departure from the linear “take-make-dispose” model, striving to create a regenerative system where resources are used efficiently and regenerated at the end of their

lifecycle (Gupta and Singh, 2021). This approach decouples economic growth from resource depletion, addressing environmental challenges while fostering sustainability (Geissdoerfer et al., 2017, 2022; Mishra et al., 2022). Circular business models, policy frameworks, and digital technologies have expanded the discourse (Bocken et al., 2019; Gupta and Singh, 2021; Khan et al., 2022a, b; Mondal et al., 2023). Reshaping traditional production and consumption models offers a promising path toward sustainability. Its evaluation involves assessing its integration into industries, its impact on resource consumption, and environmental benefits like reduced carbon emissions (Bocken et al., 2019). It also considers social implications, such as job creation in the recycling sector. Several factors drive its adoption, including resource scarcity, environmental awareness, policies, technology, consumer preferences, and product design strategies (Bocken et al., 2019; Kazancoglu et al., 2021b; Priyadarshini et al., 2024). Transitioning to a CE requires collaboration between industry, society, business, and management to minimize waste, conserve resources, and promote sustainable growth (Geissdoerfer et al., 2017). In the realm of CE literature, key themes emerge, such as resource efficiency, closed-loop systems, product design for longevity, innovative business models, stakeholder collaboration, policy frameworks, consumer awareness, technological advancements, financial mechanisms, education, life cycle assessment, and cultural shifts (Bocken et al., 2019; Geissdoerfer et al., 2017; Mishra et al., 2022). In addition to this, the CE, as a regenerative economic paradigm, holds the potential to address pressing environmental challenges while generating societal and economic benefits (Govindan and Hasanagic, 2018; Moktadir et al., 2020a; Singh et al., 2020).

### 2.3 Sustainable development (SD)

Sustainability, a broad concept, encapsulates the pursuit of economic, social, and environmental equilibrium for current and future generations (Lotfi et al., 2018). SD is a multifaceted concept and business process to preserve finite resources, meet human needs, safeguard ecosystems, and promote economic and environmental harmony for future generations (Bonfanti et al., 2023; Schaltegger et al., 2012). This concept provides a holistic framework that guides global efforts toward economic prosperity, social equity, and environmental stewardship, ultimately working to address pressing global challenges in a coordinated and comprehensive manner. Therefore, it aligns with the UNSDGs, as both are the same concept that considers “people,” “planet,” and “profit” (or the 3P bottom line) (Gatti et al., 2019). The SDGs, adopted in 2015 as part of the 2030 Agenda for Sustainable Development, provide a comprehensive framework addressing global challenges such as poverty, health, gender equality, and climate action (de Oliveira and Oliveira, 2023). They emphasize the interdependence of development aspects, encourage global cooperation, and set ambitious targets to be achieved by 2030. Through specific targets and indicators. With this, several global factors are enabling the development of sustainability activities, like the “United Nations Development Programme” (UNDP), the global level (G20), and the Paris Agreement aims (UNFCCC). This helps limit global warming, enable monitoring, promote accountability, and build resilience against global challenges like climate change. Various organizations play pivotal roles in promoting SD. The United Nations facilitates global dialogue and supports countries in SDG implementation. Transitioning to a CE and adopting green practices is crucial for all countries (de Oliveira and Oliveira, 2023; Dey et al., 2022). Developing countries can utilize resources efficiently and create jobs (Bocken et al., 2019). Several sustainability practices (GE) driven by government norms, policies, awareness, funding, and businesses drive these transitions.

### 2.4 Theoretical framework

A well-defined theoretical framework serves as a compass, guiding the exploration of GE and SCE by systematically dissecting barriers, drivers, enablers, and critical success factors. It illuminates the intricate relationships and interdependencies within these domains,

enhancing our understanding of how they interact and impact one another. Ultimately, this framework empowers stakeholders to make informed decisions, foster innovation, and catalyze transformative change toward a more environmentally conscious and economically resilient future.

**2.4.1 Stakeholder theory (ST).** ST posits that businesses should consider the interests and concerns of all parties affected by their operations, not just shareholders, in their decision-making processes. [Jabbour et al. \(2020\)](#) argue that the theory helps in understanding the role of a diverse set of stakeholders in business and the development of sustainability activities. The study also highlights that the theory also helps provide a theoretical lens to understand contemporary sustainability concepts, i.e. CE. A study by [Hina et al. \(2023\)](#) and [Le \(2022\)](#) also highlights different stakeholders' contributions and roles in identifying opportunities for eco-friendly product innovation and sustainable resource management, thereby reducing environmental impacts and enhancing competitiveness. Moreover, Elkington's "Triple Bottom Line" concept (1997) emphasizes the importance of considering environmental and social factors alongside financial performance, aligning with stakeholder theory's principles ([Hubbard, 2009](#)).

**2.4.2 Circular economy theory (CET).** The CET advocates for an economic model that minimizes waste and promotes sustainability through resource longevity and regeneration. It departs from the linear "take-make-dispose" approach and prioritizes recycling, reusing, and remanufacturing strategies to maintain resource value ([Xu et al., 2022](#)). This theory supports developing a framework for entrepreneurs to create businesses aligned with environmental stewardship, designing products and services that reduce resource consumption and waste ([Stumpf et al., 2021](#)). Further, this theory guides businesses towards sustainable production by encouraging material reuse and recycling, reducing environmental impact. In addition, this theory also aligns with SD principles, balancing economic growth, social well-being, and environmental conservation ([Stumpf et al., 2021; Xu et al., 2022](#)).

**2.4.3 Dynamic resource-based view theory (DRBV).** This theory is an extension of the traditional resource-based view theory in strategic management ([Helfat and Peteraf, 2003](#)). The RBV framework focuses on how a firm's unique resources and capabilities can lead to sustained competitive advantage. DRBV theory builds upon this foundation but emphasizes the dynamic nature of resources and capabilities ([Huang et al., 2023](#)). It recognizes that in a rapidly changing business environment, what may be a source of competitive advantage today may not be sustainable in the long term. Therefore, it focuses on a firm's ability to adapt, evolve, and renew its strategies, resources, and capabilities with sustainability goals to gain a competitive edge in green markets and contribute to long-term environmental and economic sustainability ([Helfat and Peteraf, 2003; Huang et al., 2023](#)).

Therefore, this theoretical framework is used to identify barriers and drivers, and it also considers organizational adaptability, innovation, and SD, which align with multiple SDGs and drive sustainable growth and environmental stewardship.

## 2.5 Previous literature review

In the face of escalating environmental challenges and an increasing demand for sustainable economic growth, businesses recognize the need to shift towards greener practices. This shift is largely driven by the integration of GE and the SCE, which promise to deliver innovative business models that address both ecological concerns and sustainable development ([Bilal et al., 2020; Böhmecke-Schwaert et al., 2022; Elf et al., 2022; Karimi and NabaviChashmi, 2019; Skare et al., 2024](#)). Despite the rise in academic and practical interest in GE and SCE, there is still a significant gap in understanding how these concepts can be systematically implemented within industries, particularly in relation to SMEs. Existing literature on these areas (for example, [Mukonza, 2020; Mishra et al., 2022; Singh et al., 2020](#)) often focuses on theoretical discussions or isolated case studies without offering a holistic view of the key drivers, barriers, and critical success factors necessary for successful integration. A systematic

review conducted by [García-Quevedo et al. \(2020\)](#) and [Priyadarshini et al. \(2024\)](#) highlights that although many businesses are keen to adopt CE initiatives, the practical hurdles, such as fragmented supply chains, regulatory constraints, and logistical challenges, are rarely addressed in the literature. Similarly, [Govindan and Hasanagic \(2018\)](#) point out that while bibliometric and content analyses on CE have been undertaken, these studies often fail to provide actionable insights into overcoming these barriers in real-world applications. In contrast, [Kumar et al. \(2023\)](#) emphasize the need for empirical studies that can provide a clearer understanding of the contextual factors shaping the adoption of CE, particularly in developing countries and SMEs. However, much of the research remains confined to larger enterprises or macro-level policy discussions, neglecting the nuanced challenges that smaller businesses face when integrating sustainable practices. The literature also reveals a fragmentation in the analysis of GE and CE, with many studies examining these concepts in isolation ([Amankwah and Sesen, 2021](#); [Behl et al., 2023](#)). For instance, while CE frameworks often emphasize the importance of waste reduction and resource efficiency, they seldom consider the entrepreneurial initiatives required to implement these practices within diverse supply chains ([Marrucci et al., 2022](#); [Singh et al., 2020](#); [Dey et al., 2022](#)). Similarly, studies on GE tend to focus on the potential for innovation without considering the broader economic and logistical ecosystem needed to support such ventures ([Mondal et al., 2023](#)). This compartmentalized approach results in a lack of cohesion, which prevents businesses from understanding the key barriers and drivers influencing the implementation of sustainable practices. Furthermore, despite acknowledging GE and CE as critical factors for achieving UN-SDGs, the existing body of research does not adequately address their intersection from an operational perspective ([Nayal et al., 2022](#)). A critical gap in the literature is the lack of quantitative analysis and prioritization of these drivers and barriers using multi-criteria decision-making methods. Studies such as those by [Moktadir et al. \(2020a\)](#) and [Zarbakhshnia et al. \(2023\)](#) underscore the importance of structured decision-making tools like the F-AHP and ISM to systematically identify and categorize these factors. However, few studies have employed such methodologies to explore the interrelationship between GE and CE within SMEs, thus missing an opportunity to provide a data-driven foundation for policy recommendations and practical business strategies. This research addresses these gaps by offering a comprehensive and integrated analysis of GE and CE within the SME context. By incorporating F-AHP and ISM methods, this study will prioritize and establish contextual relationships among the drivers and barriers identified, providing valuable insights for both academic inquiry and practical application. Additionally, it will contribute to the growing body of literature by using MICMAC analysis to categorize these factors based on their “driving power” and “dependence,” thus laying the groundwork for more targeted interventions to foster sustainable entrepreneurship and circularity in business practices. The focus on SMEs, often overlooked in existing research, provides a unique and necessary lens through which to view the intersection of GE and SCE, with global implications for sustainable economic development. Hence, previous studies have contributed valuable insights into either GE or CE, but they have predominantly lacked an integrated analysis that could reveal the critical interdependencies between these concepts. This research seeks to fill that void by focusing on SMEs and utilizing advanced quantitative techniques to provide a nuanced understanding of the drivers, barriers, and success factors that will enable businesses to successfully transition toward a more sustainable circular economy.

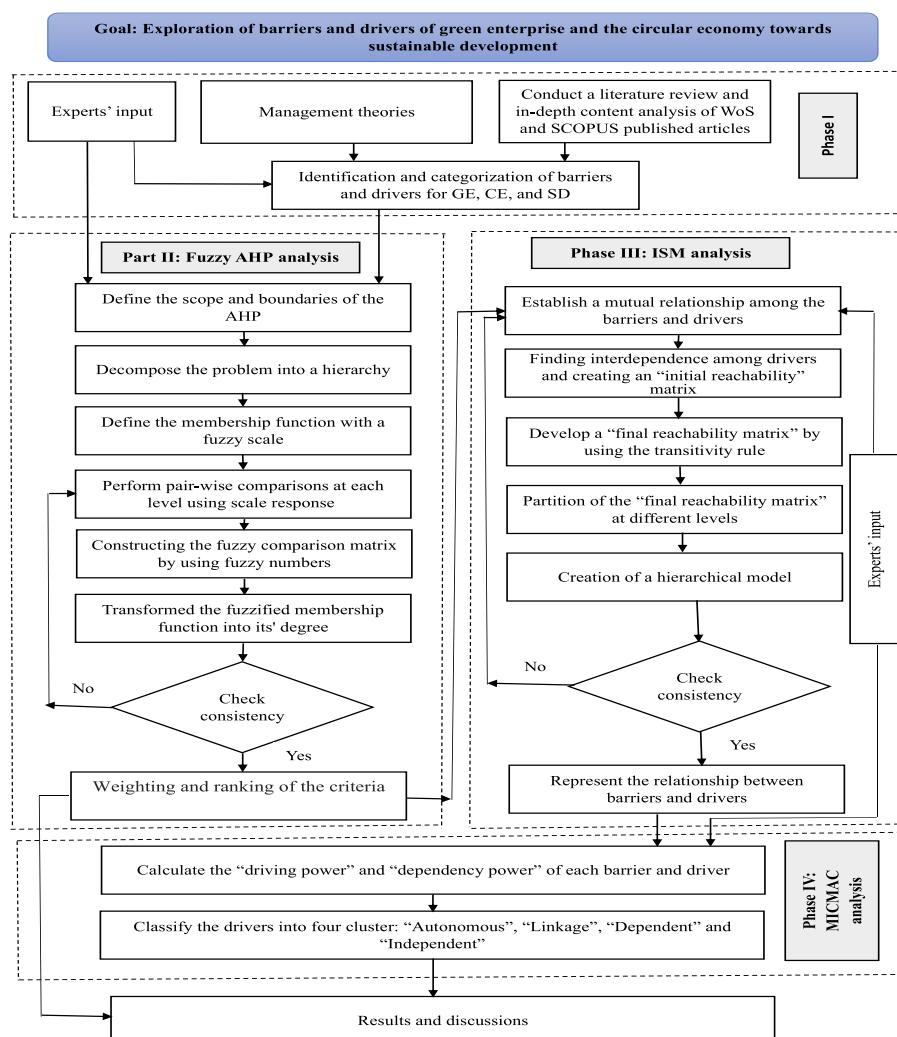
### 3. Research methods

A hybrid four-phase methodology was used to accomplish the research objectives, starting with a carefully structured research design and sampling design, then data collection and analysis. A comprehensive literature review and content analysis were conducted in the initial phase. This phase also involved establishing a theoretical framework and expert opinions from SMEs to finalize the identified barriers and drivers. Moving to the next phase, the “multi-

criteria decision-making” (MCDM) approach, i.e. F-AHP, was applied to sift through critical barriers and drivers extracted from existing literature. This approach helped prioritize these factors based on their relative importance. In the third phase, ISM was used to establish interrelationships and construct a multi-tiered framework for the critical barriers and drivers. Finally, in the last phase, the MICMAC analysis was employed to cluster barriers and drivers, considering their “driving power” and “dependence.” This step helped understand the dynamic interaction between different factors and their overall impact on the system. The complete step-by-step research methodology is illustrated in [Figure 1](#).

### 3.1 Data collection

The initial phase of a systematic review and content analysis involves identifying relevant research domains and keywords to be included, as well as excluding studies that do not meet



**Figure 1.** Steps of research methodology. Authors’ compilation

the criteria. The evaluation should begin by clearly delineating the specific domains that will be examined. The review provided pre-determined criteria for the selection of papers to be included. Furthermore, for prioritization and establishing interrelationships, data were collected from the experts from different SMEs.

### 3.2 Data analysis

The study used a transparent methodology, ensuring the integrity of the data by carefully selecting a particular database and restricting the analysis to specified years. The criteria for this study are as follows: To identify articles and associated bibliometric and bibliographic data for content analysis, the expert opinion and theoretical framework were also used to fix the search keywords. The goal was to amalgamate the concepts of “green entrepreneurship” and “circular economy,” as they are two critical sustainability factors for which there are no existing studies. To ensure a thorough search, the search string should consist of TITLE-ABS-KEY, including combinations such as (“Green entrepre\*\*” AND “Sustainab\*\*”) OR (“Green entepren\*\*” AND “Circular economy”) OR (“Circular economy” AND “Sustainab\*\*”) OR (“Green entrepre\*\*” AND “Circular economy” AND “Sustainab\*\*”). This search yielded 13,387 documents from SCOPUS and 11,510 from the Web of Science (WoS) database. The search was restricted to articles published in English journals between 2007 and July 2023. This review comprises only research articles, excluding newspaper reports, research reports, conferences, books, etc. Based on the research objectives and scope, 93 articles were selected for further content analysis (see Figure 2). The data were obtained from SCOPUS and WoS,

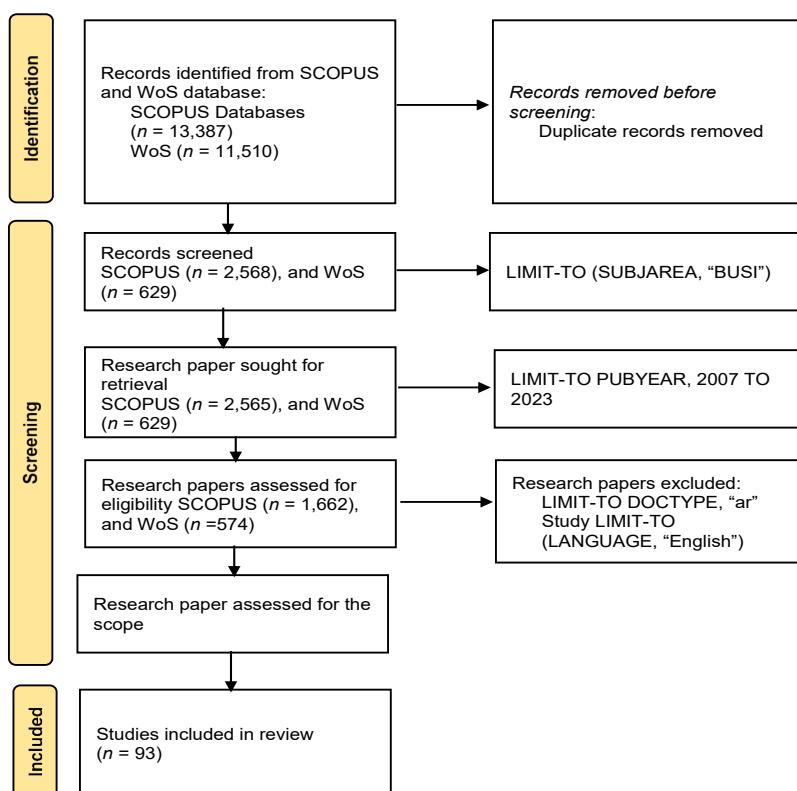


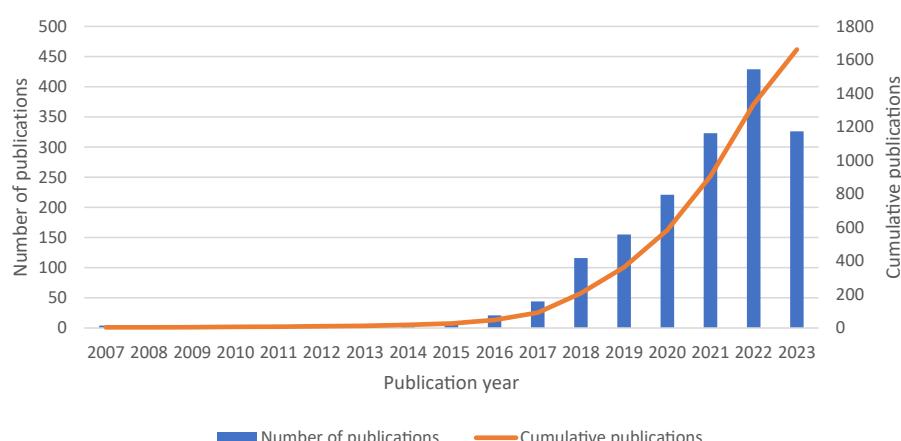
Figure 2. Search string and search results and inclusion and exclusion criteria. Source: Created by authors

reputable scientific databases for peer-reviewed research publications (Govindan and Hasanagic, 2018; Kumar *et al.*, 2023). The inclusion and exclusion criteria used for shortlisting the relevant articles are shown in Figure 2.

After this stage, 574 papers were collected, and all the articles were assessed to confirm that the research articles considered only the key terms and aligned with the research objectives. Any research paper that does not deal with the research domain or has less topic coverage is not considered. In addition, to perform an advanced search, several additional keywords have been used, i.e. “barriers,” “drivers,” “enablers,” “critical success factor,” and “influential factor.” Nevertheless, articles in which the subject emerged as a notable underlying theme were incorporated. Following this phase, 481 articles were excluded, resulting in a final selection of 93 articles considered for further analysis. The year-over-year publications provide reliable indicators for assessing research trends in that field. Figure 3 depicts a graphical representation of the annual and cumulative number of publications in the domains of GE and SCE. The plot analysis suggested that research on the application of green enterprise in CE and SD has been an emerging field of research since 2007, and this field of research has gained popularity in recent years. This field of study has grown at an exponential rate since 2017. Furthermore, the cumulative publication graph suggests that academics across the globe have started paying attention to the fields of GE, CE, and SD.

**3.2.1 Phase I: content analysis.** Content analysis is a research method used to identify and document critical factors objectively, ensuring consistency across various situations and periods (Govindan and Hasanagic, 2018). As described by Neuendorf and Skalski (2009), this methodology aims to uncover inherent attributes within communications. This study investigated the barriers and drivers of GE and CE. These were categorized as internal and external factors relevant to different organizational contexts (Tables A2 and A3 (Appendix A)). For effective GE and CE implementation, we recognized the need for alignment at both internal and external operational levels. Internally, businesses should integrate GE and CE practices into their production strategies. Externally, collaboration between industries and industrial parks is crucial for environmentally friendly production practices. Our primary objective was to create a coherent conceptual framework that transparently illustrates the interconnectedness of drivers, barriers, and practices.

To better understand why businesses adopt GE and CE for SD, we looked at some barriers and drivers that encourage this adoption. We analyzed these factors in Tables 1 and 2. Thirteen distinct barriers and drivers were identified and categorized into internal and external dimensions. The internal dimension focuses on actions within the enterprise. In contrast, the



**Figure 3.** Plot of number of publications and cumulative publications. N.B. Source: SCOPUS database

**Table 1.** Identifying barriers

Barriers	Aggregate dimensions	Stakeholders	Literatures
Market-related barriers (B1)	External	Organizations/ society	Agrawal <i>et al.</i> (2021, 2022), Chhabra and Singh (2022), Geissdoerfer <i>et al.</i> (2022), Govindan <i>et al.</i> (2022), Govindan and Hasanagic (2018), Karimi and NabaviChashmi (2019), Kumar <i>et al.</i> (2023)
Environmental-related barriers (B2)	External/ internal	Organizations/ society	Agrawal <i>et al.</i> (2021), Chhabra and Singh (2022), Dwivedi <i>et al.</i> (2022a), Geissdoerfer <i>et al.</i> (2022), Guo (2022), Hu <i>et al.</i> (2023), Jaeger and Upadhyay (2020), Kazancoglu <i>et al.</i> (2021a, b)
Financial-related barriers (B3)	External/ internal	Organizations/ society	Agrawal <i>et al.</i> (2021), Bhatia <i>et al.</i> (2022), Chhabra and Singh (2022), Dwivedi <i>et al.</i> (2022a), Geissdoerfer <i>et al.</i> (2022), Govindan <i>et al.</i> (2022), Govindan and Hasanagic (2018), Jaeger and Upadhyay (2020), Kashav <i>et al.</i> (2022), Kazancoglu <i>et al.</i> (2021a, b), Kumar <i>et al.</i> (2022, 2023), Marrucci <i>et al.</i> (2022), Shang <i>et al.</i> (2022), Shrivastava and Tamvada (2019), Zarbakhshnia <i>et al.</i> (2023)
Technological-related barriers (B4)	Internal	Organizations	Agrawal <i>et al.</i> (2021), Bhatia <i>et al.</i> (2022), Chhabra and Singh (2022), Geissdoerfer <i>et al.</i> (2022), Govindan (2022), Hu <i>et al.</i> (2023), Kashav <i>et al.</i> (2022), Kazancoglu <i>et al.</i> (2021b), Kumar <i>et al.</i> (2022, 2023), Shang <i>et al.</i> (2022)
Business model and infrastructure-related barriers (B5)	Internal	Organizations	Agrawal <i>et al.</i> (2022), Alkaraan <i>et al.</i> (2023), Antolin-Lopez <i>et al.</i> (2019), Govindan <i>et al.</i> (2022), Kashav <i>et al.</i> (2022), Kazancoglu <i>et al.</i> (2021b), Vimal <i>et al.</i> (2023)
Strategy related barriers (B6)	Internal	Organizations	Agrawal <i>et al.</i> (2021), Dixon and Clifford (2007), Dwivedi <i>et al.</i> (2022a), Govindan <i>et al.</i> (2022), Govindan and Hasanagic (2018), Kazancoglu <i>et al.</i> (2021a), Kumar <i>et al.</i> (2023)
Rule, regulations and policies related barriers (B7)	Internal/ external	Organizations/ government	Chhabra and Singh (2022), Geissdoerfer <i>et al.</i> (2022), Govindan <i>et al.</i> (2022), Govindan (2022), Kashav <i>et al.</i> (2022), Kazancoglu <i>et al.</i> (2021b), Kumar <i>et al.</i> (2023), Shang <i>et al.</i> (2022), Zarbakhshnia <i>et al.</i> (2023)
Institutional related barriers (B8)	Internal	Organizational	Bhatia <i>et al.</i> (2022), Chhabra and Singh (2022), Dwivedi <i>et al.</i> (2022a), Geissdoerfer <i>et al.</i> (2022), Govindan <i>et al.</i> (2022), Jaeger and Upadhyay (2020), Kashav <i>et al.</i> (2022), Kazancoglu <i>et al.</i> (2021b), Kumar <i>et al.</i> (2023), Shang <i>et al.</i> (2022), Tunn <i>et al.</i> (2021), Zarbakhshnia <i>et al.</i> (2023)

(continued)

**Table 1.** Continued

Barriers	Aggregate dimensions	Stakeholders	Literatures
Social and Cultural related barriers (B9)	External	Society	Agrawal <i>et al.</i> (2021), Bhatia <i>et al.</i> (2022), Chhabra and Singh (2022), Dwivedi <i>et al.</i> (2022a), Erol <i>et al.</i> (2023), Geissdoerfer <i>et al.</i> (2022), Govindan <i>et al.</i> (2022), Govindan (2022), Jaeger and Upadhyay (2020), Kazancoglu <i>et al.</i> (2021b), Zarbakhtnia <i>et al.</i> (2023)
Supply chain and logistics related barriers (B10)	External	Supplier	Agrawal <i>et al.</i> (2021), Geissdoerfer <i>et al.</i> (2022), Govindan and Hasanagic (2018), Jaeger and Upadhyay (2020), Kazancoglu <i>et al.</i> (2021a, b), Kumar <i>et al.</i> (2023)
Knowledge and collaborations related barriers (B11)	Internal/ external	Organizational	Agrawal <i>et al.</i> (2021), Dwivedi <i>et al.</i> (2022b), Erol <i>et al.</i> (2023), Govindan <i>et al.</i> (2022), Govindan (2022), Govindan and Hasanagic (2018), Jaeger and Upadhyay (2020), Shang <i>et al.</i> (2022), Vimal <i>et al.</i> (2023)
Operational and design-related barriers (B12)	Internal	Organizational	Agrawal <i>et al.</i> (2021), Chhabra and Singh (2022), Govindan <i>et al.</i> (2022), Jaeger and Upadhyay (2020), Kazancoglu <i>et al.</i> (2021a), Kumar <i>et al.</i> (2023)
Circular economy practices and adoption-related barriers (B13)	Internal/ external	Organizational	Agrawal <i>et al.</i> (2021), Chhabra and Singh (2022), Geissdoerfer <i>et al.</i> (2022), Govindan and Hasanagic (2018), Kazancoglu <i>et al.</i> (2021a), Vimal <i>et al.</i> (2023)

**Source(s):** Authors' own work

external dimension considers factors external to the enterprise that impact the adoption of GE and CE principles in sustainable development. In addition to this, [Figure 4](#) summarizes the plot of these drivers and barriers and demonstrates how the theoretical framework supports them.

**3.2.2 Phase II: fuzzy analytic hierarchy process (F-AHP).** The F-AHP is an extension of the classical AHP, designed to handle the inherent uncertainty and imprecision in decision-making processes. F-AHP combines the principles of AHP with fuzzy logic, allowing decision-makers to express their judgments in linguistic terms or fuzzy numbers ([Saaty, 1980](#)) (see [Table A1 \(Appendix A\)](#)) (triangular fuzzy number (TFN) ([Figure A1 \(Appendix A\)](#))). The steps of the fuzzy AHP have been provided in [Appendix A](#). This identification and prioritization of barriers and drivers, with the help of this method, provides a more realistic representation of complex decision contexts where precise data might be lacking. The F-AHP decision problem has a hierarchical structure with the primary objective at the top, followed by criteria, sub-criteria, and alternatives. Pairwise comparisons are made between elements within each level of the hierarchy. These comparisons involve assigning linguistic terms (e.g. "equal," "slightly more important," "very important") or fuzzy numbers to capture the degree of preference or importance. Aggregation techniques are applied to derive the overall priorities of alternatives and aid in decision-making. This methodology has several advantages, like:

- (1) F-AHP addresses uncertain and imprecise information by allowing decision-makers to express their judgments in fuzzy terms. This ability to handle ambiguity differentiates it from traditional methods that assume crisp values.

**Table 2.** Identifying drivers

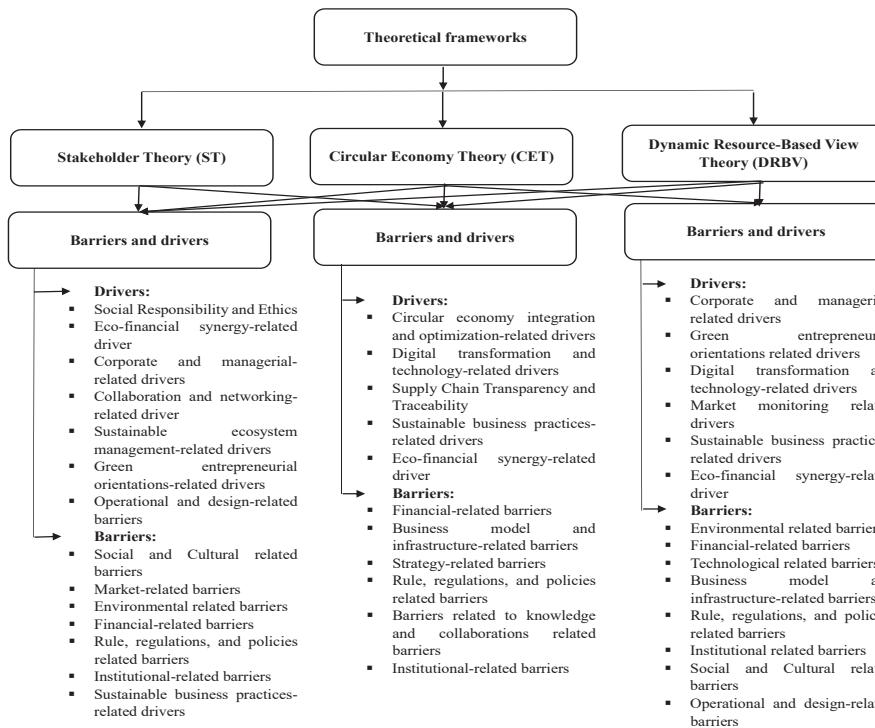
Drivers	Aggregate dimensions	Stakeholders	Literatures
Green entrepreneurial orientations-related drivers (D1)	Internal/external	Organizational	Feng <i>et al.</i> (2022), Hina <i>et al.</i> (2023), Hu <i>et al.</i> (2023), Karimi and NabaviChashmi (2019), Kouhizadeh <i>et al.</i> (2023), Luoma <i>et al.</i> (2023), Makhloifi <i>et al.</i> (2022), Shafique <i>et al.</i> (2021), Tze San <i>et al.</i> (2022)
Regulatory and norms related drivers (D2)	External	Government	Das <i>et al.</i> (2023), Erol <i>et al.</i> (2023), Karimi and NabaviChashmi (2019), Khan <i>et al.</i> (2020), Mathivathanan <i>et al.</i> (2022), Neri <i>et al.</i> (2023), Roberts <i>et al.</i> (2023), Singh <i>et al.</i> (2022), Vecchio <i>et al.</i> (2022), Zaidi <i>et al.</i> (2019)
Corporate and managerial-related drivers (D3)	Internal	Organizational	Chavez <i>et al.</i> (2023), Dwivedi <i>et al.</i> (2023), Erol <i>et al.</i> (2023), Feng <i>et al.</i> (2022), Ghadimi <i>et al.</i> (2021), Gupta and Singh (2021), Karimi and NabaviChashmi (2019), Kayikci <i>et al.</i> (2022a), Khan <i>et al.</i> (2020), Luthra <i>et al.</i> (2022), Mathivathanan <i>et al.</i> (2022), Obeidat <i>et al.</i> (2023), Walker <i>et al.</i> (2023)
Market monitoring related drivers (D4)	External	Society	Das <i>et al.</i> (2023), Dwivedi <i>et al.</i> (2023), Elf <i>et al.</i> (2022), Feng <i>et al.</i> (2022), Haleem <i>et al.</i> (2021), Karimi and NabaviChashmi (2019), Kouhizadeh <i>et al.</i> (2023), Kristoffersen <i>et al.</i> (2021), Luthra <i>et al.</i> (2022), Mathivathanan <i>et al.</i> (2022), Mazzucchelli <i>et al.</i> (2022), Mostaghel and Chirumalla (2021), Nayal <i>et al.</i> (2022), Pansare and Yadav (2022), Stumpf <i>et al.</i> (2023)
Social Responsibility and Ethics (D5)	External	Society	Chauhan <i>et al.</i> (2022), Erol <i>et al.</i> (2023), Govindan and Hasanagic (2018), Gupta and Singh (2021), Hu <i>et al.</i> (2023), Kajtazi <i>et al.</i> (2023), Karimi and NabaviChashmi (2019), Kayikci <i>et al.</i> (2022a), Kristoffersen <i>et al.</i> (2021), Luthra <i>et al.</i> (2022), Makhloifi <i>et al.</i> (2022), Mathivathanan <i>et al.</i> (2022), Naderi <i>et al.</i> (2022), Shafique <i>et al.</i> (2021), Vecchio <i>et al.</i> (2022), Zaidi <i>et al.</i> (2019)
Eco-financial synergy-related driver (D6)	Internal/external	Organizational/society	Antolin-Lopez <i>et al.</i> (2019), Das <i>et al.</i> (2023), Haleem <i>et al.</i> (2021), Hu <i>et al.</i> (2023), Karimi and NabaviChashmi (2019), Khan <i>et al.</i> (2022a, b), Mathivathanan <i>et al.</i> (2022), Mazzucchelli <i>et al.</i> (2022), Piila <i>et al.</i> (2022), Puglieri <i>et al.</i> (2022), Shrivastava and Tamvada (2019), Tze San <i>et al.</i> (2022), Zhao <i>et al.</i> (2020)
Collaboration and networking-related driver (D7)	Internal/external	Organizational	Das <i>et al.</i> (2023), Del Giudice <i>et al.</i> (2021), Dixon and Clifford (2007), Elf <i>et al.</i> (2022), Feng <i>et al.</i> (2022), Khan <i>et al.</i> (2020), Naderi <i>et al.</i> (2022)

(continued)

**Table 2.** Continued

Drivers	Aggregate dimensions	Stakeholders	Literatures
Supply Chain Transparency and Traceability (D8)	Internal/external	Organizational/supplier	<a href="#">Behl et al. (2023)</a> , <a href="#">Böhmecke-Schwaert et al. (2022)</a> , <a href="#">Del Giudice et al. (2021)</a> , <a href="#">Dwivedi et al. (2022a, 2023)</a> , <a href="#">Faisal (2023)</a> , <a href="#">Feng et al. (2022)</a> , <a href="#">Govindan and Hasanagic (2018)</a> , <a href="#">Kayikci et al. (2022a)</a> , <a href="#">Mathivathanan et al. (2022)</a> , <a href="#">Nayal et al. (2022)</a> , <a href="#">Stumpf et al. (2023)</a>
Digital transformation and technology-related drivers (D9)	Internal	Organizational	<a href="#">Das et al. (2023)</a> , <a href="#">Del Giudice et al. (2021)</a> , <a href="#">Dohale et al. (2023)</a> , <a href="#">Dwivedi et al. (2022a, 2023)</a> , <a href="#">Erol et al. (2023)</a> , <a href="#">Faisal (2023)</a> , <a href="#">Haleem et al. (2021)</a> , <a href="#">Hu et al. (2023)</a> , <a href="#">Kamble et al. (2021)</a> , <a href="#">Khan et al. (2022a, b)</a> , <a href="#">Kristoffersen et al. (2021)</a> , <a href="#">Luthra et al. (2022)</a> , <a href="#">Marrucci et al. (2021)</a> , <a href="#">Mathivathanan et al. (2022)</a> , <a href="#">Nayal et al. (2022)</a> , <a href="#">Scarpellini et al. (2020)</a>
Sustainable ecosystem management-related drivers (D10)	Internal	Organizational	<a href="#">Antolin-Lopez et al. (2019)</a> , <a href="#">Böhmecke-Schwaert et al. (2022)</a> , <a href="#">Chavez et al. (2023)</a> , <a href="#">Hina et al. (2023)</a> , <a href="#">Kayikci et al. (2022a, b)</a> , <a href="#">Khan et al. (2022a)</a> , <a href="#">Klein et al. (2022)</a> , <a href="#">Kristoffersen et al. (2021)</a> , <a href="#">Luthra et al. (2022)</a> , <a href="#">Macchion et al. (2023)</a> , <a href="#">Mathivathanan et al. (2022)</a> , <a href="#">Mazzucchelli et al. (2022)</a> , <a href="#">Moktadir et al. (2020a)</a> , <a href="#">Münch et al. (2022)</a> , <a href="#">Puglieri et al. (2022)</a> , <a href="#">Sharma et al. (2019)</a> , <a href="#">Tze San et al. (2022)</a>
Circular economy integration and optimization-related drivers (D11)	Internal	Organizational	<a href="#">Del Giudice et al. (2021)</a> , <a href="#">Dohale et al. (2023)</a> , <a href="#">Dwivedi et al. (2022a)</a> , <a href="#">Hina et al. (2023)</a> , <a href="#">Husain et al. (2021)</a> , <a href="#">Kayikci et al. (2022a)</a> , <a href="#">Khan et al. (2022a, b)</a> , <a href="#">Kristoffersen et al. (2021)</a> , <a href="#">Le et al. (2022)</a> , <a href="#">Mathivathanan et al. (2022)</a> , <a href="#">Puglieri et al. (2022)</a> , <a href="#">Riggs et al. (2023)</a> , <a href="#">Singh et al. (2022)</a>
Sustainability strategy and business ecosystem-related drivers (D12)	Internal	Organizational	<a href="#">Aarikka-Stenroos et al. (2022)</a> , <a href="#">Behl et al. (2023)</a> , <a href="#">Del Giudice et al. (2021)</a> , <a href="#">Elf et al. (2022)</a> , <a href="#">Erol et al. (2023)</a> , <a href="#">Gupta and Singh (2021)</a> , <a href="#">Hina et al. (2023)</a> , <a href="#">Kamble et al. (2021)</a> , <a href="#">Khan et al. (2020)</a> , <a href="#">Klein et al. (2022)</a> , <a href="#">Luthra et al. (2022)</a> , <a href="#">Mathivathanan et al. (2022)</a> , <a href="#">Obeidat et al. (2023)</a> , <a href="#">Pinheiro et al. (2022)</a> , <a href="#">Puntillo (2023)</a>
Sustainable business practices-related drivers (D13)	Internal/external	Organizational	<a href="#">Aarikka-Stenroos et al. (2022)</a> , <a href="#">Chavez et al. (2023)</a> , <a href="#">Chou et al. (2023)</a> , <a href="#">Dohale et al. (2023)</a> , <a href="#">Elf et al. (2022)</a> , <a href="#">Erol et al. (2023)</a> , <a href="#">Faisal (2023)</a> , <a href="#">Hina et al. (2023)</a> , <a href="#">Hsu (2023)</a> , <a href="#">Husain et al. (2021)</a> , <a href="#">Kayikci et al. (2022b)</a> , <a href="#">Klein et al. (2022)</a> , <a href="#">Macchion et al. (2023)</a> , <a href="#">Mazzucchelli et al. (2022)</a> , <a href="#">Mukherjee et al. (2022)</a> , <a href="#">Riggs et al. (2023)</a> , <a href="#">Walker et al. (2023)</a> , <a href="#">Zaidi et al. (2019)</a>

**Source(s):** Authors' own work



**Figure 4.** Theoretical framework. Source: Authors' own work

- (2) F-AHP accommodates both qualitative and quantitative data, enabling it to handle various types of information, such as expert opinions, subjective assessments, and numerical data. This makes it adaptable to a wide range of decision scenarios.
- (3) F-AHP integrates the insights of experts and stakeholders, providing a more holistic and human-centric approach to decision-making. This enhances the accuracy of the decision process.
- (4) F-AHP's hierarchical structure is beneficial for addressing complex decision contexts with interdependent criteria and alternatives. It allows decision-makers to break down intricate problems into manageable components.

Therefore, this study employs a fuzzy-based AHP technique to identify CE barriers and drivers. The steps of F-AHP were adopted from [Saaty \(1980\)](#), and the scale was adopted from [et al. \(2007\)](#).

**3.2.3 Phase III and IV: interpretive structural modeling (ISM) and MICMAC analysis.** The application of ISM has proven invaluable in tackling intricate decision-making challenges, particularly involving multiple criteria in complex research objectives. ISM has been embraced by researchers to elucidate diverse scenarios within the automotive domain. Noteworthy applications include deciphering supply chain complexity drivers ([Tarei et al., 2021](#); [Kavilal et al., 2018](#)), uncovering barriers to CE adoption ([Bilal et al., 2020](#)), investigating hindrances to entrepreneurship ([Banha et al., 2017](#)), analyzing the interplay of sustainable manufacturing factors for SMEs ([Mondal et al., 2023](#); [Thirupathi and Vinodh, 2016](#)), and devising strategies for enhancing automotive supply chains ([Govindan](#)

*et al., 2013*). While other tools like “Decision Making Trial and Evaluation Laboratory” (DEMATEL) and “Fuzzy Cognitive Mapping” (FCM) also consider interrelationships among decision criteria, ISM stands out for its capability to deconstruct intricate systems into multiple subsystems and subsequently construct a “multi-layer structural model” ([Bai and Satir, 2020](#)). ISM’s effectiveness lies in its ability to establish multi-layered interconnections among drivers and barriers, achieved by determining driving and dependence powers through systematic ISM steps. In the context of GE, CE, and SD, the ISM approach finds a crucial niche. To delve into the interrelationships of identified barriers and drivers, experts who had participated in the F-AHP method were considered for ISM and MICMAC analyses. This involved face-to-face meetings and discussions, with the dynamics of mutual influence and relationships between each barrier and driver captured through affirmative (“Yes”) and negative (“No”) responses ([Banha et al., 2017](#); [Mondal et al., 2023](#)). Furthermore, the ISM methodology helps to develop an interrelationship and conceptual hierarchical model among the barriers and drivers obtained ([Tables 1 and 2](#)). This technique becomes even more potent when coupled with the MICMAC analysis. The MICMAC analysis dissects elements into categories like “autonomous,” “dependent,” “linked,” and “driving,” unveiling hidden relationships and offering more profound insights into the system’s functioning. This is particularly crucial in grasping the nuances of GE, CE dynamics, and SD trajectories.

For the data collection, the panel of experts chosen for this study was carefully curated to represent three critical domains: a) companies engaged in manufacturing with a focus on GE, CE practices, and SD in SMEs; b) academic institutions; and c) government and businesses. The experts were considered based on their extensive expertise spanning over a decade in the subject matter. Out of the 27 experts initially approached, 11 of them (refer to [Table 3](#) for experts’ profiles) ultimately agreed to participate (hence the response rate of 41%). Each participant was provided with a comprehensive overview of the research’s context and motivating factors. The focal point of this study is an academic institution in India. To effectively achieve the study’s objectives, a group of eleven experts from diverse academic institutions was assembled. This cohort of experts has a diverse range of profiles, encompassing varying levels of experience and affiliations with different organizations. The selection process purposefully ensured the inclusion of a spectrum of expertise to enhance the generalizability of findings to businesses across various industrial facets. Notably, the expert team consists of eleven senior managers and professors from distinguished institutions,

**Table 3.** Experts background and details

Expert	Expertise	Year of experience	Education	Industry/academics	Type of organization
Expert 1	Entrepreneur	7	Btech	Industry	Textile Industry
Expert 2	Entrepreneur	4	Btech	Industry	Manufacturing Industry
Expert 3	Technical managers	15	Btech	Industry	Electronics good Manufacturing Industry
Expert 4	Operation managers	14	MTech	Industry	Steel processing industry
Expert 5	Senior manager	17	MBA	Industry	Auto part manufacturing
Expert 6	CEO	10	PHD	Industry	Manufacturing Industry
Expert 7	Senior manager	15	MBA	Industry	Logistics and Transportation
Expert 8	Professors	17	PHD	Academia	–
Expert 9	Professors	20	PHD	Academia	–
Expert 10	Professors	13	PHD	Academia	–
Expert 11	Associate Professors	7	PHD	Academia	–

**Source(s):** Authors’ own work

each possessing substantial consulting experience in the realm ([Table 3](#)). This collective's profound knowledge and expertise lay a strong foundation for the study's data collection phase. For the data collection process, the Delphi technique was employed, drawing insights from experts with backgrounds encompassing GE, CE strategies, and SD perspectives. This expert cohort comprises four professors, three individuals holding vice president and CEO roles, and four community entrepreneurs who boast extensive experience in their respective domains. The Delphi Method, renowned for its systematic approach to soliciting expert viewpoints and achieving consensus on intricate topics and future projections, was applied here. The Delphi methodology involves expert selection, question formulation, and iterative feedback loops. By involving a diverse panel of experts, the Delphi approach effectively neutralizes biases and prevailing perspectives, facilitating the exploration of many viewpoints ([Gupta et al., 2020](#); [Mondal et al., 2023](#)). Moreover, it identifies points of alignment and divergence among experts. The Delphi method leverages collective intelligence, expediting decision-making, enhancing forecasting accuracy, making well-informed predictions, and fostering effective problem-solving.

#### 4. Result

To fulfill the research objective, the four-phase methodology is used in the initial phase of the content analysis, literature review, and case study to identify barriers and drivers of GE and CE toward SD. As discussed, earlier data collected for this study showed different levels of expertise (see [Table 3](#)). This section operationalized the evaluation methodology for firm CE at a case firm. Based on expert opinion, barriers and drivers were finalized. After gathering data from experts across various manufacturing organizations, an integrated methodology was applied. F-AHP analysis was used to prioritize the drivers, followed by ISM to establish interrelationships among them. This approach was selected because it facilitates the evaluation of key drivers and barriers, contributing to more informed and effective decision-making processes. The details of the results are discussed below:

##### 4.1 Result of fuzzy AHP (F-AHP)

Fuzzy AHP methodologies were used to rank barriers and drivers. The "fuzzy linguistic scale" consisted of linguistic expressions ([Wang et al., 2007](#)) that were used to evaluate the barriers and drivers of GE and CE ([Tables A4 and A5](#)). To establish the final pairwise assessment matrices, the researchers considered the majority opinion of the experts. Subsequently, all the pairwise assessment matrices, which represented the linguistic judgments of the experts, were converted into positive fuzzy number matrices using the standard "Triangular Fuzzy Numbers" (TFNs). Chang's Extent Analysis method was utilized to determine preference weights for both barriers and drivers ([Table 4](#)).

##### 4.2 ISM result

**4.2.1 Structural self-interaction matrix (SSIM).** In the development of SSIM, the interplay between chosen barriers and drivers, denoted as i and j, is represented using the symbols "V," "A," "X," and "O" ([Table 5](#)). These symbols reflect the manner in which their interconnectedness influences driving dependencies, as outlined in [Table 6](#).

**4.2.2 Developing reachability matrix.** After substituting the "V," "A," "X," and "O" values (0 or 1) in [Table 6](#), we got the "initial reachability matrix" (IRM) ([Tables A6 and A7 \(Appendix A\)](#)). After developing IRM and using the "transitivity principle," we subsequently arrive at the "final reachability matrix" (FRM), exemplified in [Table 7](#). The transitivity rule, a foundational tenet in the realms of logic and mathematics, posits that if "X" is linked to "Y" and "Y" is linked to "Z," then "X" is inherently linked to "Z." This principle serves as a cornerstone for the establishment of relationships and underpins reasoning within diverse academic disciplines. Notably, the cells in [Table 7](#) that have been denoted as "marked" signify the

**Table 4.** Rating of barriers and drivers

Barriers	Weight	Rank	Drivers	Weight	Rank
B1	0.067	10	D1	0.064	11
B2	0.083	5	D2	0.093	1
B3	0.072	7	D3	0.069	10
B4	0.071	9	D4	0.053	13
B5	0.055	13	D5	0.061	12
B6	0.095	2	D6	0.087	4
B7	0.092	4	D7	0.089	3
B8	0.076	6	D8	0.082	7
B9	0.064	12	D9	0.083	6
B10	0.095	1	D10	0.091	2
B11	0.072	8	D11	0.070	9
B12	0.065	11	D12	0.072	8
B13	0.093	3	D13	0.085	5

**Source(s):** Authors' own work

**Table 5.** Explanation of VAXO symbol

Symbol	Explanation	(i,j) <sup>th</sup> value	(j,i) <sup>th</sup> value
V	Factor "i" influence factor "j"	1 ("Yes"/✓)	0 ("No"/✗)
A	Factor "j" influence factor "i"	0 ("No"/✗)	1 ("Yes"/✓)
X	Factor "i" and factor "j" influence each other	1 ("Yes"/✓)	1 ("Yes"/✓)
O	Factor "i" and factor "j" not influence each other	0 ("No"/✗)	0 ("No"/✗)

**Source(s):** Authors' own work

"transitive elements," where the values have been modified from "0" to "1" in accordance with the principles of "transitivity."

**4.2.3 Level partitioning.** The hierarchical arrangement of barriers and drivers is established by employing a technique known as level partitioning. In this approach, the "reachability sets" (RS) and "antecedent sets" (AS) for individual barriers and drivers are determined using the FRM. The "intersection set" (IS) is subsequently derived by combining the RS and AS for each barrier and driver. Barriers and drivers that share common RS and IS are categorized at the "first level." This method is consistently applied to all elements of the FRM. We can find a detailed depiction of the entire level partitioning process in **Table 7**. This process of level partitioning is extended to all barriers and drivers, resulting in a consolidated representation with five levels for barriers and six levels for drivers.

**4.2.4 Formation of ISM digraph.** From the FRM and "level partitioning," the five-level "hierarchical structure" for barriers (**Table 7** and **Figure 5**) and the six-level structure for drivers (**Table 7** and **Figure 6**) were obtained. In addition to establishing the structural model, the reciprocal interaction between the barriers and drivers (node) is obtained from the FRM and corresponds with directed lines. A "unidirectional arrow" pointing from node "A" to node "B" denotes that "A" goes to "B". A bidirectional line connecting "A" and "B" nodes represents "A" and "B" mutually leading each other and emphasizes the existence of reciprocal connections between "A" and "B." **Figures 5 and 6** demonstrate an ISM diagram of the identified barriers and drivers.

**4.2.5 MICMAC analysis.** A MICMAC analysis was conducted to explore the "driving power" and "dependent power" of barriers and drivers. The strength of barriers and drivers of "dependence power" is plotted on the "X-axis," while "driving power" is plotted on the "Y-axis" in the graph. By plotting the barriers and drivers, they are then categorized into four

**Table 6.** SSIM for barriers and drivers

Barriers	B13	B12	B11	B10	B9	B8	B7	B6	B5	B4	B3	B2	B1
B1	O	O	A	O	V	V	O	X	O	X	X	X	-
B2	O	O	A	O	V	V	O	X	O	X	X	-	
B3	O	O	A	O	V	V	O	X	O	X	-		
B4	O	O	A	O	V	V	O	X	O	-			
B5	A	A	V	X	O	O	A	O	-				
B6	O	O	A	O	V	V	O	-					
B7	X	X	O	V	O	O	-						
B8	O	O	O	O	X	-							
B9	O	O	O	O	-								
B10	A	A	V	-									
B11	O	O	-										
B12	X	-											
B13	-												

Drivers	D13	D12	D11	D10	D9	D8	D7	D6	D5	D4	D3	D2	D1
D1	V	X	A	A	O	O	O	O	O	O	O	O	O
D2	O	O	O	O	V	V	V	O	O	X	X	-	
D3	O	O	O	O	V	V	V	O	O	X	-		
D4	O	O	O	O	V	V	V	O	O	-			
D5	O	O	V	V	A	A	A	X	-				
D6	O	O	V	V	A	A	A	-					
D7	O	O	O	O	X	X	-						
D8	O	O	O	O	X	-							
D9	O	O	O	O	-								
D10	O	V	X	-									
D11	O	V	-										
D12	V	-											
D13	-												

**Source(s):** Authors' own work

distinct groups, namely “autonomous,” “dependent,” “linkage,” and driving, as illustrated in [Figures 7 and 8](#), respectively.

Based on the “driving power” and “dependence power” of barriers and drivers, it can be inferred that among the barriers, operational and design-related barriers (B12), circular economy practices and adoption-related barriers (B13), and rule, regulations, and policy-related barriers (B7) have the highest driving power, whereas institutional-related barriers (B8) and social and cultural-related barriers (B9) have the highest dependence power. For drivers, regulatory and norms-related drivers (D2), corporate and managerial-related drivers (D3), and market monitoring-related drivers (D4) have the highest driving power, whereas sustainable business practices-related drivers (D13), sustainability strategy- and business ecosystem-related drivers (D12), and green entrepreneurial orientations-related drivers (D1) have the maximum “dependent drivers.”

**4.2.5.1** From the MICMAC analysis, the details of clustering are shown below. Cluster 1: Autonomous Barriers and Drivers: These cluster factors denote the weak “driving power” and weak “dependence power” in the first quadrant (I). In our study, no factors fall into this cluster; it indicates all the drivers and barriers considered in this study are essential.

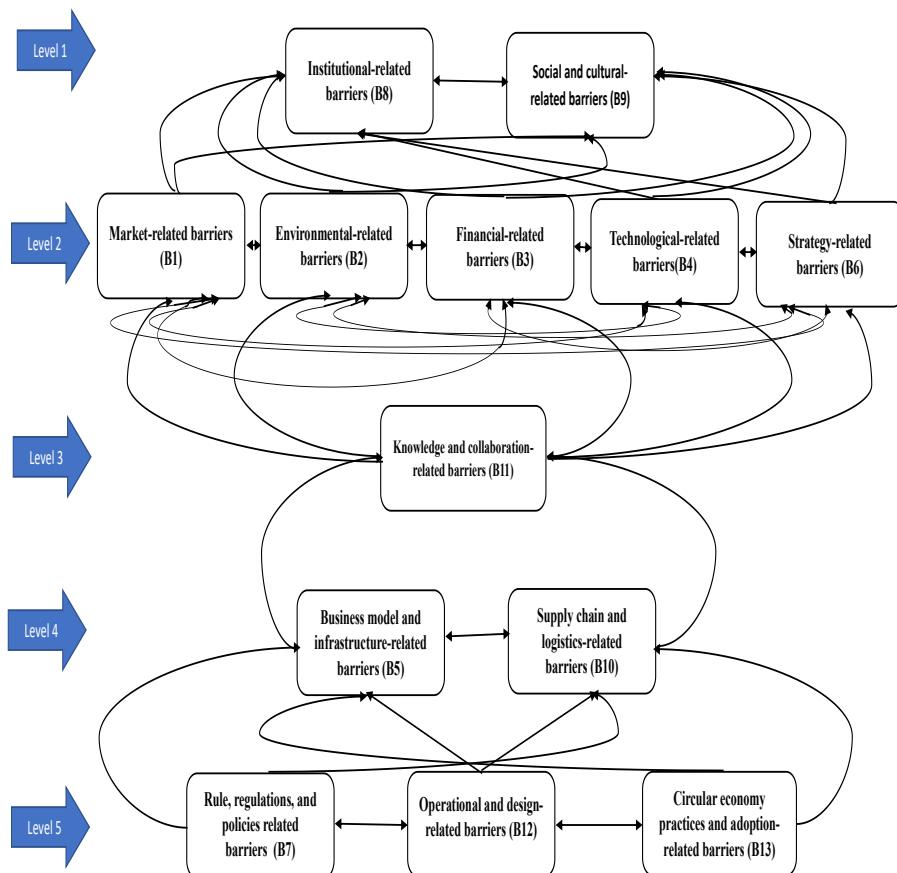
Cluster 2: Driving Barriers and Drivers: This cluster is characterized by strong “driving power” with weak “dependence power,” as categorized in this cluster and in the second quadrant (II). Three drivers, i.e. regulatory and norms-related drivers (D2), corporate and managerial-related drivers (D3), and market monitoring-related drivers (D4), belong to this

**Table 7.** FRM for barriers and drivers

Reachability matrix for barriers	B1	B2	B3	B4	B5	B6	B7	B8	B9	B10	B11	B12	B13	Dependence	Driving power	Level
B1	1	1	1	1	0	1	0	1	1	0	0	0	0	8	7	II
B2	1	1	1	1	0	1	0	1	1	0	0	0	0	8	7	II
B3	1	1	1	1	0	1	0	1	1	0	0	0	0	8	7	II
B4	1	1	1	1	0	1	0	1	1	0	0	0	0	8	7	II
B5	1*	1*	1*	1*	1	1*	0	0	0	1	1	0	0	5	8	IV
B6	1	1	1	1	0	1	0	1	1	0	0	0	0	8	7	II
B7	0	0	0	0	1	0	1	0	0	1	1*	1	1	3	6	V
B8	0	0	0	0	0	0	0	1	1	0	0	0	0	8	2	I
B9	0	0	0	0	0	0	0	1	1	0	0	0	0	8	2	I
B10	1*	1*	1*	1*	1	1*	0	0	0	1	1	0	0	5	8	IV
B11	1	1	1	1	0	1	0	1*	1*	0	1	0	0	6	8	III
B12	0	0	0	0	1	0	1	0	0	1	1*	1	1	3	6	V
B13	0	0	0	0	1	0	1	0	0	1	1*	1	1	3	6	V

Reachability matrix for drivers	D1	D2	D3	D4	D5	D6	D7	D8	D9	D10	D11	D12	D13				
D1	1	0	0	0	0	0	0	0	0	0	0	1	1	6	3	II	
D2	0	1	1	1	1*	1*	1	1	1	0	0	0	0	0	3	8	VI
D3	0	1	1	1	1*	1*	1	1	1	0	0	0	0	0	3	8	VI
D4	0	1	1	1	1*	1*	1	1	1	0	0	0	0	0	3	8	VI
D5	1*	0	0	0	1	1	0	0	0	1	1	1*	0	8	6	IV	
D6	1*	0	0	0	1	1	0	0	0	1	1	1*	0	8	6	IV	
D7	0	0	0	0	1	1	1	1	1	1*	1*	0	0	0	6	7	V
D8	0	0	0	0	1	1	1	1	1	1*	1*	0	0	0	6	7	V
D9	0	0	0	0	1	1	1	1	1	1*	1*	0	0	0	6	7	V
D10	1	0	0	0	0	0	0	0	0	1	1	1	1*	7	5	III	
D11	1	0	0	0	0	0	0	0	0	1	1	1	1*	7	5	III	
D12	1	0	0	0	0	0	0	0	0	0	0	1	1	6	3	II	
D13	0	0	0	0	0	0	0	0	0	0	0	0	1	5	1	I	

**Source(s):** Authors' own work



**Figure 5.** ISM result for barriers. Source: Authors' own creation

group. Operational and design-related barriers (B12), circular economy practices and adoption-related barriers (B13), and rule, regulation, and policy-related barriers (B7) fall into this cluster.

**Cluster 3: Linkage Barriers and Drivers:** This category has high “driving power” and higher “dependence power” and is located in quadrant III. Among the barriers, market-related barriers (B1), environmental-related barriers (B2), financial-related barriers (B3), technologically related barriers (B4), business model and infrastructure-related barriers (B5), strategy-related barriers (B6), supply chain and logistics-related barriers (B10), and barriers related to knowledge and collaboration-related barriers (B11) fall under this group. Among the drivers are social responsibility and ethics (D5), eco-financial synergy-related drivers (D6), collaboration and networking-related drivers (D7), supply chain transparency and traceability (D8), digital transformation and technology-related drivers (D9), sustainable ecosystem management-related drivers (D10), and circular economy integration and optimization-related drivers (D11) belong to this group. This cluster acts as a linkage variable (sometimes acting as a moderator or mediator).

**Cluster 4: Dependent Barriers and Drivers:** These cluster barriers have strong “dependent power” and weak “driving power” located in the fourth quadrant. Institutional-related barriers (B8) and social and cultural-related barriers (B9) fall into this cluster. The green

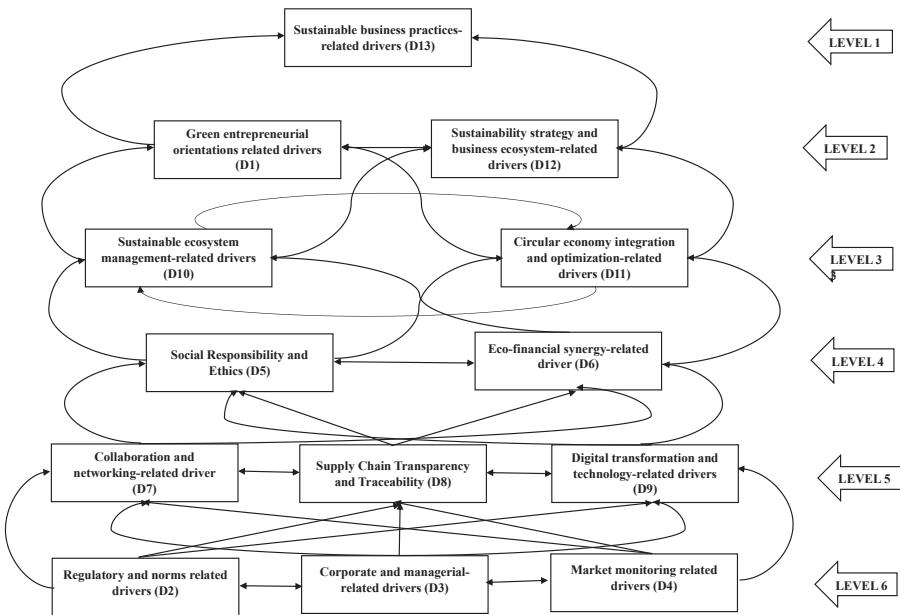


Figure 6. ISM result for drivers. Source: Authors' own creation

#### MICMAC ANALYSIS

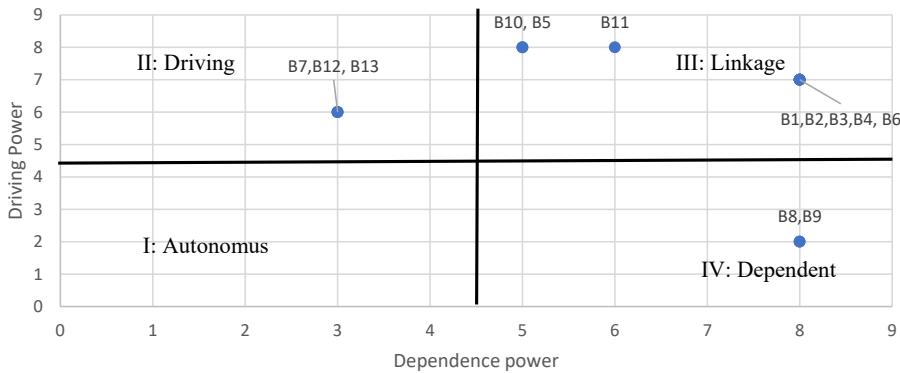
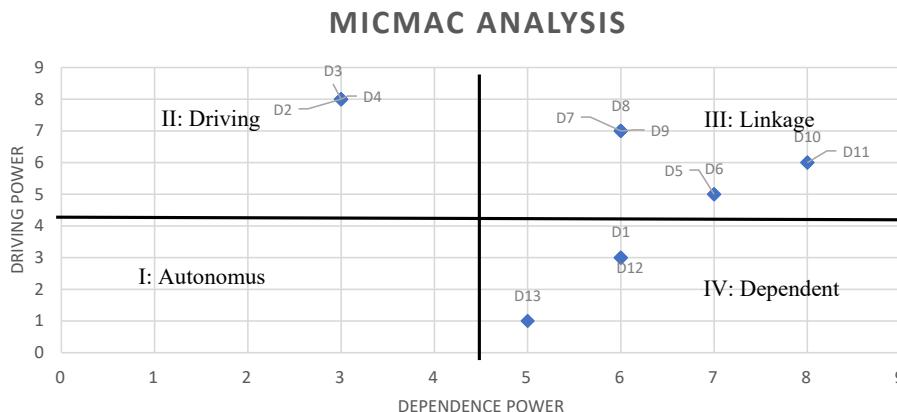


Figure 7. Plotting of barrier. Source: Authors' own creation

entrepreneurial orientation-related drivers (D1), sustainability strategy- and business ecosystem-related drivers (D12), and sustainable business practices-related drivers (D13) belong to this cluster.

## 5. Discussions of results

The study uses a four-phase methodology. For the identification of barriers and drivers, a literature review, content analysis, and theories (ST, CET, and DRBV) were used. The order of rank of barriers and drivers (Table 4) is the F-AHP used. Further ISM-MICMAC analysis is needed to identify interrelationships and cluster them. A group of experts (Table 3) was used to



**Figure 8.** Plotting of drivers. Source: Authors' own creation

get responses for the analysis and collection of data. In the F-AHP, the opinions of the experts are measured using a “fuzzy numerical scale.” This technique was used to minimize the influence of uncertainty associated with the decision-making process—the evaluation of experts’ opinions on a fuzzy scale with respect to the pairwise comparison matrix. The consistency check was conducted on the pairwise comparison matrix, and the resulting “consistency ratio” (CR) was computed. The findings of the consistency ratio suggest that the comparison shows consistency, as the CR value is below 0.1. The result obtained from F-AHP shows that “supply chain and logistics-related barriers” (B10) obtained the top rank ([Table 4](#)). Supply chain and logistics-related barriers, such as inefficient transportation networks and fragmented value chains, can hinder the growth of GE and the development of CE, which are essential for achieving the SDGs. These barriers increase operational costs, limit access to sustainable inputs, and impede the efficient circulation of resources, making it challenging for businesses to adopt eco-friendly practices and contribute to a more sustainable future ([Govindan and Hasanagic, 2018](#)). In contrast, [Liu et al. \(2022\)](#) and [Moktadir et al. \(2020b\)](#) found regulatory and institutional factors to be the primary barriers in the context of Chinese industries, highlighting the regional variation in the prominence of different challenges. While our study places supply chain issues at the forefront, these inconsistencies suggest that industries in emerging economies, particularly those with limited infrastructure, are more severely affected by logistical barriers than those in more developed regions. Internationally, the impact of these barriers is especially pronounced in industries with global supply chains, such as manufacturing, retail, and agriculture. Addressing these barriers through technological innovations and integrated supply chain management can accelerate the global transition to GE and CE practices. Findings also show that strategy-related barriers (B6) obtained second rank through F-AHP analysis. Strategy-related barriers can impede the progress of GE and CE development in achieving the SDGs by limiting the alignment of organizational objectives with environmental and societal priorities. These barriers often arise from a lack of clear sustainability strategies, inadequate resource allocation, and a failure to integrate sustainability principles into core business strategies, thereby hindering the full potential of these initiatives ([Govindan and Hasanagic, 2018](#), [Govindan et al., 2022, 2018](#)). [Jensen et al. \(2022\)](#) argue that financial barriers are more pressing for SMEs pursuing CE. While our study emphasizes strategic misalignment, financial constraints appear more critical in industries where initial investments in sustainable technologies are unaffordable for many businesses. This divergence reflects how different sectors prioritize challenges, with larger corporations focusing on strategic issues and SMEs facing financial hurdles. Globally, businesses operating in different regulatory environments encounter additional complexities when aligning

sustainability strategies across multiple regions, affecting their ability to scale green initiatives effectively. In addition, CE practices and adoption-related barriers (B13) obtained the third rank through F-AHP analysis. CE practices can create barriers to GE by requiring significant initial investments in sustainable technologies and processes, which may deter aspiring entrepreneurs with limited resources. Additionally, adopting CE practices often requires significant upfront investments, which can deter companies—especially SMEs with limited financial resources—from pursuing GE initiatives. Moreover, industries face substantial regulatory hurdles and a lack of consumer awareness, which impedes the broader adoption of CE principles ([Geissdoerfer et al., 2017](#)). In an international context, regulatory environments vary greatly, adding complexity to the global adoption of CE. Industries in emerging economies, for example, may struggle with regulatory hurdles and insufficient financial resources, making the transition to circular models slower compared to their counterparts in developed economies. Based on the result analysis among the barriers, the findings show that the rest of the ranking barriers are B10> B6> B13> B7> B2> B8> B3> B11> B4> B1> B12> B9> B5.

Among the drivers, regulatory and norms-related drivers (D2) obtained the first rank through F-AHP analysis (see [Table 4](#)). These drivers play a pivotal role in fostering GE and advancing CE, thereby contributing to achieving the SDGs. These drivers encompass policies, standards, and societal expectations that incentivize environmentally responsible business practices and stimulate innovation in sustainable technologies ([Agudelo et al., 2020](#)). [Chandra et al. \(2024\)](#) found that regulatory frameworks are crucial for GE development in developed countries, where businesses are more responsive to compliance-driven policies. In contrast, our study suggests that regulatory drivers are also critical in emerging markets, where government incentives and supportive policies can create favorable conditions for GE. These drivers are particularly relevant in industries that operate across borders, as regulatory incentives can either facilitate or hinder the transition to sustainable models. The international relevance of these drivers is significant, as global environmental agreements and policies, such as the Paris Agreement, increasingly push industries towards adopting sustainable practices. Sustainable ecosystem management-related drivers (D10) ranked second, pointing to the industrial relevance of preserving biodiversity and managing resources sustainably. D10 drivers, such as preserving biodiversity and responsible resource utilization, can stimulate GE by fostering innovation in eco-friendly products and services. This, in turn, contributes to developing a SCE that minimizes waste and promotes sustainable consumption patterns, aligning with achieving the SDGs ([Bonfanti et al., 2023](#)). However, while Bonfanti's work emphasizes ecosystem management primarily in agriculture and natural resource sectors, our study found that this driver is also relevant across industrial and service sectors. This broader relevance suggests that ecosystem management principles are increasingly being applied beyond traditional environmental sectors, influencing a more comprehensive range of industries looking to minimize waste and optimize resource use. In this context, industries prioritizing sustainable resource management contribute to environmental preservation and enhance their competitiveness in the international market by aligning with the global shift towards sustainability. Moreover, the collaboration and networking-related driver obtained the third rank through F-AHP analysis. Collaboration and networking among green entrepreneurs and businesses foster knowledge sharing, resource pooling, and innovative partnerships, thus accelerating the transition towards a CE and the achievement of the SDGs. Research by [Hockerts and Wüstenhagen \(2010\)](#), who emphasize the significance of networks in driving CE initiatives, and [Schaltegger et al. \(2012\)](#), who emphasize the role of collaboration in sustainable entrepreneurship, support this. In the context of SMEs, collaboration and networking serve as catalysts for GE and CE development by enabling resource-efficient practices, knowledge exchange, and access to sustainable supply chains. However, our study contrasts with [Hockerts and Wüstenhagen \(2010\)](#), [Matsukawa \(2012\)](#), and [Lotfi et al. \(2018\)](#), who argue that market-based drivers, such as consumer demand, are more influential than collaboration in driving GE. While both studies recognize the importance of collaboration, our

findings suggest that in industries with high resource dependency and complex supply chains, collaboration plays a more crucial role than market-based factors, especially in the early stages of SCE adoption. From the global perspective, collaboration also fosters innovation by bridging gaps between markets with varying levels of adoption of sustainability, thereby accelerating progress towards SDGs. At the same time, the ranking of the rest of the drivers is as follows: D2>D10>D7>D6>D13>D9>D8>D12>D11>D3>D1>D5>D4.

Also, rules, regulations, and policy-related barriers (B7), operational and design-related behaviors (B12), and circular economy practices and adoption-related barriers (B13) are all important barriers that an organization has to face when developing sustainability activities like GE and CE (see [Figures 5 and 7](#)). [Gupta et al. \(2020\)](#) show that complex rules, regulations, and policies create barriers to innovation and sustainability activities in manufacturing industries. These increasing compliance costs and administrative burdens are inhibiting innovation and agility. A study by [Jensen et al. \(2022\)](#) shows operational and design-related barriers, i.e. financial constraints, lack of technical expertise in recycling, regulatory compliance, and other issues, create substantial challenges for SMEs looking to engage in GE and CE practices. Moreover, a study by [Gedam et al. \(2021\)](#) studied barriers related to the adoption of CE. Among the drivers, regulatory and norms-related drivers (D2), corporate and managerial-related drivers (D3), and market monitoring-related drivers (D4) are in the driving category (see [Figures 6 and 8](#)). A study by [Pila et al. \(2022\)](#) and [Yadav et al. \(2023\)](#) shows that corporate and managerial-related factors influence incubators and drive SCE.

According to the study's findings, among the linkage barriers are market-related barriers (B1), environmental-related barriers (B2), financial-related barriers (B3), technologically related barriers (B4), business model and infrastructure-related barriers (B5), strategy-related barriers (B6), supply chain and logistics-related barriers (B10), and barriers related to knowledge and collaboration-related barriers (B11). Market-related barriers include limited consumer demand for green products, inadequate consumer information and awareness, and market competition ([Jensen et al., 2022](#)). The study also shows that environmental, financial-related, technology-related, and strategy-related barriers prevent businesses from developing. In another study ([Badhotiya et al., 2022](#)), organizations also face barriers related to supply chains and knowledge-related barriers to SCE development. However, while both studies identify the cumulative impact of these barriers, our study highlights a more nuanced interaction between policy and operational constraints, especially in industries where regulatory and logistical challenges coexist. Among the drivers, social responsibility and ethics (D5), eco-financial synergy-related drivers (D6), collaboration and networking-related drivers (D7), supply chain transparency and traceability (D8), digital transformation and technology-related drivers (D9), sustainable ecosystem management-related drivers (D10), and circular economy integration and optimization-related drivers (D11) belong to this group. D5 plays a crucial role in green entrepreneurship by fostering a culture of sustainability, where businesses integrate environmental and social concerns into their core operations. For instance, companies emphasize ethical production practices, prioritizing environmental stewardship and fair labor conditions, thus aligning their business model with circular economy principles ([Schaltegger and Burritt, 2018](#)). In addition, research by [Yu et al. \(2022\)](#) shows that companies leveraging renewable energy not only minimize environmental impact but also reduce operational costs, thereby facilitating an SCE. Further collaboration and networking enhance green entrepreneurship by promoting knowledge exchange and resource sharing among stakeholders, fostering innovation. A notable example is the Ellen MacArthur Foundation, which connects businesses and policymakers to advance the adoption of circular economy models ([Hockerts and Wüstenhagen, 2010](#)). Research by [Jensen et al. \(2022\)](#) illustrates how companies in the fashion industry are adopting blockchain technologies to ensure sustainability in their supply chains, promoting a circular economy. Hence, these drivers play pivotal roles in fostering GE and promoting SCE development. Corporate sustainability and ethics create a foundation for responsible business practices, ensuring that environmental and social considerations are integrated into entrepreneurial ventures.

Eco-financial synergy, as emphasized by [Yu et al. \(2022\)](#), enables businesses to leverage eco-efficiencies for financial gains, aligning profitability with sustainable practices.

Out of thirteen barriers, institutional-related (B8) and social and cultural-related (B9) are the dependent barriers. Institutional-related barriers (B8), such as cumbersome regulatory frameworks and a lack of policy support, can significantly impede the growth of GE and hinder the development of CE. A study by [Liu et al. \(2021\)](#) found that stringent environmental regulations can increase compliance costs for green entrepreneurs, limiting their ability to innovate and scale their businesses. Additionally, social and cultural-related barriers can pose challenges, as societal attitudes towards sustainability may impact consumer preferences. Research by [Schaltegger and Burritt \(2018\)](#) highlights that cultural norms and values can affect consumer acceptance of sustainable products, potentially limiting the market for CE initiatives. These institutional and socio-cultural barriers underscore the importance of tailored policies and awareness campaigns to promote GE and CE development ([Bocken et al., 2019](#)). However, the green entrepreneurial orientation-related drivers (D1), sustainability strategy- and business ecosystem-related drivers (D12), and sustainable business practices-related drivers (D13) belong to the dependent cluster. Research by [Hockerts and Wüstenhagen \(2010\)](#) highlights the importance of entrepreneurial orientations that emphasize environmental sustainability in driving green business initiatives. These interconnected drivers collectively facilitate the growth of environmentally responsible businesses and contribute to the broader objectives of sustainability and CE development in the corporate sector. The findings of this study offer several key implications for industries aiming to transition towards GE and CE. Regulatory support, strategic alignment, and collaborative efforts are pivotal in overcoming the identified barriers. Policymakers and industry leaders should focus on creating an enabling environment that supports sustainable business practices through clear policies, incentives, and financial support. For industries, especially those with global supply chains, addressing inefficiencies in logistics and aligning business strategies with sustainability goals will be critical. Moreover, fostering collaboration between businesses, governments, and international organizations can accelerate the adoption of CE practices and drive innovation in green technologies.

## 6. Implications

This study's findings make a substantial and noteworthy contribution to the existing body of knowledge in the field of entrepreneurship. The mixed-methods approach allows researchers to explore a comprehensive understanding of the challenges faced by academic institutions when engaging in CE. Integrating theories provides a comprehensive framework for understanding these ventures in a multidimensional context.

### 6.1 Theoretical contributions

This study offers many theoretical contributions that greatly enhance our comprehension of GE, the CE, and SD. These contributions bolster our grasp of these pivotal concepts and lay a foundation for further research and theoretical advancement. One of the primary theoretical advancements of this study lies in its adept integration of diverse theoretical frameworks, such as the Circular Economy theory, Dynamic Resource-Based View, and Stakeholder theory. This integration enables a holistic understanding of the multifaceted factors that shape GE, CE, and SD. The study fosters a comprehensive perspective that accounts for economic, environmental, and social dimensions—a critical recognition of the interconnected nature of sustainability challenges, emphasizing the imperative for multifaceted solutions. The incorporation of multi-criteria decision-making techniques adds depth to the theoretical framework. This research contributes significantly to our theoretical understanding of how drivers and barriers interact and influence one another by employing tools like fuzzy analytic hierarchy and ISM. These techniques permit a nuanced exploration of the intricate

relationships between various factors, shedding light on the complexities of decision-making within sustainable development.

Furthermore, this study provides theoretical insights by prioritizing drivers and barriers. The research uses the fuzzy analytic hierarchy process to assign weights to different factors, underscoring those with the most substantial impact. This theoretical insight can serve as a compass for decision-makers in resource allocation and strategy development, allowing for the targeted addressing of key barriers and harnessing critical drivers. The application of ISM is instrumental in uncovering the interrelationships between these drivers and barriers. This theoretical contribution elucidates the complex web of dependencies and influences among factors affecting GE, CE, and SD, aiding in identifying leverage points for interventions that can yield the most substantial positive impact. The study employs MICMAC for cluster analysis, categorizing factors based on their driving and dependence power. This structured framework aids decision-makers in prioritizing their efforts, distinguishing factors directly influenced from those contingent on other variables, thus guiding strategic planning and resource allocation.

Moreover, incorporating stakeholder perspectives into the analysis enhances the theoretical framework. This approach aligns with contemporary theories of stakeholder engagement and corporate social responsibility, emphasizing that sustainability initiatives should be inclusive and responsive to diverse voices, further enriching our theoretical understanding of sustainable development. Lastly, the study's identification of key factors for green entrepreneurs is a noteworthy theoretical contribution. It offers a roadmap for aspiring entrepreneurs and established businesses embarking on sustainable ventures, advancing theoretical discussions on the determinants of environmentally responsible entrepreneurship. Additionally, this study presents a wealth of theoretical contributions to green entrepreneurship, the circular economy, and sustainable development. Through the integration of various theoretical frameworks, advanced decision-making techniques, prioritization, interrelationship analysis, clustering, stakeholder perspectives, and identification of critical factors, it enriches our theoretical understanding of sustainability's intricate landscape, providing a robust foundation for future research and practical application in the pursuit of a more sustainable and inclusive future.

## 6.2 Managerial contributions

The study's managerial implications are pivotal for advancing sustainability activities toward achieving the UNSDGs. These insights serve as a roadmap for various stakeholders, including policymakers, entrepreneurs, and researchers, aiming to accelerate the adoption of sustainable practices and contribute to a more resilient and environmentally conscious global economy. One standout managerial implication underscores the paramount importance of governmental engagement. The study highlights that the governmental perspective exerts the most substantial positive impact on implementing GE and CE. This insight directs policymakers toward adopting robust regulations and incentives that favor environmentally conscious business practices. Governments can create an enabling policy environment by fostering partnerships between the public and private sectors, driving innovation, establishing standards, and facilitating resource-efficient practices. For entrepreneurs, access to funding emerges as a critical driver for implementing environmentally sustainable initiatives. Entrepreneurs often face financial constraints due to the higher initial costs associated with eco-friendly technologies. Financial institutions and impact investors can develop specialized financing mechanisms to alleviate this burden and incentivize the adoption of green solutions. The study also provides successful examples of circular economy implementation across diverse industries, offering entrepreneurs inspiration and insights into innovative business models that prioritize resource efficiency and waste reduction. Capacity building and skill development are highlighted as essential for organizations. Entrepreneurs and corporate leaders must prioritize continuous learning and skill acquisition to leverage the benefits of sustainable practices.

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Partnerships with educational institutions can be formed to offer specialized courses, training programs, and workshops that cultivate expertise in sustainable business strategies. Recognizing the growing demand for eco-friendly products and services is crucial for businesses. Aligning offerings with these preferences can confer a competitive advantage and open new market opportunities. Transparent communication about commitment to sustainability can build trust and loyalty among environmentally conscious consumers. Collaboration and knowledge-sharing across sectors are emphasized. Creating a platform for information exchange enables stakeholders to address challenges and co-create innovative solutions. Stakeholders can collaborate to develop sustainable supply chains, streamline waste management practices, and promote sharing best practices. A shift in mindset among entrepreneurs and corporate leaders is necessary, viewing environmental challenges as opportunities for innovation and positive change. Visionary leadership that prioritizes long-term value creation fosters a culture of sustainability throughout organizations. Managers can address barriers by fostering partnerships, advocating for policy changes, enhancing support infrastructure, and monitoring progress. By leveraging these insights, the stakeholder's role is essential in advancing the global transition toward a more inclusive, resilient, and environmentally conscious economy.

## 7. Conclusion, limitations, and further recommendations

This research paper investigated the barriers and drivers of academic institution-based GE and CE for SD through a mixed-method approach. Drawing upon a comprehensive literature review, expert opinions, and integrating various theoretical frameworks such as CET, DRBV, and ST, this study seeks to provide a profound understanding of the subject matter by identifying and categorizing barriers and drivers. These theories effectively elucidate the significance of resource availability and dependency relationships, emphasize the importance of considering both technical and social aspects within entrepreneurial endeavors, and elucidate the interplay between technological systems and human behavior. The study employed a rigorous methodology, including F-AHP, ISM, and MICMAC analysis, to unravel the complex relationships among these factors.

One of the key findings of this study is the paramount importance of regulatory and norm-related drivers in fostering GE and CE initiatives. Policies, standards, and societal expectations emerged as pivotal forces driving environmentally responsible business practices and stimulating innovation in sustainable technologies. This underscores the role of government and regulatory bodies in shaping the landscape of SD. Collaboration and networking-related drivers were identified as crucial catalysts for progress. The power of knowledge sharing, resource pooling, and innovative partnerships among green entrepreneurs and businesses cannot be underestimated. These collaborative efforts accelerate the transition towards a CE and align with the SDGs. On the other hand, barriers like supply chain and logistics-related barriers topped the list, highlighting the significance of efficient transportation networks and value chain integration in the pursuit of eco-friendly practices. Strategy-related barriers, including the lack of clear sustainability strategies, also hindered the full potential of these initiatives. Institutional-related barriers, such as cumbersome regulatory frameworks, and socio-cultural-related barriers, driven by societal attitudes, were identified as dependent obstacles. These findings emphasize the drivers such as social responsibility and ethics, eco-financial synergy, and sustainability-oriented business practices. These drivers create a strong foundation for responsible and sustainable business activities, aligning profitability with environmental and social considerations. This study contributes to the global pursuit of a greener and more resilient economy, paving the way for a sustainable and inclusive future.

The study investigating barriers and drivers of GE and SCE for SDGs acknowledges several limitations. These constraints affect the study's scope, methodology, and potential impact. One fundamental limitation revolves around the study's theoretical framework, which, while valuable, may not comprehensively encompass the multifaceted nature of GE and CE within the context of

SD. The methodology employed in this research also presents constraints, as it relies heavily on case studies and surveys. These methods, while informative, could introduce biases if the sample size or representativeness falls short. Furthermore, the study recognizes potential data bias due to limited data sources, which could compromise the objectivity of its findings. The rapidly evolving landscape of sustainability practices poses a challenge, as the study's conclusions may become less relevant over time. Additionally, theoretical frameworks and decision-making techniques may introduce subjectivity into the analysis, impacting outcomes. Several recommendations can be considered to address these limitations and enhance future research in this domain. Researchers could narrow the study's scope to specific facets of academic institution-based GE and CE for SD, allowing for more in-depth analysis within a focused context. Qualitative research methods like interviews or case studies could provide richer, more contextual data. Moreover, future research should explore contextual factors influencing barriers and drivers across different regions and cultural settings, fostering a more comprehensive understanding. Longitudinal studies could offer insights into the evolving dynamics of these barriers and drivers over time. Collaborative research involving multiple academic institutions and stakeholders could enhance the generalizability and validity of findings, promoting diverse perspectives. Developing and testing models, potentially through structural equation modeling, could contribute to a more robust understanding of the subject matter.

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### Supplementary material

The supplementary material for this article can be found online.

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