An examination of entrepreneurial intentions of Arab entrepreneurs in Israel

DBA Thesis

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Doctor of Business Administration

Whilst registered as a candidate for the above-mentioned degree, I have not been registered for any other research degree. The results and conclusions embodied in this thesis are the work of the named candidate and have not been submitted for any other academic award.

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I dedicate my dissertation to my community.

Inas, Nahef 2019
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<tr>
<th>Abbreviation</th>
<th>Description</th>
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<tbody>
<tr>
<td>TPB</td>
<td>Theory of planned Behaviour</td>
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<tr>
<td>SEE</td>
<td>Theory of Entrepreneurial Event (Shapero Entrepreneurial Event Model)</td>
</tr>
<tr>
<td>PA</td>
<td>Personal Attitude</td>
</tr>
<tr>
<td>SN</td>
<td>Social Norms</td>
</tr>
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<td>PBC</td>
<td>Perceived behavioural control</td>
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<td>EIQ</td>
<td>Entrepreneurial Intention Questionnaire</td>
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<tr>
<td>BHV</td>
<td>Theory of Basic Human Values</td>
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<tr>
<td>PVQ</td>
<td>Priority Value Questionnaire</td>
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<tr>
<td>MNC</td>
<td>Multinational Corporations</td>
</tr>
<tr>
<td>MNE</td>
<td>Multinational Enterprises</td>
</tr>
<tr>
<td>EDB</td>
<td>Ease of Doing Business Ranking (World Bank)</td>
</tr>
<tr>
<td>WB RT</td>
<td>Word Bank Red Tape Index</td>
</tr>
<tr>
<td>GEM</td>
<td>Global Entrepreneurship Monitor</td>
</tr>
<tr>
<td>GEM RT</td>
<td>GEM Red Tape Index</td>
</tr>
<tr>
<td>KBE</td>
<td>knowledge-based economy (World Bank)</td>
</tr>
<tr>
<td>EFA</td>
<td>Exploratory Factor Analysis</td>
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<tr>
<td>CFA</td>
<td>Confirmatory Factor Analysis</td>
</tr>
<tr>
<td>CR</td>
<td>Convergent Reliability</td>
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<tr>
<td>DR</td>
<td>Divergent Reliability</td>
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CHAPTER 1

1 INTRODUCTION

1.1 PURPOSE

The study of entrepreneurial intentions, in general and of ethnic and/or immigrant communities is a well-developed strand of entrepreneurship research and has a long history (Bates, 2011; Jones, Mascarenhas-Keyes, & Ram, 2012; Jones & Ram, 2013; Kloosterman, 2010; Lofstrom & Bates, 2007; Waldinger, Aldrich, & Ward, 1990). However, the research involving the Arab ethnic minority in Israel and its peripherality is significantly scarce (Mayer & Baumgartner, 2014; Schnell, Greenberg, Arnon, & Shamai, 2015). As a result, we lack understanding of the unique characteristics of peripheral enterprises and of the peripheral entrepreneurial environment in Israel (Schnell et al., 2015). More specifically, there is a lack of comprehensive research in Israel that examines and establishes the antecedents of entrepreneurial intentions of the Arab entrepreneur at the agent level and thus, further studies are required to understand the factors that influence the behaviour of such entrepreneurs (Schnell et al., 2015). Further, despite increased importance of the role of entrepreneurship in the global and local economy, there is a lack of research investigating the extent to which the globalization process affects the entrepreneurial intentions (Freeman, 2013; Soriano & Dobon, 2009).

Drawing on previous international literature, and national literature that is primarily macro-economically focused on the structural embeddedness of the Arab entrepreneurs, this study investigates entrepreneurial intentions\(^1\) of the Arab entrepreneurs as the agent both on a macro level (social context) and a micro level (individual characteristics). Further, it attempts to identify the entrepreneurs within GEM typology, namely, necessity vs. opportunity entrepreneurs, and any transitioning effects along this latitude. It also charts the development of the Arab minority in Israel as an ethnic economy and the transformation of entrepreneurial intentions of individuals from within this transitioning economy, in the backdrop of wider globalization trends of the past few decades.

\(^1\) This research, unlike previous studies on the theme, uses the existing entrepreneurial intentions frameworks to collect data from existing and nascent entrepreneurs. Earlier studies have used students or general public as respondents. This research thus goes one step further and investigates realised entrepreneurial intentions rather than entrepreneurial intentions per se.
This research explores a unique context. It should be noted that the Arab minority in Israel is exceptional in the sense that it is comprised of natives in the minority. As natives invariably constitute a majority of populations in almost all parts of the world, literature on entrepreneurial motivation in native ethnic minorities is scarce, if not non-existent. This work examines if the constructs used in and the insights generated by the prior research on native, ethnic and migrant minorities apply also to a native ethnic minority, and in what ways they are similar and in which aspects they defer, especially considering that the Arab native ethnic minority in Israel is a collectivist society.

1.2 DESIGN/METHODOLOGY

The research starts with an explanation of the literature review process, linking the review planning and execution processes, which are summarized in Chapter 2. The literature review in Chapter 3 introduces the ethnic Arab minority economy and entrepreneurship and draws on international and national literature on ethnic economies and ethnic entrepreneurship. Globalization factors and effects are studied with a reflection on entrepreneurship. Chapter 4 captures the synthesis of the review process and developed hypotheses. Research methodology, which details the philosophical position of the researcher, the research methods and design applied, the analysis tools, sample and procedures, and ethical considerations are captured in Chapter 5. Chapter 6 captures the data analysis. Chapter 7 captures the findings of the research. In Chapter 8 a discussion is conducted and chapter 9 concludes the research. Chapter 10 highlights the limitations of the research, and lastly chapter 11 provides recommendations for policy setting.

1.3 FINDINGS

From the literature review, it is anticipated that the Arab ethnic minority economy in Israel is undergoing transition from an ethnic enclave to a mixed economy as well as being influenced by some globalization trends in recent years. Parallels are drawn to transitioning processes other ethnic minorities have gone through in recent years, for instance in US and UK (Felsenstein, 2013; Lofstrom, Bates, Lof, & Bates, 2013). Arab minority entrepreneurs are also going through a transition from full embeddedness to mixed embeddedness with some limited entrepreneurial breakout initiatives in traditional segments of the economy (Barrett, Jones, & McEvoy, 1996; Lofstrom, Bates, & Parker, 2014; Slutsky, Shamai, Arnon, Schnell, & Greenberg, 2016).

Moreover, new generation Arab minority entrepreneurs (in Hi-Tech, Biotech, pharma, medical device, etc. sectors) are going through a more substantial transition to the globalised economy considering the globalization trends of the past 2 decades. Parallels are drawn to other transitioning
minority entrepreneurs in the world (e.g. US, UK) (Lofstrom et al., 2013; Ram & Jones, 2008; Schnell et al., 2015); as an example, British Indian transitioning entrepreneurs are going global, diversifying into higher-value sectors, which is characterised as super-breakout (Jones et al., 2012).

Nonetheless, there is lack of research on the entrepreneurial intentions of the Arab minority entrepreneurs in Israel. Moreover, there is no research that amalgamates the transitional effects in entrepreneurial intentions of ethnic entrepreneurs with economic changes of the ethnic economy in light of globalization trends.

1.4 ORIGINALITY/CONTRIBUTION

This research sheds light on factors that affect the formation and evolution of the intentions of the Arab entrepreneur at the agent level in Israel as part of a native ethnic economy. It takes account of the entrepreneurial intentions at the individual characteristics level, at the social context level, and at the personal values level. It applies existing frameworks and theories to a new context, provides further empirical validation of these theories and frameworks to native ethnic minorities, and highlights the uniqueness of the target population relative to the general public or ethnic or immigrant minorities. Hence, the study fills in the gap in scholarly research on entrepreneurial intentions of native ethnic minorities, particularly of Arab ethnic minority entrepreneurs in Israel at the agent level.

It also examines the necessity vs. opportunity motivations of the entrepreneur in the native ethnic economy, an additional mechanism that aids in classifying the various groups of entrepreneurs in terms of intention and motivation. To the best of our knowledge, to date, this has not been attempted in academic literature for native ethnic minorities. Further, in recent years, most of the research on the application of newly developed economic development measures and frameworks has been applied to the nation states or ethnic groups, but none has been applied to native ethnic minorities (Reynolds, Bygrave, Autio, & Hay, 2002). Hence, this study fills in the gap in scholarly research on applying the model of pull vs. push and necessity vs. opportunity entrepreneurship at the agent level and the unitisation of this framework as a tool to analyse motivation and intentions of these two groups of entrepreneurs.

Further, it extends the literature on entrepreneurial intentions by adding a new dimension, namely how globalization factors and trends may affect the entrepreneurial intentions of the ethnic minority entrepreneur on the one hand and how entrepreneurial intentions can influence or predict those globalization tendencies, expressed via the target market envisioned by the entrepreneur on the other hand. This provides a new dimension in scholarly research of entrepreneurial intentions. Given
the growing attention within the scholarly discourse on the impact of globalization on macroeconomic and microeconomic events in general and the entrepreneurial behaviours in particular, in recent years, the value of current study is obvious (Bates, Bradford, & Seamans, 2018).

As stated above, the Arab ethnic minority in Israel being native renders the context of this study unique as well as makes this study exceptional for all dimensions mentioned above. Further, results can be generalized to other native ethnic minorities who also have been scarcely studied.

The study explores the realised entrepreneurial intentions of established as well as nascent entrepreneurs. Both groups have made substantial advancement in their mental stage towards the act and goal, namely, from phases of motivational deliberation of choices into either the phase of volitional commitment to implementing chosen goals or even the implementation phase (behaviour) (Heckhausen, 2007). Hence, and contrary to studying the general population or student population whose mental stages are manifested in the motivational deliberation of choice, studying these two groups provides a stronger validation of the entrepreneurial intention model and the prediction power of the model towards the behaviour in the form of realised intentions.

Further, it investigates in significant detail how disruptive the changes in the entrepreneurial intentions of the new generation Arab ethnic minority entrepreneurs are, considering globalization. It blends the findings into a new perspective, which constitutes a new framework for academicians and practitioners. This facilitates a deeper understanding of the mechanisms underlying the behaviours of the various groups of entrepreneurs considering globalization effects, a significant contribution to the entrepreneurial practice.

Further, being the first research to focus on intentions of the Arab ethnic minority entrepreneurs in Israel, it builds the basis for further academic studies of this strand of entrepreneurship in Israel.

Finally, given that policy makers in Israel have a goal to increase and strengthen the economic contribution of these entrepreneurs, evident from the various entrepreneurial support programs by the Israeli innovation authority, this research points towards wherewithal to developing evidence based deeper understanding of what tools, methods, and mechanisms can be developed at educational, governmental, non-governmental, business, and community planning levels to achieve this goal. Specifically, it helps in developing more appropriate programs and in custom tailoring existing programs to fit the Arab minority entrepreneurs. Such new support programs or customizations of existing support programs can now address the different needs of the various groups of existing and nascent entrepreneurs both in terms of their characteristics and their realised intentions on the one hand, and can address the untapped pool of potential entrepreneurs by
building programs that aid in identifying these potential entrepreneurs with the goal of increasing the pool of potential entrepreneurs who can be brought closer to the implementation phase (behaviour) by designing suitable support programs.

1.5 PERSONAL REFLECTION

The researcher belongs to the Arab minority in Israel. His career path started in pursuing undergraduate studies in electrical engineering, only to find out that job opportunities in the Israeli booming Hi-Tech sector were very limited for Arab minority engineers back in the 80s. This is when the researcher moved to Germany to continue studies for a master’s degree in electrical and electronics engineering and thereafter resumed jobs at leading Hi-Tech companies (e.g. Siemens, Nokia) in Germany, where he spent in total 11 years of his life. The research moved to Boston, US, in the late 90s to spend 9 more years working for leading Hi-Tech companies in the Boston Hi-Tech corridor. The researcher, after 20 years abroad, moved back home in mid-2000 to start a career path as a serial entrepreneur. Initially, he created two service-oriented start-ups in the areas of software development and financial service with the social by-product of creating job opportunities for Arab minority professionals by integrating Arab minority engineers and other professionals into Hi-Tech and other sectors and of modern-day economy. Later, he created product-oriented start-ups in the areas of data communication infrastructure, medical device, and digital health.

The researcher is very involved in the newly emerging Arab minority start-up scene and consults on a continuous basis new generation, unexperienced nascent, or first time Arab minority entrepreneurs in their initial steps towards building their first start-up.

By doing so, the researcher is exposed to the thought process, motivations, doubts, barriers, and challenges of the entrepreneurs, a process he himself experienced first-hand.

The researcher holds an executive MBA from Kellogg Business School, Northwestern University, Chicago, an education that, building on prior extensive managerial experience during his career in leading positions in multinational organizations, helped him apply proper management methods and techniques in the various disciplines needed to create and manage a start-up in his own companies and also when consulting young generation Arab minority entrepreneurs.

Through his personal experience and the consulting activities, the researcher realized that certain behavioural aspects of the Arab minority entrepreneurs and nascent entrepreneurs are difficult to explain, and through initial investigation in scholarly research, found out that the understanding of these aspects begins with the intentions formation, a process that precedes the behaviour. This is when the researcher started his research activity in trying to figure out the motives and intentions of
the Arab minority entrepreneurs and nascent entrepreneurs, only to find out that there is very little, if any, research on the topic pertaining this specific population.

Hence, the personal interest of the researcher to become a researcher and actor to fill in the body of knowledge gap. The DBA constituted an excellent opportunity for the researcher to perform in-depth academic research that has direct practical implications in the professional life.

A detailed personal reflection, personal review and development of the author is captured in Appendix E - Professional Review and Development.
CHAPTER 2

2 LITERATURE REVIEW PROCESS

This section summarizes a literature review process which suggests that traditional entrepreneurs’ intentions, which characterize the embedded economy (local ethnic economy) and mixed-embedded economy (in a nation-state), transform gradually. Traditional entrepreneurs tend to seize business opportunities at the micro- and meso-level, resulting in moderate socio-economic impact to their local community. In contrast, the new age ethnic minority entrepreneurs are transformational and are disruptively transitioning in their intentions, seizing opportunities that are cross cultural, and cross border, and are creating opportunities for considerable socio-economic advancement of the ethnic minority, as is the case with the Arab ethnic minority entrepreneurs in Israel, in which both trends can be observed.

2.1 DEFINING THE SEARCH STRATEGY

To address the above claim, the researcher raised the following questions:

1- What are the (micro and macro) factors that influence the entrepreneurial intentions of the Arab ethnic minority entrepreneur in Israel?

2- How do the entrepreneurial intentions differ between new generation Arab ethnic minority entrepreneurs and traditional Arab ethnic minority entrepreneurs?

3- What is the effect of globalization on the entrepreneurial intentions of the new generation Arab ethnic minority entrepreneurs and on those of the traditional Arab ethnic minority entrepreneurs?

To address the above questions, a systematic, multidisciplinary and taxonomical approach to literature review was necessary (Saunders, Lewis, & Thornhill, 2015).

First, reference frameworks and theories were investigated that can aid in addressing the above formulated claims and corresponding questions. Building on the work of Israel Kirzner (1973), theories of entrepreneurship in recent decades and their contemporary analysis focus on opportunity recognition by the individual entrepreneur. Currently a single entrepreneurial theory
does not exist as there is no consensus on a shared set of assumptions. Yet, three main categories of assumptions have emerged, namely, the nature of entrepreneurial opportunities, the nature of entrepreneurs as individuals, and the nature of the decision-making context within which entrepreneurs operate (Alvarez, 2005). As entrepreneurship is multidisciplinary, based on the underlying assumptions, the emerged entrepreneurial theories are rooted in economics, psychology, sociology, anthropology, or management. Major entrepreneurial doctrines include economic entrepreneurship theory with its classic, neo-classic and Austrian models influenced by Schumpeter (1934), psychological entrepreneurship theory (Landström & Hans, 1998) that focuses on personal characteristics (personal traits, need of achievement, locus of control, risk taking, innovativeness, and tolerance for ambiguity), sociological entrepreneurship theory with a focus on the social context and analysis at the level of society (Landström & Hans, 1998), anthropological entrepreneurship theory with a focus on the cultural aspects of the society (Baskerville, 2003), opportunity-based entrepreneurship theory influenced by Peter Drucker (Drucker, 1985) the resourcefulness focus of Howard Stevenson (Stevenson, 1983) that explains the exploitation of opportunities resulting from change processes, and resource-based entrepreneurship theory (Aldrich, 1999; Alvarez, 2005).

In the past two decades, it has become more evident that entrepreneurship is a significant growth engine in economies (Vyas & Vyas, 2019). New frameworks emerged that, contrary to existing economic theories and frameworks, give higher representation of the entrepreneurial activity in economic development. Building on Schumpeterian theory and the continued development on the front of entrepreneurial theory that gave higher weight to the contribution of entrepreneurship to economic growth, the GEM model and framework developed by Reynolds in 1999 became central to this new development (Reynolds, 2000). It complements the Global Competitiveness Model and, derived from that, the Global Competitiveness index used in the Global Competitiveness Report (GCR) published by the World Economic Forum, by adding the dimensions of the entrepreneurial opportunity and entrepreneurial capacity and their antecedents as new frameworks for new venture creation, namely, the entrepreneurial framework conditions (EFC). Now there is a model that captures the total entrepreneurial activity (TEA) both, for the new firm establishments comprising of the primary economy with its large firms and the secondary economy with its small to medium business on the one hand and the entrepreneurial new firm creation on the other hand to assess and measure the national economic growth. Other measures have recently emerged as well, such as the Global Entrepreneurship Index (GEI) developed by the US based global entrepreneurship and development institute that measures the quality and dynamics of entrepreneurship ecosystems at national, regional and local levels.
Entrepreneurial ecosystems (EEs) emerged recently as frameworks aimed at stimulating regional and local economic development in response to disappointments from prior frameworks such as cluster strategies and the macroeconomic framework conditions. Entrepreneurial ecosystems became the predominant metaphor for fostering entrepreneurship as an economic development strategy.

Isenberg defines entrepreneurial ecosystem as “a set of individual elements — such as leadership, culture, capital markets, and openminded customers—that combine in complex ways” (Isenberg, 2010, P.3). Stam provides a framework for analysing the interactions between the elements within the ecosystem and demonstrates how the framework conditions (formal institutions, culture, physical infrastructure, demand) and systemic conditions (networks, leadership, finance, talent, knowledge, support services/intermediaries) of the ecosystem can foster particular entrepreneurial activities as an output of the ecosystem and can foster new value creation as outcome of the ecosystem (Stam, 2015). Spigel develops a theoretical model that encompasses the interrelations and interdependencies between the internal attributes (cultural, supportive culture, histories of entrepreneurship), social (networks, mentors of role models, worker talent, investment capital), and material (policies, universities, infrastructure, open markets, support services) of the ecosystem, and concludes that different configurations of these attributes lead to different outcomes of the ecosystems by creating supportive regional environment that increases the competitiveness of new ventures (Spigel, 2017). Continued intensive scholarly efforts in developing the theories, frameworks, and measures of ecosystems are noticed in past five years (Audretsch, Cunningham, Kuratko, Lehmann, & Menter, 2019; Cavallo, Ghezzi, & Balocco, 2018; Colin, Mason & Brown, 2014).

Different measures that assess the economic development in terms of employment, growth and income, when considering entrepreneurship, innovation, and geography (urbanity-diversity) continue to emerge as well (Beynon, Jones, & Pickernell, 2019). When considering the entrepreneur at an individual level with their attitudes, intentions, and perceptions, studies also investigated the relation between components of these new constructs (Bosma, Wennekers, & Amorós, 2012), entrepreneurial activity TEA, economic freedom EF, entrepreneurial climate EC, and entrepreneurial attitude and self-perception about entrepreneurship SPaE (Beynon, Jones, & Pickernell, 2016, 2018).

Common to the above is the lack of attention to ethnic minorities in general and, in particular, to native minorities. Ethnic minorities are characterised with embeddedness, mixed embeddedness, ethnic enclaves, social capital, and ethnic breakouts that are unique and are not represented in above mentioned theories and frameworks (Kloosterman, 2010; Kloosterman, van der Leun, & Rath, 1999). Further, when looking at entrepreneurial intentions of the individuals with a focus on predicting entrepreneurial behaviour, theories from social science and psychology can give more detailed analysis to the cognitive processes that individuals undergo, which is the focus of this study.
This is particularly important, as the entrepreneurial behaviour is rare, hard to observe, or involves unpredictable time lags, and involves considerable planning, intentions. As a result, the planned behaviour theories and frameworks are ideally suited to their examination (Bird, 1988; Katz & Gartner, 1988; Krueger, Reilly, & Carsrud, 2000).

Based on the above analysis, the following theoretical frameworks have been identified as the main building blocks for the literature review process pertaining to the entrepreneurial intentions of native ethnic minority:

- First, entrepreneurial intention theories and frameworks were explored and relevant ones for the research were captured such as the Theory of Planned Behaviour TPB (Ajzen, 1991) the Theory of Entrepreneurial Event SEE (Shapero & Sokol, 1982)), the theory of Basic Human Values (Schwartz, 1992a), the necessity vs. opportunity (Push vs. Pull) framework (Reynolds et al., 2002), and recent research on the topic.

- Second, ethnic economy literature in general was explored and main characteristics of ethnic economy, such as embeddedness, mixed-economy, and transitioning ethnic economy, were identified. Attention was given to literature discussing native minorities and immigrant minorities who live in their host country for an extended period.

- Third, Arab ethnic minority economy in Israel was explored and the search was expanded to include literature in Hebrew language so that the literature pool was enriched as well as made relevant to the research context. Parallels were drawn and focus was given to transitional aspects of the ethnic economies, if any, that have taken place in recent decades.

- Fourth, minority entrepreneurship was observed in relation to the entrepreneur’s intentions as part of an ethnic economy. Focus was given to changes, transitions, or transformations in ethnic minority entrepreneurs’ intentions as part of the changing ethnic economy to which they belong.

- Fifth, Arab minority entrepreneurship in Israel was explored and parallels to other minority, immigrant, and non-ethnic minority entrepreneurs were drawn.

- Sixth, entrepreneurial intentions considering globalization were explored. Attention was given to the impact or influence of globalization factors on intentions of entrepreneurs.

- Lastly, contextual statistical data was gathered from reputed institutions (e.g., Israel Census Bureau, Bank of Israel, Israel National Insurance, World Bank, OECD). Focus was given to data relating to the Arab ethnic economy and population in Israel.
Initially, a parallel search was performed on Google Scholar, Science Direct, Business Source Complete, Engineering Village, and EBSCO databases on the seven key terms, resulting in thousands of articles on each. The following search and collation processes were adopted.

- Search for the following strings: entrepreneurial intentions, ethnic economy, Arab ethnic minority, minority entrepreneurship, migrant entrepreneurship, and Arab minority entrepreneurs
- Find all the search terms and apply related words and equivalent subjects
- Limit string terms to those appearing in the abstract or title, published in the English language and peer reviewed, and appear in business & management or economics Journals.
- Exclude publications focusing on gender, age, young immigrant populations, violence, education, health.
- Add the Hebrew language when scoping for Arab ethnic economy and Arab entrepreneurs.
- Limit the search to the past 5 years (2011-2016) so as to focus on more recent literature
- High Priority to experiences from the US and UK
- Expand the search to include key authors in each discipline, including those dating to prior years upon review of biography and citations
- Merge results from EBSCO and Google Scholar databases
- Save search results on EBSCO host and upload saved literature to Mendeley

Due to limited sample size and underrepresentation of female entrepreneurs within the sample population on the one hand and due to the main focus of the study on entrepreneurial intentions with an effort to establish a baseline, gender and other demographics variables are taken as control variables but not as main focus of the study. As can be seen in the recommendations section, as an extension of this study, specific research on entrepreneurial intentions of female Arab community in Israel needs to be conducted with a larger sample of female respondents and its results should be then compared with the outcomes of this research and other research on female entrepreneurial intentions (Arenius & Kovalainen, 2006; Gupta, Turban, Wasti, & Sikdar, 2009; Maes, Leroy, & Sels, 2014; Wilson, Kickul, & Marlino, 2007).

Expanded review (pilot) was performed, which included thesaurus terms, synonyms, and keywords identified in the initial review. In later stages of developing the thesis, having acquired deeper knowledge and understanding of the subject matter, full text search was applied as well to find specific literature relevant to theories and methods applied in the research, data analysis and findings.
Finally, a prioritization scheme was developed to justify the relevance of each article to the subject matter:

- **High Priority (HP):** encompassed articles that include a relevant theoretical framework, are authored by lead scholars in the field, are literature review papers, are papers that include entrepreneurial intentions and ethnic minority entrepreneurship or economy from the US or EU, are papers from Israel encompassing the Arab ethnic economy and Arab entrepreneurs or Arab SMEs, and lastly contain relevant background and statistical data.

- **Medium Priority (MP):** encompassed papers that include entrepreneurial intentions and ethnic minority entrepreneurship or economies other than those from the US or EU, papers from Israel encompassing the Arab ethnic economy, Arab entrepreneurs or Arab SMEs dating back to the 70s and 80s, and case studies with localization other than the US and EU.

- **Low Priority (LP):** encompassed papers that include entrepreneurial intentions and ethnic minority entrepreneurship or economy as a secondary subject or from other regions, and papers from Israel encompassing the Arab ethnic economy and Arab entrepreneurs or Arab SMEs as a secondary subject.

### 2.2 Search Results

The searches that resulted from the initial and the expanded reviews are captured in Table 1. Results were progressively filtered down and saved from the first year formal and systemic review process based on the explicitly defined criteria above that were applied to each of the multidisciplinary building blocks. Saved results were condensed to the cause or intervention of entrepreneurial intentions of the Arab ethnic minority entrepreneurs as native ethnic minority.
<table>
<thead>
<tr>
<th>Concept</th>
<th>Keywords</th>
<th>Initial Search</th>
<th>Expanded Search</th>
<th>Prioritization</th>
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<td>Saved</td>
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<td>economic enclave, ethnic minority economy</td>
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<tr>
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<td>Israel, Arab minority economy, ethnic enclave</td>
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<td>18</td>
<td>TPB, Basic Human Values, Pull/Push, Necessity/Opportunity, Demographics</td>
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<td>Arab minority entrepreneurs**</td>
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<td>entrepreneurial intentions, born global, transnational</td>
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<td>* Search expanded to include Years 2000-2017</td>
<td>General &amp; Statistical Data</td>
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<td>Israel Census Buro, Bank of Israel, Israel National Insurance, World Bank, OECD, GEM</td>
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<tr>
<td>** Search expanded back to Year 2000 and removal of years for theoretical frameworks and definitions of key terms</td>
<td></td>
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<td>Total</td>
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Table 1: Literature Search Results
CHAPTER 3

3 REVIEW OF LITERATURE

To understand the entrepreneurial intentions of the Arab ethnic minority entrepreneurs in Israel, it is vital to understand at first the entrepreneurial intentions in general populations and in ethnic minorities from a theoretical perspective and then project the knowledge to the Israeli context. In this section, entrepreneurial intentions in general, and those of ethnic minorities at the international level, are reviewed. Then an Israeli perspective of the Arab ethnic economy is provided. A thorough review of local research relating to Arab entrepreneurs in Israel is undertaken and compared to international literature. Globalization trends and factors are then analysed regarding their impact on entrepreneurial intentions. The conclusion section summarizes the finding at the end.

As explained above, contrary to other models of studying entrepreneurship, such as economic models, ecosystems, or the GEM model, which explore the entrepreneurship phenomenon at a macro-level, this research examines the entrepreneurship phenomenon at the individual level. The rationale for this choice was that the fact that being in an ethnic minority is experienced at the individual level. Further, as the best predictor of individual behaviour is individual intentions, this study focuses on the entrepreneurial intentions of the individuals, with the aim of predicting entrepreneurial behaviour. Due to a lack of prior scholarly research on the native Arab minority in Israel at the agent level, theories from social science and psychology were deemed more appropriate for detailed analysis to the cognitive processes individuals undergo, which is the focus of this study. Hence, in the following literature review section, cognitive theories from the social sciences field are investigated and applied.

3.1 ENTREPRENEURIAL INTENTIONS

Although interest in the phenomenon of entrepreneurship increased significantly in recent decades, including in scholarly research, a universally accepted definition has not yet emerged. Definitions in scholarly literature vary based on views and focus and have a long history (Cantillon, 1755; Say, 1860; Schumpeter, 1954).

A more recent, highly cited, definition is by Stevenson: “Entrepreneurship is the process by which individuals pursue opportunities without regard to the resources they currently control” (Stevenson, 1983).
With observation on the behaviour and psychology of the entrepreneur, Hisrich summons prior work and defines the term entrepreneurship as “behaviours that include demonstrating initiative and creative thinking, organizing social and economic mechanisms to turn resources and situations to practical account, and accepting risk and failure”, (Hisrich, 1990, P. 1). For the purpose of this research, we will adopt this definition.

As stated before, the focus of this research is on the entrepreneurial intentions of the entrepreneurs and nascent entrepreneurs as the agent.

Entrepreneurship involves considerable planning processes, is rare, hard to observe, and involves unpredictable time lags. As such, it matches the definition of planned behaviour (Bird, 1988) for which intention models apply. Yet preceding the behaviour is the intention to perform the behaviour. Intention is the act of trying to perform a given behaviour of any kind rather than in relation to actual performance according to Ajzen’s theory of planned behaviour, which is an extension of the theory of reasoned action, TRA, (Ajzen & Fishbein, 1980; Ajzen, 1991). Intentions are salient behavioural, normative, and control beliefs about the behaviour and can predict behaviours of different kinds with high accuracy. Intentions formation depends on attitudes toward the target behaviour which, in turn, reflect beliefs and perceptions (Krueger & Carsrud, 1993). Specifically, attitudes toward the behaviour, subjective norms, and perceived behavioural control, together account for considerable variance in actual behaviour. The opportunity identification process in entrepreneurial activity is clearly an intentional process. Therefore, entrepreneurial intentions offer a vehicle to better explain and predict entrepreneurial behaviour (Krueger, Reilly, & Carsrud, 2000).

It is widely accepted in entrepreneurial literature that entrepreneurial intentions are the best predictor of the entrepreneur’s behaviour (Ajzen, 1991; Krueger, 2008; Krueger, Reilly, & Carsrud, 2000) and hence the importance of their study.

Much of the literature focuses either on individual variables or on contextual variables as the essential variables in the formation of the entrepreneurial intentions. Krueger et al. (2000) show that entrepreneurial activity is intention-based and determine that individual or situational variables in isolation prove to be poor predictors of intentions. The tendency in research in recent years is to draw on intentions models and to combine both individual and contextual variables to predict entrepreneurial intent. The underlying two main theories used for the purpose are often the Entrepreneurial Event Model (SEE) (Shapero & Sokol, 1982) and theory of planned behaviour (TPB) (Ajzen, 1991)
Both these theories are theoretical models that have been widely validated and adopted by researchers to study the entrepreneurial intentions of the entrepreneur as the agent, which constitute the best predictor of entrepreneurial behaviour (Krueger et al., 2000).

According to Ajzen (1991), antecedents of the formation of an intention lie in three variables, namely

1- Person’s attitude toward a given behaviour
2- Subjective norms or the person’s perception of other people's opinion of the proposed behaviour
3- Person’s perception of his or her control over the behaviour

On the other hand, according to Shapero & Sokol (1982), an event driven break of routine will create choices for the person that depend on the following three elements, namely,

1- Person’s perception of the desirability of the proposed behaviour
2- Person’s propensity to act, that is to act in accordance with or her intentions
3- Person’s perception of the behaviour’s feasibility

While the SEE model, with its three variables, namely, desirability, feasibility, propensity to act, focuses on understanding entrepreneurial intention and behaviour, TPB, with its three variables, namely, attitude, social norms, perceived behaviour control, focuses on determining how to predict entrepreneurial intentions. Krueger, Reilly, and Carsrud (2000) empirically demonstrated that both theories provide good theoretical frameworks for the prediction of entrepreneurial behaviour and as such both theories will result in similar findings. This study is primarily focused on the entrepreneurial intention. Further, the antecedent subjective norms, while implicit in SEE model, it is explicit in the TPB model, and lends itself to deeper analysis and more relevance to minorities with a tradition of entrepreneurship and societies who tend to be social (Krueger et al., 2000), which is the case with the Arab ethnic minority in Israel. As such, the Ajzen TPB and its antecedents have constituted the baseline for the purpose of this research.

The theoretical framework is described below.

3.1.1 The Theory of Planned Behaviour

The below diagram, Figure 1, illustrates the construct of the theory of planned behaviour.
Figure 1: The TPB Model

According to the theory, the perception of the extent of favourability of an act and perceived and cognitive beliefs about the act determine the person’s attitude toward a given behaviour (PA). Further, humans are social creatures. They do care about what individuals in their surroundings think and believe. If the surrounding indicates favourability of a behaviour, more often individuals within the group develop a more favourable view of the behaviour. The opinion of family, friends, colleagues & mates, is highly likely to influence the person’s perception and shape the person’s subjective norms and impact the person’s intentions (SN), depending on how this person values these opinions. The perceived ability of a person as being in control when it comes to performing the specific behaviour in question is highly likely to influence the individual’s intentions. Persons who possess sufficiency of knowledge, skills, abilities, and discipline while performing the behaviour, possess higher perceived behaviour control and develop higher intention towards the behaviour (PBC). In summary, the variables PA, SN, and PBC constitute the dimensions of the TPB and are good predictors of the intention towards any given behaviour, including entrepreneurial intention, and are considered antecedents thereof.

Additional variables including demographic characteristics, socioeconomic status, social structure and network, organizational support, environmental support, and environmental influence can add more depth in determining the antecedents of the entrepreneurial intentions (Fini, Grimaldi, Marzocchi, & Sobrero, 2009; Krueger et al., 2000).

Demographics and socioeconomic status are shown to influence entrepreneurial intent. They include gender, age, education, current employment status, prior experience as employee, prior experience as entrepreneur, education of parents, socioeconomic group, entrepreneurial role models, and region. These characteristics illustrate the environment in which the person acts and to which the
person is exposed and are used in research as control variables. Fini et al. (2009) have performed an extensive review of literature on the foundations of entrepreneurial intentions and do a good job in explaining the variables listed above and their relevance.

The intention phase is a preceding phase to action or implementation phase (behavioural phase). According to the Rubicon model of action phases (Heckhausen & Gollwitzer, 1987; Heckhausen, 2007), two stages represent the intentions mental mind set; namely, the motivation pre-decision stage in which alternatives are weighed and best alternative is chosen, and the volition pre-action stage in which a decision is made to pursue the chosen alternative and the planning is assumed prior to entering the action or implementation phase. Entrepreneurs and nascent entrepreneurs have reached this stage of motivation and volition and their intentions have been or are being realised. Hence studying entrepreneurial intentions of these two groups moves one step ahead in the process and investigates their realised intentions.

In recent years, a new strand of research has emerged in the analysis of antecedents of entrepreneurial intention. Namely, the validation of the impact of the culture, specifically, personal values on entrepreneurial intention and the ability of such values to predict it. According to Schwartz (1994), human values are defined as desirable goals, varying in importance, that serve as guiding principles in people's lives.

Moreover, people with different background and circumstances develop different sets of values and value priorities (Schwartz, 2006). According to Schwarz, value priorities are affected by the life circumstances a person is exposed to, which are determined by the different background characteristics of the person. He concludes that socio-demographic variables, such the ones listed above, are crucial antecedents of individual differences in value priorities. The Hofstede’s cultural dimensions model (Hofstede, 2001), which distinguishes between individualist and collectivist cultures, has often constituted the basis for the analysis of the influence of culture on entrepreneurship in scholarly research. However, this model has been criticized on the basis of its theoretical and methodological weaknesses (Ailon, 2008; Baskerville, 2003; McSweeney, 2002). The much cited theoretical framework for the study of cultural values and, more specifically, for the power of values in predicting intentions, is the theory of Basic Human Values by Schwartz (1992a).

In summary, the TPB framework has been validated in predicting EI directly when considering microlevel factors PA, SN, and PBC, and has constituted the basis for the analysis.
3.1.2 The Theory of Basic Human Values

Values shape the individual’s motivational goals. They represent the individual’s conception of the goals that serve as guiding principles of one’s life. One of the most cited theories in scholarly research in this regard is the theory of basic human values from Schwartz. Ten distinct values were defined within and across cultures. They are comprehensive and were initially validated across 20 countries (Schwartz, 1992a). In subsequent research, Schwartz provided more evidence for the validity of his theory utilizing larger samples and multiple measurement techniques (Schwartz, 2006; Schwartz et al., 2001a; Schwartz, 2012b)

The 10 distinct values and their definitions are the following, according to Schwartz (1992a; 2006; 2012):

1. Self-Direction - independent thought and action—choosing, creating, exploring.
2. Stimulation - excitement, novelty, and challenge in life.
3. Hedonism - pleasure or sensuous gratification for oneself.
4. Achievement - personal success through demonstrating competence according to social standards.
5. Power - social status and prestige, control or dominance over people and resources.
7. Conformity - restraint of actions, inclinations, and impulses likely to upset or harm others and violate social expectations or norms.
8. Tradition - respect, commitment, and acceptance of the customs and ideas that one's culture or religion provides.
9. Benevolence - preserving and enhancing the welfare of those with whom one is in frequent personal contact (the ‘in-group’).
10. Universalism - understanding, appreciation, tolerance, and protection for the welfare of all people and for nature.

The ten values are depicted on the inner layer in Figure 2. Schwartz postulates that according to the values theory, there are ten basic, motivationally distinct values that people in virtually all cultures implicitly recognize (Schwartz, 2006). They are organized according to principles of compatibility and logical contradiction. Moreover, the circular structure demonstrates a dynamic relationship of contradiction and congruity between these values. On a higher level, the outer circle, Figure 2, the model organizes the values along two orthogonal dimensions in order to capture the contradiction and compatibility. Along the one dimension, the model contrasts ‘self-enhancement’ representing
self-interest (power, achievement) and ‘self-transcendence’ representing social support (benevolence, universalism). Along the other dimension, the model confronts ‘openness to change’ representing independence and readiness to change (hedonism, stimulation, self-direction) and ‘conservation’ representing reluctance to change, self-restriction, order (security, conformity, tradition). Multiple instruments were applied to test the validity of the circular construct model. The Schwarz Value System (SVS) that measures values as abstract goals, Portrait Value Questionnaire (PVQ) that measure the values indirectly by presenting different types of people who aspire certain values and asking respondents how similar they are to these people and a mixed model that measures the values by inference from the responses. Schwartz concludes that the theory is valid regardless of the measurement techniques and methods and that the values construct is valid at the individual level universally (Fischer & Schwartz, 2011).

![Theoretical model of relations among ten motivational types of value](image)

**Figure 2:** Theoretical model of relations among ten motivational types of value (Schwartz, 2012)

Moriano, Palací & Morales, (2007) conducted a study analysing the psychosocial variables that make up the profile of the university students in Spain (601 university students from the autonomous region of Castilla y Leon) from the perspective of entrepreneurial intention. They draw on the theory of basic human values to test the relationship between individualist and collectivist values, which
make up the personal context, on entrepreneurial intention in presence of other control variables. They found that individualist values (power, achievement, hedonism, stimulation and self-direction) influence positively and significantly with entrepreneurial intention, whilst individual collectivist values (benevolence, tradition and conformity) show a significant but negative effect on it. Further they found that mixed values (universalism, security) do not relate significantly with the students’ intention. They conclude that individualist values can positively predict entrepreneurial intention.

In a study focusing on analysing the influence of personal values on the development of entrepreneurial attitudes, Azanza & Campos (2012) combine the Portrait Value Questionnaire (PVQ) (Schwartz et al., 2001) and entrepreneurial intentions scale commonly used in entrepreneurial intentions studies to analyse the value-intention link in entrepreneurship in a sample of 450 Basque university students. They conclude that entrepreneurial intention levels depend on the person’s value priorities. Students with higher self-enhancement values exhibit a greater intention to become an entrepreneur, while self-transcendence and conservation have no significant relationship to entrepreneurial intention, in line with previous studies.

In an empirical study on a sample of 1467 Spanish university students, Moriano et al. (2010) once again analyse the value-intention link on entrepreneurship by using the PVQ questionnaire and the EI scale commonly used in EI studies. They found that on the one hand, in line with previous studies, self-enhancement and openness to change, which correlate with individualist values, do exhibit higher correlation with entrepreneurial intention. On the other hand, they found that conservation has no impact (small negative correlation) and self-transcending has a small positive correlation. They further develop a functional model of entrepreneurship as potential explanation, where innovation vs. resource leveraging motivations are confronted. The former is characteristic of individualist entrepreneurs, while the latter is characteristic of the collectivist entrepreneurs (Tiessen, 1997). They conclude that further study is needed in this area and speculate that maybe different value priorities lead people to consider alternative forms of entrepreneurship. Even more, value priorities might influence EI in an indirect way through a relationship with the antecedents of EI (Liñán & Chen, 2009). In a more recent study, Liñán, Moriano, & Jaén, (2016), confirm the power of self-enhancement and openness to change in predicting EI.

In summary, the BHV framework has been validated in predicting EI directly when considering macro level personal priority values. The four higher level constructs in the circular structure (openness to change, self enhancement, self-transcendence and conservation), which capture the dynamic relationship of contradiction and congruity between these values have constituted the basis for the analysis.
3.1.3 Combined TPB and Theory of Basic Human Values

In recent years, researchers have started combining individual (micro) and contextual variables (macro) together with socio-cultural variables (macro) to predict entrepreneurial intent of the individual.

Liñán et al. (2016) shed more light on the socio-cultural context impact on entrepreneurial intention by applying both TPB and basic human values theories in one model. In this, they use a sample of highly educated Spanish adult population (2069 participants) from seven regions. They use the entrepreneurial intention questionnaire EIQ (Estudio, Liñán, & Nabi, 2013) and the PVQ (Schwartz, 2012) as instruments. The major finding of the research is that “more individualist outliers’ (individuals with higher-than-average individualist values) present a higher EI and might be opportunity-driven entrepreneurship, while ‘less individualist outliers’ (lower-than-average individualist values) show a lower intention, but still might be, by necessity, entrepreneurs. In fact, when personal values are split up between the cultural value and the personal–regional difference, both elements are significantly related to the EI” (P. 11). They also find that self-enhancement has more impact on EI than openness to change. They conclude that the separation of ‘context’ and ‘individual’ in entrepreneurship studies is artificial. They recommend moving to more complex model interweaving individual and cultural levels that comprises entrepreneurial activity in future research and find additional support for their findings by Spedale and Watson (2014).

In the most recent study, Gorgievski, Stephan, Laguna, & Moriano, (2017) too combine the theory of planned behaviour (Ajzen, 1991) and the theory of basic human values (Schwartz, 1992a) to investigate mechanisms through which individual values are related to entrepreneurial career intentions. The study was performed on 823 students from four different European countries. While individual values differ from person to person, they do develop through culture-specific contexts. Hence, the combination of both theories in one model lends itself to investigate the entrepreneurial intention model both at individual values at the micro level (TPB) as well as at a macro level (i.e. culture, BHV). According to the TPB, PA, SN, and PBC are the only antecedents of EI as stated in TPB. Behaviours can be linked to EI indirectly. Gorgievski et al. (2017) postulate that the antecedents can mediate the relationship between cultural individual values, and EI either positively or negatively. The findings demonstrate that in line with prior findings, higher self-enhancement and openness to change values predict EI. Further, they confirm that attitudes, self-efficacy (PBC), and to a lesser extent, social norms mediate the effect of values on entrepreneurial intentions.
In summary, TPB and BHV frameworks can be combined to predict EI where TPB antecedents act as mediators in the relationship between values and EI.

3.1.4 Necessity vs. Opportunity Driven Entrepreneurship (Push-Pull Theory)
Entrepreneurship activity with regards to individual’s motivation can be classified in two rather distinct types of entrepreneurship, namely, Improvement-Driven (pull) Opportunity Entrepreneurial Activity and Necessity-Driven (push) Entrepreneurial Activity. Early works on the characteristics of the founder, at the micro level, in the process of new venture creation, highlighted the desire and aspiration of the founders to translate new ideas into practice and to innovate as main motivating factor exploiting new opportunities (Oxenfeldt & Affairs., 1943; Schumpeter, 1954). On the other hand, self-employment might be an escape from uncertain career prospects out of necessity (Oxenfeldt & Affairs., 1943). Based on above works, a new model of push-pull was developed and tested that shed a light on the explanatory factors that play a central role in the new venture creation process by the founder (Johnson, 2007; Johnson & Darnell, 1976). If the net monetary and non-monetary benefit is higher than the alternatives at hand, either unemployment or being salaried employee, a feasible trigger for self-employment is developed. The trigger can either a push or a pull, depending on the forces at hand.

According to the push theory, forces such as unemployment, a lay-off or work-related insecurity, recession, and even absence of satisfaction in the current job would push individuals to self-employment and entrepreneurial activity. These factors are negative situational factors that promote the perception of a hostile and turbulent environment. They tend to motivate latent entrepreneurs and push them into business activity (Gilad & Levine, 1986; Harrison & Hart, 1983). On the other hand, according to the pull theory, factors such as market opportunities, higher material and non-material profit, new product, growing economy, and innovation, can pull individuals into entrepreneurial activity. Basically, individuals are driven by maximizing their utility function (Muñoz & Otamendi, 2014).

Entrepreneurial Activity according to the Global Entrepreneurship Monitor (GEM) (Reynolds et al., 2002) can be either necessity-driven or opportunity-driven. New business activity in factor-driven and efficiency-driven economies is mainly motivated by economic necessity, while in innovation-driven economies, new business activity is mainly opportunity-driven (Amoros & Bosma, 2013). According to the same GEM report, and based on the model of economic development proposed in the GEM 2009 report (Bosma & Levie, 2010, P. 1), “Factor-driven economies are primarily extractive in nature, while efficiency-driven economies exhibit scale-intensity as a major driver of
development. At the innovation-driven stage of development, economies are characterized by their production of new and unique goods and services that are created via sophisticated, and often pioneering, methods” and is motivated by economic opportunities.

In recent years and following the work of Reynolds et al. (2002), the push-pull model of entrepreneurial activity has been replaced by the concepts of necessity (push) and opportunity (pull) entrepreneurs as the predominant entrepreneurial motivation model. According to Reynolds, opportunity driven entrepreneurs are more prevalent in high-income countries, while necessity driven entrepreneurs are more prevalent in low-income countries. This might be attributed to a more developed labour market and safety net in developed countries. They also show that necessity driven entrepreneurs might be influenced by different factors than opportunity driven entrepreneurs. They also argue that in terms of performance, opportunity driven entrepreneurship has higher economic contribution than necessity driven entrepreneurship both in innovation and job creation (Reynolds et al., 2002).

Socio-demographic factors and attitudes towards entrepreneurial activity can influence the necessity and opportunity entrepreneurs differently (Bhola, Verheul, Grilo, & Thurik, 2006). In their study, the authors used the 2004 Flash Eurobarometer survey, and data from 25 European countries and the United States. The sociodemographic variables such as gender, age and education level were included in the study. Further, a set of explanatory variables such as perception of the entrepreneurial environment (i.e., financial support, administrative complexities, enough information on business start-ups, unfavourable economic climate), risk tolerance, locus of control and preference to be self-employed were also included. They show that women, people with lower level of education, people with no entrepreneurial experience of the parents (Lindquist, Sol, & van Praag, 2012), people with perception of obstacles such as lack of financial support, administrative complexities, difficulty obtaining enough information and an unfavourable economic climate, and people who are risk averse, are more likely to become necessity entrepreneurs (Bhola et al., 2006).

Based on empirical analysis of data from 33 countries, and in-line with the work of Bhola et al. (2006), van der Zwan, Thurik, Verheul, & Hessels, (2016) studied the difference in motivation of necessity vs. opportunity entrepreneurs along three dimensions, namely, socioeconomic characteristics, personality, and perceptions of entrepreneurial support. They found that male, younger, wealthier, proactive, and optimistic business owners, those who prefer being a business owner and those who have more favourable perceptions of financial start-up support, are more likely to be opportunity driven rather than necessity driven entrepreneurs.
When it comes to current employment status, unemployed individuals have higher tendency to initiate a new business out of necessity, while employed individuals will initiate a new business mainly due to identifying a new business opportunity (David, 2010).

Liñán et al. (Liñán, Fernández-Serrano, & Romero, 2013) rely on the cultural value orientation model of Schwartz (2004) and use the SVS survey (Schwartz, 2006) and GEM data from 60 countries to assess cultural value orientation in relation to the types of entrepreneurship. They provide evidence that egalitarianism, associated with individualistic values, is positively related to entrepreneurship and is associated with a higher share of opportunity entrepreneurs, at least for higher income countries.

In summary, opportunity driven entrepreneurs are pulled into exploitation of new opportunities in innovative, growth-oriented markets, while necessity motivated entrepreneurs are pulled into extractive and scale-intensity markets out of necessity.

### 3.1.5 Situational and Demographic factors

In most research on entrepreneurial intention, situational and demographic variables are used as control variables. These are individual characteristics, personal and situational, that can have impact on the entrepreneurial intentions. Typically they have an indirect influence on entrepreneurship by influencing key attitudes and general motivation to act (Krueger et al., 2000).

Gender has been found to have strong impact on entrepreneurial tendency. Males are more likely to develop entrepreneurial intentions than females (Wagner, 2007). The GEM project also shows that the ratio of women to men in terms of entrepreneurship is low, reflecting low participation by women and lack of entrepreneurial gender equality in most countries surveyed (Bosma & Kelley, 2019).

Age is an individual attribute found to have influence on an individual’s entrepreneurial activity. The (GEM) project (Bosma & Kelley, 2019) shows an inverse U-shape curve (Bönte, Falck, & Heblich, 2009) in most countries with age groups 25-34, 35-44, and 45-54 having a higher tendency to be self-employed. A small number of developed countries has shown a higher tendency of the younger age group 18-24 to develop entrepreneurial tendency recently.

Socioeconomic status (per capita yearly income) is a determinant that impacts the motive to become an entrepreneur. According to the GEM, low income drives entrepreneurial activity out of necessity with the goal of improving one’s socioeconomic status, while high income results in
opportunity driven entrepreneurial activity associated with growth. Further, increased income is associated with higher start-up rates (Armington & Acs, 2002; Liñán et al., 2013).

Education is a determinant found to have impact on the entrepreneurial intentions. The higher the number of years of schooling of an individual, the higher probability the individual will develop entrepreneurial tendency. Further, higher educated individuals tend to be opportunity driven vs. lower educated individuals who tend to be necessity driven and tend to have a higher return on education (Fossen & Tobias, 2012).

Prior experience as an entrepreneur is a determinant that can increase the likelihood of developing entrepreneurial intention and the probability of starting a new business (Krueger, 1993). Further, it is likely that individuals with prior entrepreneurial experience will initiate a new business endeavour due to realization of new opportunities rather than out of necessity (Farmer, Yao, & Kung–Mcintyre, 2011; Ucbasaran, Westhead, & Wright, 2009).

Role models can affect self-efficacy and PBC, which is associated with opportunity recognition and risk taking, and with that can increase the likelihood of developing entrepreneurial intention (Chlostta, Patzelt, Klein, & Dormann, 2012; Krueger et al., 2000; Lindquist et al., 2012). Specifically, parents’ exposure to entrepreneurship in the so-called transgenerational model, tend to have a significant impact on the formulation of the entrepreneurial intention of the siblings (Chakraborty, Thompson, & Yehoue, 2016).

Current employment status is an individual factor that can influence the entrepreneurial intentions. The rate of unemployed who initiate new ventures is higher than the rate of the employed, while in numbers, the later are the majority. Further, unemployed individuals have a higher tendency to initiate a new business out of necessity (push), while employed individuals will initiate a new business mainly due to identifying new business opportunity (pull) (David, 2010).

In summary, the above-listed situational and demographic variables are used as control variables, which typically have an impact on the entrepreneurial intentions indirectly.

The above-mentioned theories and associated research on entrepreneurial intentions pertain to the general population. Ethnic minorities have some unique social and economic characteristics resulting in further studies of entrepreneurial intentions amongst minority entrepreneurs as illustrated in the following section.
3.2 Ethnic Minority Entrepreneurship

Ethnic minority entrepreneurship in scholarly literature is often associated with ethnic enclave, ethnic enclave economy, ethnic economy, and mixed embedded economy. Ethnic enclave, according to Portes & Jensen (1992), is the place where a particular ethnic group happens to live when considering geography. Alternatively, ethnic enclave is a concentration of ethnic firms in physical space - generally a metropolitan area - that employs a significant proportion of workers from the same minority (Wilson & Portes, 1980). According to Light, the terms "ethnic economy" and "ethnic enclave economy" designate an immigrant or minority business and employment sector that coexists with the general economy (Light, Sabagh, Bozorgmehr, & Der-Martirosian, 1994). Mixed embedded economy, on the other hand, encompasses the ethnic minority entrepreneurial activities that go beyond the ethnic market, yet remain within the realm of the opportunity structure of the ethnic economy (Kloosterman et al., 1999).

In his book, Bates (2011) conducts an extensive and historic review of research and literature on the issue of ethnic minority entrepreneurship. He concludes in the first part that competing sociological and economic models on researching ethnic minority entrepreneurship complement one another. Social capital or ethnic resources and class resources of ethnic enclave economy have been widely accepted main characteristics. Further, he concludes that racial discrimination in labour markets leads to increased pursuit of entrepreneurship as self-employment provides an escape path. Interestingly, he concludes, based on empirical studies, that the ethnic entrepreneurs come from the ranks of the highly educated, skilled, affluent groups. Yet discrimination limits opportunities and growth of the minority business ventures who try to push the boundaries in the mixed embedded economy. Old-boy networks in the construction business blocking construction firms from accessing large-scale construction projects and lending discrimination are examples of discriminatory factors limiting opportunities of minority business ventures.

Waldinger et al. (1990), in his opportunity structure model, comes to the conclusion that entrepreneurs in the ethnic enclave economy are limited in terms of success and growth potential if they limit themselves to the ethnic economy due to the high level competition and the impoverished customer base, leading to smaller businesses, and lower profits.

Kloosterman (2010) also confirms the reliance of ethnic entrepreneurs on their social capital as attested in other social embeddedness literature (Panayiotopoulos, 2006; Portes & Sensenbrenner, 1993) and distinguishes two types of social embeddedness, namely, relational and structural embeddedness. Economic barriers, institutional barriers, and opportunity structure play a significant role in allowing for newcomers, according to Kloosterman (2010). He suggests a new model that
relates social embeddedness and opportunity structure in which markets split according to accessibility and growth potential. The two-dimensional topology of the opportunity structure model distinguishes between high thresholds vs. low threshold industries on the one hand and stagnating vs. expanding industry segments on the other hand. He concludes that a majority of ethnic minority newcomers, with their modest outlay of capital and the market structure, are geared to small businesses where economies of scale are hard to achieve and that are small-scale, low-skilled, with labour-intensive production. These businesses are less promising in terms of growth potential, and stagnant demand and low profits. Opportunities in these markets are created nonetheless through the vacancy-chain openings process, which is defined as process in which established entrepreneurs leave the lowest rungs of the ladder and thus create room for newcomers. These opportunities are usually created in low-threshold and stagnating markets or post-industrial low-skilled expanding markets. The chances of becoming successful in vacancy-chain business are rather slim as it is hard to keep out other competitors. While challenging, the only way out is by breaking-out. This is possible by accumulating financial capital, acquiring new skills to enhance human capital, and augmenting the social capital by replacing strong ties with weak ties to enable transformation. These are three necessary and challenging prerequisites for the break-out process into a mixed-embedded economy, according to Kloosterman (2010).

Jones and Ram (2013), too, invoke social capital as an explanation for the competitive advantage of the ethnic minority entrepreneurs. They conclude that they do not depend on support from public sector intervention. They further conclude that higher rates of self-employment amongst the ethnic group does not guarantee upward social mobility. Jones et al. characterize ethnic minority business in a mixed-embedded economy as a kind of ‘friendly face of capitalism’ with core strengths derived from human values (Jones, Ram, Edwards, Kiselinchev, & Muchenje, 2012). They determine that only radical transformation in the resource base of the migrant entrepreneurs permits racialised immigrant micro businesses to transcend the historically ever-present structural disadvantages. The ostensible success of ethnic minority entrepreneurs, and the above-average rate of new business starts amongst ethnic minorities often carries with it the intensive utilisation (or exploitation) of groups’ specific social capital rather than support from public sector interventions. As the constraining factors of the structural embeddedness are not removed, a more balanced approach of social mobility is required. They argue that entrepreneurship, in itself, cannot secure the economic advancement of ethnic minority communities.

Upward social mobility is expected and desired from the entrepreneurial transition of ethnic entrepreneurs to high-value sectors, observed in recent years at small scale (Jones et al., 2012). New generation entrepreneurs are forging the future of ethnic minority enterprise development,
departing from traditional ethnic entrepreneurship, developing new diversification strategies that incorporate access to mainstream markets, and finance, innovation, change management, and networking, as is the case with ethnic minority entrepreneurs from the Strathclyde region in Scotland (Deakins, Majmudar, & Paddison, 1997) or first generation Chinese immigrants in New Zealand (de Vries, Hamilton, & Voges, 2015) or other ethnic minority entrepreneurs in other European countries (Baycan-Levent & Nijkamp, 2009). Globalization factors are forcing new generation entrepreneurs to break-out from traditional niches into high growth sectors, capitalizing on their enhanced human capital, but still limited by an discriminatory financing environment (Ram, Smallbone, Deakins, & Jones, 2003). New generation ethnic entrepreneurs are breaking into mainstream markets and utilizing ethnic ties to develop and exploit international market opportunities in growth areas such as creative industries and computer software (Smallbone, Bertotti, & Ekanem, 2005). Recent studies of migrant and new migrant business owners in the UK show that the trends mentioned above are still limited in scope and continuity of historic constraints is evident, including exclusion from the mainstream on ethnic lines. Migrant businesses are evolving but they still retain many of their features that limit their success (Edwards, Ram, Jones, & Doldor, 2016). Racism continues to adversely affect the prospects of business activities of the new migrants (Trevor Jones, Ram, Edwards, Kiselinchev, & Muchenje, 2014). A study on ethnic minority entrepreneurship in 8 different European countries (Baycan-Levent & Nijkamp, 2009), shows that while some inter-country differences exist, ethnic entrepreneurs are largely influenced by push factors, including high unemployment rates, low participation rates and low status in the labour market, as well as mixed embeddedness. In a more recent study in New Zealand, an ethnically diverse nation, De Vries et al. (2015) contrast the experiences of the Dutch, Chinese, Indian, and Pacific origin peoples’ entrepreneurial activity and investigate the antecedents of their long-lasting differences. They integrate migration background, embeddedness and integration skills and business capabilities, and individual characteristics in their embedding construct model. They find that the Dutch immigrants are fully embedded in the host country with post-migration orientation and high rate of participation in non-ethnic opportunity driven entrepreneurial activity. The Chinese immigrants are divided in two groups, one is characterized with post-migration orientation (the oldcomers) and later (the newcomers) with pre-migration orientation, where the first has higher rate of opportunity driven entrepreneurial participation. The Indians, characterized with pre-migration, dual community, and dual identity, exploited opportunity in the host country but at a lower rate than their Chinese counterparts. Pacific people, on the contrary, are characterized with full ethnic enclave embeddedness and pre-migration orientation, resulting in very low rate of co-ethnic entrepreneurial participation.
Contrary to research that primarily focuses on culture when studying Afro American entrepreneurship and the low rate of participation of this group, Bogan and Darity (2008) examine the social, economic, and political forces relevant to the black ethnic minority and conclude that these forces have adversely influenced the development of Black entrepreneurship compared to various immigrant groups. Their analysis of 90 years of census data empirically supports their claim that native non-white groups lack resources available to immigrant entrepreneurs and hence the low rate of participation in entrepreneurial activity. Prior research focusing on explaining the low rate of entrepreneurial activity of black Americans relied on cultural, psychological and the ethnic enterprise perspectives. According to Gold (2016), adding the racial group perspective as a third dimension is mandatory in order to understand the impact of racial inequality as a limiting factor of black American entrepreneurial activity. They further conclude, citing Bogana et al. (2008) that the systematic racial disadvantage experienced by black Americans is the limiting factor of their entrepreneurial success, and not the lack of ability, initiative or the failure to mobilize ethnic resources as the other models suggest.

Wang (2018) conducted a study that examines ethnic business ownership in the greater Los Angeles area, one of the most ethnically diverse regions in the U.S. between the years 1980-2015. He found a significant divide between white and non-white businesses. Despite the increase in business ownership of all ethnic groups, persistent barriers prevent the socially and economically upward move, a situation of sustained disadvantage. In contrast to the whites, who occupy high-end, high barrier-to-entry sectors in their entrepreneurial activity, non-whites remain in the low-end sectors with low barrier-to-entry, e.g. trade, transportation, construction, and personal services. On the other hand, Bates, Bradford, & Seamans (2018), in a recent study on minority entrepreneurship in twenty-first century America, found that minority entrepreneurs are college educated, their access to financing has expanded, and they exploit opportunities to serve corporate and public-sector clients. They report that nearly 40% of all new firms created nationwide in 2015 were minority owned. They attribute this shift to changing attitudes in mainstream society reducing traditional barriers. Nonetheless, they do confirm that true equality of opportunity between minority-owned and white-owned firms of similar size and scope has not been achieved and financing and government procurement markets remain an obstacle for minority entrepreneurs.

Harvey (2007) views the promotion of the individual entrepreneur as the motor for economic growth in the neoliberal turn in Western capitalism, a setup observed strongly today in Israeli public policy and economy.

In summary, social capital is recognized as main characteristic providing competitive advantage of ethnic minority entrepreneurship. It is also recognized that limiting the entrepreneur’s business to
the ethnic enclave reduces the potential growth of the company. Ethnic entrepreneurs have begun pushing the boundaries and breaking-out from an ethnic enclave economy to a mixed economy to combat growth inhibitors. They are pulled into self-employment by recognising business opportunities in the mixed economy, as is the case with Indian migrants in UK (Bates et al., 2018; Borooah & Hart, 1999), and have started their evolution as opportunity entrepreneurs. Upward social mobility is not guaranteed by this move, as it is usually limited to utilizing vacancy chain openings. Whereas it is desirable for the newcomers to focus on high-value activities, which are typically knowledge based or high-skill based in growth segments and are characterized with higher return, in reality, the low value added nature of many of the traditional areas such as ethnic food, clothing, construction, and retailing is likely to remain the focus of the traditional entrepreneurs focusing on the ethnic economy (Smallbone et al., 2005). These entrepreneurs are pushed into self-employment and can be characterised as necessity entrepreneurs, as the case with black Caribbean immigrants in the UK (Borooah & Hart, 1999).

3.3 THE ARAB MINORITY IN ISRAEL

3.3.1 Introduction
The Arab minority population in Israel is 1.77 million and constitutes 20.8% of the Israeli population, according to the Israeli central bureau of statistics (ICBS, 2016). Yet poverty amongst Arab families is at 52.6% and amongst Arab children over 62% when considering number of children per family, compared with 15% and 23.8% of Jewish citizens, respectively, according to the national insurance institute of Israel and Inter Agency Taskforce (Hai, 2013; INII, 2014). The majority (90%) of Arab towns reside within the lowest three echelons of the Israeli socio-economic scale of towns and cities (Hai, 2013; ICBS, 2015) Further, the Arab minority contributes a mere 8% to the Israeli GDP (Hai, 2013). Employment amongst Arab women is at 26% compared to 73% amongst their Jewish counterparts and income level of Arab women is 40% below that of their Jewish counterparts (Hai, 2013). Arab men, while at high level of employment relative to Arab women, have an income level at 57% compared to their non-Arab counterparts (ICBS, 2016; Yashiv & Kasir, 2015). The poor performance of the Arab minority economy, as attested in the macroeconomic data above, is attributed largely to low level of economic integration of the Arab ethnic economy into the general economy (BOI, 2015; IMF, 2012; OECD, 2016a). The Israeli governmental institutions recognize the severity of the lack of economic integration and marginal contribution of the Arab minority to the Israeli economy. As a result, various economic development plans in employment, industrial zones, education, and infrastructure have been initiated to solve this problem, yet the results have been meagre so far, as demonstrated by the data cited above (OECD, 2016b).
Israel is a “Start-Up Nation” (Senor & Singer, 2011), in terms of number of start-ups, number of patents, number of exits per capita, R&D spending, and venture capital invested (OECD, 2017). As an example, globally, venture capital spending represents a very small percentage of GDP, often less than 0.05%. Israel is leading this sector, followed by the United States, with 0.38% and 0.33% of GDP, respectively, according to OECD (2016a). R&D spending is at 4.3 percent of GDP – first in the world in almost every year during the last ten years (Cohen, 2017). In their book, Senor & Singer (2011) attribute this to the individual, structural and policymaking factors. Israeli Jews are immigrants, while being a majority in a nation-state. At the individual level they have had to establish everything from scratch, improvise, solve problems, and utilize a strong network built during the army service, in a non-hierarchical manner at a personal level. At the structural policymaking levels, the state had to develop the necessary tools to cope with economic development and crisis, going through a transition from an agricultural society all the way to a more neoliberal economy in recent years. Both factors contributed to the success of the start-up nation, according to Senor & Singer (2011).

It is safe to conclude that the Arab population, as a native ethnic minority, remains an outsider to this crucial process and lags their Jewish counterparts.

Drawing on prior models and indexes that study and measure socio-spatial segregation of multi-ethnic groups, Schnell el al. (2015) developed a new global index of measure of the segregation/integration social space on one continuum (GSI) starting from the agent level and operationalized it on the Arab ethnic minority in Israel. They introduced the concept of socio-spatial lifestyle, in which segregation/integration is one aspect. The index captures residential and activity spaces, sources of recruiting social, cultural and emotional capitals in either intra or inter-ethnic spaces. They found that most Arabs are in an intermediate position between segregation and integration with only few demonstrating a tendency to integrate into Israeli society or culture and making Jewish friends and building Jewish support. They conclude that structural aspects, in addition to those of everyday practices, are of high importance for understanding patterns of segregation and integration. Further, they conclude that structural barriers in Israeli society and negative responses to Arabs’ integration efforts make it difficult for Arabs to integrate. As a result, they fail to accumulate social integration capital, and its effect on their income remains marginal as many of them continue to work in low paying jobs.

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2 Neoliberalism is in the first instance a theory of political economic practices that proposes that human well-being can best be advanced by liberating individual entrepreneurial freedoms and skills within an institutional framework characterized by strong private property rights, free markets, and free trade (David Harvey, 2007).
3.3.2 Native Minority vs. Ethnic Minority

Nation states are comprised of, in general, a native majority and one or more ethnic minorities. Each ethnic minority possesses unique characteristics, including cultural, political, economic, and heritage related, as is also the case with native minorities. It is widely accepted that ethnic minorities worldwide suffer from discrimination on the basis of their unique characteristics. According to Jason Sorens (2010), governments in nation states still impose systematic differential restrictions, including political, economic, and cultural restrictions on ethnic minorities worldwide. Such discrimination includes denial of some political rights, systematic economic favouritism by public authorities towards the majority in resource allocation, labour market, investments, certain market transactions as examples, and educational provisions. Such government policies and practices also include suppression of cultural practices and customs essential to ethnic identity, to the extent that such policies are motivated and encouraged by goals such as assimilation. Above mentioned discriminatory policies are characteristic of the state of Israel as well (Hativ & Solomon, 2006; Schnell, Greenberg, et al., 2015). Ethnic minorities develop certain behavioural patterns to cope with these differential restrictions, including acculturation, assimilation, equal rights struggles, and more.

As stated above, the Arab minority in Israel is unique as it is the native population in minority. Contrary to ethnic minorities, who are historically largely migrants, the Arab minority settled in the region earlier than the majority population. Only after the establishment of the state of Israel in 1948 did they become the minority in the country. Indigenous or native minorities reject the notion that they are ethnic on the merit that ethnicity undermines the major differences between natives and ethnic minorities who are largely former immigrants (Stevenson, 2016). Historically, natives became minorities through war or militarized conflict, the results of which are multi-faceted. First, natives, contrary to ethnic minorities, possessed the land and the natural resources, which they lost largely through the war process. Even what is left is usually subject to deprivation policies by the newly established state headed by the new majority population. This has been the case in other regions in the world, e.g. US, Canada, Australia and New Zealand. It is also still the case in Israel regarding the Arab minority and the continued efforts of the state to seize the remaining resources the natives possess through many new mechanisms and tactics that fit into the concept of modern democratic state (Yiftachel, 1996). Second, while ethnic minorities go through a natural process of acculturation and assimilation, in some cases strategically planned and orchestrated by the nation state, natives have suffered from coercive processes of assimilation. Third, segregation, special disadvantages, and geographic concentration in rural areas lacking infrastructure with limited business opportunities, have resulted in not just a social, but also an economic divide. The native
minority is continuously struggling with the psychological distress of becoming minority in their own land and the imminent threat of losing what is left in its possession to the majority, attested to by the continued policies and efforts by the state to gain control of these remaining assets (Yiftachel, 1996). In addition to acculturation and assimilation processes that natives share with ethnic minorities, the above described uniqueness of the native minority makes it obvious that native minorities are unique in their behaviour, and derived from that, their intentions were and still remain about preservation of remaining resources, cultural heritage, national identity and managing the deeply rooted inner conflict of becoming minority in their own land with no collective rights. This has been strengthened in recent years by the emerging strong trends of exclusion in national policy and emergence of racism against the Arab minority (Lavie, 2018). Of course, it is being influenced by the continued Arab-Israeli political conflict and the Palestinian people’s struggle for independence (Lavie, 2018).

In summary, native minorities contexts are markedly different than those of native majorities and ethnic or migrant minorities. Depending on circumstance, culture, norms and other variables, native minority entrepreneurs may have to take account of a wider array of stakeholders and a wider variety of issues, particularly social impacts, than just personal or economic success, which in turn impacts their intentions and behaviours (Hindle & Lansdowne, 2005). These factors do not express conflict; rather, they offer keen insight into the mindset of native minority entrepreneurial actors that distinguishes them from all others (Dana et al., 2005). Hence the importance of this study, namely, to find out how similar or different entrepreneurial intentions of native Arab minority entrepreneurs are relative to the non-minority natives and other ethnic/migrant groups of entrepreneurs.

3.3.3 Arab minority economy in Israel
In a historical view, the Arab ethnic economy developed in three stages after the establishment of the state of Israel in 1948 (Sofer & Schnell, 2007). During the 50's and 60's (1st stage), the Arab ethnic economy was mainly an agricultural economy, pushed to the margins by the nation-state. It was an embedded economy characterized as the Ethnic Enclave Economy. During the 70s and 80s (2nd stage), due to structural changes in the Israeli economy (economic crisis with severe consequences on the Agriculture sector) and opening of factories in the periphery by established Jewish enterprises, the Arab ethnic economy started a transition towards a mixed-embedded economy. Arab labour integrated partially in the manufacturing process in low-skilled, low-paid jobs. Further,
Arab entrepreneurship started shaping up in the complementary areas such as subcontracting, i.e. in textile, food, and construction industries serving both ethnic groups. In the 90s (3rd stage), the Arab ethnic economy incurred a major setback due to globalization, the peace process, which resulted in migration of relevant industries (e.g., textiles) to low cost geographies (adjacent Arab countries), and the import of cheap foreign labour in Israel (Sofer & Schnell, 2007).

The Arab ethnic economy can best be characterized as a dependent economy. In his research on industrial parks in the peripheral Arab town, Khamaisi (2012, 2013) states that the central barrier for the development of industrial areas that can provide the vehicle for the transition to urbanization of the Arab community is the discriminatory policies of the nation-state. He further claims that these policies focused on maintaining the economic dependency of the Arab economy. According to Khamaisi (2013), government’s new policies aim at just narrowing the gap instead of completely closing it. Even at the employment level, research shows that the Arab ethnic minority integration into the labour market is limited by the ethnic minority internal deficiencies (cultural), structural deficiencies (education, infrastructure, transportation, labour market), and by the discrimination by both government and employers (Miaari & Khattab, 2013; Miaari, Zussman, & Zussman, 2009; Slutsky et al., 2016).

Utilizing the GSI model developed by Schnell et al. (2015), Shdema et al. (2017) studied the various socio-spatial factors that impact the integration of the Arab ethnic minority community into the labour market in Israel, including spatial factors (e.g., residential and activity spaces) and social, cultural and affective (e.g., shared identity) capitals. They found that, contrary to ethnic enclave theory’s prediction that residential space affects labour market integration, meaningful-contact time with the majority Jews was the most important socio-spatial factor to get better involved in the labour market, and seeking help from Jews (social capital) was the second most contributing factor. According to Shdema, the Israeli-Palestinian conflict causes discriminatory development policies against Arab localities, ethnic residential segregation between Jews and Arabs, and negative Jewish public opinion. Hence, social-cultural-affective capitals are mandatory in improving labour market integration and enhancing income and prestige.

3.3.4 Arab minority entrepreneurship in Israel

Arab entrepreneurs are fully embedded in the ethnic economy (over embedded with dominance of intra-ethnic patterns of networks) (Sofer & Schnell, 2007). Even those who belong to the younger generation entrepreneurs who transitioned in the early 2000 (Schnell, 2003), with higher motivation and willingness to take risks to break ethnic barriers (under-embedded with weak inter-ethnic patterns of networks dominated by dependence and weak access to the external market), remained
marginal with limited success in a mixed-embedded economy and had very limited success in boosting the local economy (Schnell, Greenberg, et al., 2015).

In their most recent research, Slutsky et al. (2016) compared small Arab and Jewish business in the north of Israel and looked at individual and structural factors such as human capital, assistance in business management, technology, and performance of the business, and contrasting this with previous a comparative study by Hativ & Solomon (2006). They concluded that in certain aspects (e.g. profit decrease due to stringent ethical standards), the concept of ethnic enclave economy (Waldinger et al., 1990) still applies to the Arab ethnic minority entrepreneurs in the mixed embedded economy. This is further supported in their study by the low product specificity and originality characterizing small Arab businesses. Common to the above-mentioned research (Schnell, 2007; Slutsky et al., 2016; Hativ & Solomon, 2006) is the focus on classic segments of the industry, i.e. construction, food processing, and tourism.

As the peripheral economy has goes through a structural change, entrepreneurship and innovation can play a significant role in the economic growth of the peripheral regions, where the vast majority of the Arab minority lives. For it to facilitate successful regional innovation, policy makers have to develop a deeper understanding of the unique amenities and assets of the region, such as differentiated knowledge bases of industries in peripheral regions, social networks, and potential knowledge exchange with those highly skilled expatriates who left the periphery to the core regions, and social change agents (Mayer & Baumgartner, 2014). The potential for a modern type entrepreneurship in the periphery to transform creatively unique amenities and assets of the region into modern industry business opportunities (Mayer & Baumgartner, 2014) and the availability of human capital with its significant effects on regional earnings and innovation levels (Felsenstein, 2013) have led to policy change in Israel towards a ‘supporting growth from below’ paradigm. New initiatives have emerged (e.g., incubators, business centres, investment funds, and accelerators). The impact of such policies and initiatives remains to be seen, as at the tactical and implementation level they remain discriminatory (Schnell, Greenberg, et al., 2015).

While no research has targeted the recent trends in entrepreneurial spirit in the Arab community emerging in the Hi-Tech and Bio-Tech sectors, many publications in the past 5 years in the press attest to this trend (Haaretz, 2015; Jerusalem Post, 2011). Moreover, just in the past 5 years, an investment fund (“Al Bawader,” 2016), a Hi-Tech incubator (NBIC, 2016), a Bio-Tech incubator (“New Generation Technology (NGT)3,” 2016), a start-up accelerator (“NaserahTech | PresenTense Israel,” 2016), and a Hi-Tech industrial park (“Nazareth Industrial Park,” 2016) were initiated in the Arab community, through either government programs, or social ventures. According to informal data
collected from a venture capital agency and a Hi-Tech incubator operating in the Arab community, there are over 200 Hi-Tech start-ups initiated by the new generation Arab ethnic minority entrepreneurs (Al Bawader, 2016; Nazareth incubator). Further, there are over 200 Arab-led companies in traditional business sectors, which are considered national level high-growth players (ICBS, 2016). While still in small numbers, these recent developments are encouraging. The above review and its conclusions (Khamaisi, 2013; Miaari & Khattab, 2013; Schnell, 2015; Hativ et al., 2006; Felsenstein, 2013) are in line with the findings of the research done at the global level on ethnic minority entrepreneurship and entrepreneurship in general, as shown in previous sections.

Interestingly, Yoon (1997) found that Israelis and Palestinians in the US in the 90s were amongst the most entrepreneurial in terms of immigrant entrepreneurship. Following the Koreans, they ranked on second and third position respectively in terms of self-employment. As Bogan and Darity (2008) indicated, social, economic, and political forces impact the rate of self-employment amongst minority entrepreneurs. Once these conditions change in ways favouring entrepreneurship, Arab minority entrepreneurial participation can be similar to that of their Israeli counterparts, as evidenced by Yoon in the US.

Further, the common thread in the above literature is the focus on macro level and structural factors of the Arab ethnic economy and entrepreneurship, with strong representation of classic and traditional segments of the industry in the mixed-embedded ethnic economy. There is a lack of focus at the agent level on the one hand and a lack of focus on the modern segments of the industry, i.e. Hi-Tech, Biotech, Pharma, on the other hand. Much less focus is on the agent, specifically, the entrepreneurial intentions of the Arab entrepreneurs in Israel, as well as changes in their entrepreneurial intentions or behaviours, despite the fact that entrepreneurial intentions of the agent are an essential variable for the prediction of entrepreneurial behaviour (Krueger et al., 2000).

### 3.4 Impact of Globalization

The impact of globalization is complex and its definitions vary significantly (Al-Rodhan & Stoudmann, 2006; Martens, Dreher, & Gaston, 2010). Martens et al, (2010) take a pluralistic, multi-dimensional approach, including social, cultural, and economic elements in defining globalization. According to them, globalization is the intensification of cross-national economic, political, cultural, social and technological interactions that lead to the establishment of transnational structures and the integration of economic, political and social processes on a global scale. According to Harvey (2007) globalization involves the element of compactness in time and place and reduction in distance. Indeed, in recent decades, interdependencies between nation-states increased to cover wide areas, including movement of goods and services, technology and know-how transfer, financial resources,
human capital, transportation, communication, global sourcing, in addition to cultural and social exchange (Baylis, Smith, & Owens, 2017).

Sound and efficient business regulations are critical for entrepreneurship and a thriving private sector in this global economy. World institutions have developed index rankings for countries such as the ones from the World Bank, including the ease of doing business ranking (EDB), the World Bank red tape index (WB RT) (World Bank, 2019), and the GEM based red tape index (GEM RT), which help assess how supportive the country business environment is for entrepreneurial activity, innovation, intellectual property rights and more (Amoros & Bosma, 2013). Measuring the extent of globalization is a complex task. Hence, various measuring indexes have been developed, for example the Maastricht Globalization Index (MGI) (Figge & Martens, 2014), the Index of Globalization (KOF) (Dreher, 2006), the AT Kearney/Foreign Policy Magazine Globalization Index (Kearney, 2001), and the G-Index (Randolph, 2001). These indices empirically capture economic, political, social, ecological and technological factors. Rennen & Martens (2003) suggest a multi-dimensional model that illustrates the interrelated dimensions of globalization, namely social-cultural, environmental, and economic. Technology plays a mediating role between all the domains/dimensions in the model and explain how a multi-dimensional parallel process takes place at the same time in these domains. Such models try to capture the complex interrelations of the factors that affect globalization and build the basis for developing measurement indexes. New indices keep on emerging and evolving to capture new insights of the complex processes shaping the globalization phenomenon (Dreher, Gaston, & Martens, 2008).

The above illustrates the importance of these globalization trends of the past few decades and the increased significance and impact on the global economy. In light of these dynamic global changes, Israel and its Arab ethnic economy are not left behind (Sofer & Schnell, 2007). This raises the question regarding the impact of globalization on entrepreneurship and entrepreneurial intentions of the Arab minority entrepreneurs at the agent level. During the 90s, the Arab minority ethnic economy went through restructuring due to globalization and the peace process. Arab entrepreneurs in Israel suffered from lack of participation in (some may say exclusion from) the new opportunities that emerged from the peace process as well as from globalization, with destructive results on the Arab minority ethnic economy (Sofer & Schnell, 2000). Sofer & Schnell determine that globalization in Israel principally benefits local and foreign multinational capital, primarily in hi-tech industries, a phenomenon that leaves Israel Arab sector untouched. However, they state that,
potentially, globalization may have a positive influence on the Arab entrepreneur in his capacity as a subcontractor in relatively advanced industries.

Globalization has positive and negative impacts and the ways in which nations, businesses and communities benefit from it are widely disputed. It is especially controversial when considering multi-dimensional perspectives. Yet there is wide agreement that the overall impact of globalization on the economic dimension is positive, both for developed and developing countries (Dreher, 2006; Dreher et al., 2008; Martens et al., 2010). Liberalization of trade and advancement in technology reduced transaction cost has brought remarkable growth in trade and exchanges, not only in goods and services, but also in exchanges of currencies; in capital movements; in technology transfer; in people moving through international travel and migration; and in international flows of information and ideas (Intriligator, 2003).

Globalization has significant impact on entrepreneurship and entrepreneurial trends as well. Because of globalization, developed countries have experienced a shift in their competitive advantage as Audretsch & Sanders (2007) indicated. Using the product life cycle and model of international trade, they developed an analytical framework with which they explain some major trends in the global economy, the rise of an entrepreneurial economy in advanced economies, and the industrialization of the less advanced economies. They argue that globalization is a level shock in the supply of unskilled labour to the world economy, a decrease in the level of political risk associated with foreign direct investment, and the widespread diffusion of ICT. Freeman (2013) indicates that the globalization of knowledge in the information technology economies (Research, R&D, education) is shifting the competitive advantage from developed to less developed countries. This in turn can be a major driver for entrepreneurial economy. The concept of knowledge-based economy (KBE) emerged in recent years and is one of the most successful economic development models applied by developing countries. Knowledge-based development models are based on the four key elements of the World Bank’s theoretical framework. These elements include Economic Incentive & Institutional Regime, Education & Training, Information Infrastructure, Innovation Systems (The World Bank, 1999). Soriano et al. (2009) state that the role of entrepreneurship has changed dramatically, and its impact increased significantly due to the transition from the traditional to the new economies in the most parts of the world. Globalization (of information) could result in a more susceptible business climate brought by the cognitive proximity of common individuals to entrepreneurial success stories (Lofstrom et al., 2014). Globalization is also accelerating the process of migration of societies to knowledge societies. Essential skills needed for information gathering,
learning, and also company promoting and multi-party communication, all of which tend to be more ICT (and with this change flexibility), are converging and could result in more diverse people to attempt entrepreneurial behaviour (Vinig, Vinig, & de Kluijver, 2007).

As in Soriano et al. (2009)’s research, much of the international research focus is on Small & Medium Enterprises (SMEs) and their entrepreneurial role in the globalization era on the one hand, and the impact on multinational corporations on the other hand. Research shows that smaller (entrepreneurial) firms may benefit to a greater extent from (knowledge) spillovers compared to larger firms (Acs et al., 1994). As multinational corporations (MNC) or enterprises (MNE) went global, the competitive environment for entrepreneurs has manifested itself on a national level, resulting in globalization favouring a country’s level of entrepreneurship (Vinig et al., 2007). The actions of successful MNCs encourage innovativeness by new ventures (Acs, Öngorman, Szerb, & Terjesen, 2007). The basic proposal is that MNCs purchase an input from an innovative supplier in one country and naturally spread it worldwide.

Despite the backlash globalization has been facing, entrepreneurship is still seen as an engine of growth, creating new types of jobs to compensate for those jobs threatened by globalization. Globalization is an enabler of key entrepreneurship outcomes. Interpersonal networks and MNE-orchestrated ecosystems create new opportunities in new technological and non-technological sectors and business domains (Prashantham, Eranova, & Couper, 2018). MNEs have established processes with focused and accelerated efforts to spot and win the hearts and minds of start-ups internationally (Prashantham, Dhanaraj, & Kumar, 2015). Further, globalization has created a new type of entrepreneur, the transnational entrepreneur who builds social fields that link together countries of origin and countries of settlement. These born global entrepreneurs create born global firms and are opportunity driven. Equipped with international social capital, they exploit opportunities in the domestic market, either of the host country or of the country of origin, and later on in the global market (Lundberg & Rehnfors, 2018). Transnational entrepreneurs have served as agents of globalization, basically removing the middleman minorities customary in the past, and enabling many more people to perform international trade (Light, 2014). Digitization and digital technology have also contributed to the globalization trend, including digitization of information, market access, interaction between firms, customers and suppliers. This is potentially lowering the cost of entry into new markets and lowering the barriers to finance (Bates et al., 2018). Minority and ethnic entrepreneurs can capitalize on these recent trends as IT and technology and digitization
facilitate the information flow, lower cost of communication and transportation, access to markets, access to finance, access to resources at global level.

Common among the above research is the focus on the macroeconomic level on the one hand and on SMEs on the other hand. Yet there is a lack of research that addresses the impact of globalization factors on nascent entrepreneurs who have just started their first start up or transforming or transitioning entrepreneurs. Specifically, there is very little research that addresses the impact of globalization factors on the entrepreneurial intentions in ethnic economies (Bates et al., 2018), i.e. their access to and targeting of global market, access to technology and knowledge transfer, global financing, access to global human capital and expertise, transportation, communication, global sourcing and access to global production with lower cost, in addition to cultural and social exchange. These factors can affect the entrepreneurial intentions of the new generation of Arab entrepreneurs. They can explain the transition and transformation in their intentions and attitudes, if any, as part of the global economy. These factors will affect the traditional entrepreneurs much less. Lastly, globalization tendencies of the entrepreneur, expressed through target market orientation, might be influenced by the entrepreneurial motivation, and thus entrepreneurial intentions, an area that has not been studied so far.

3.5 CONCLUSIONS

The following table, Table 2, summarises the literature review process and the gap analysis. It captures the main theoretical frameworks used as reference in this research and charts the relevant research effort by leading scholars. It also summarises the gaps identified in the literature review process pertaining the Arab entrepreneurs in Israel as native minority.
<table>
<thead>
<tr>
<th>Research Area</th>
<th>Referenced Theories &amp; Frameworks</th>
<th>Findings</th>
<th>Scholarly Research</th>
<th>Research Gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entrepreneurial Intentions (EI) –</td>
<td>Theory of Planned Behaviour (TPB) (Ajzen, 1991)</td>
<td>Antecedents of TPB (PA, SN, PBC) can prediction EI for the general public, cross-countries, and for ethnic and migrant minorities</td>
<td>(Fini et al., 2009), (Krueger et al., 2000), (Liñán et al., 2009).</td>
<td>Lack of research on native minorities and specifically on Arab native minority in Israel that investigates the micro level intentions of the Arab minority entrepreneurs that can predict entrepreneurial behaviour.</td>
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<tr>
<td>Individual (Micro Level)</td>
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<tr>
<td>Entrepreneurial Intentions (EI) –</td>
<td>Theory of Basic Human Values (BHV), (Schwartz, 2006)</td>
<td>The circular structure dimensions Openness to change, self-transcendence, self-enhancement, and conservation can predict EI</td>
<td>(MORIANO et al., 2007), (Azanza et al., 2012), (Moriano, 2010).</td>
<td>Lack of research on native minorities and specifically on the Arab native minority in Israel that investigates the macro level cultural values and their influence on intentions of the Arab minority entrepreneurs.</td>
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<tr>
<td>Cultural-Values (Macro Level)</td>
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<tr>
<td>Mediation of Cultural Values</td>
<td>Combined TPB &amp; BHV</td>
<td>TPB antecedents PA, SN, and PBC mediate the influence of cultural values on EI</td>
<td>(Liñán et al., 2016), (Estudio et al., 2013), (Gorgievski et al., 2017), (Fayolle, Liñán, &amp; Moriano, 2014)</td>
<td>Lack of research on whether the mediation effect takes place also for native minorities and with that strengthens the prediction power of EI.</td>
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<tr>
<td>through TPB antecedents</td>
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<tr>
<td>Ethnic entrepreneurial Break-Out</td>
<td>Ethnic Economy, Ethnic Enclave Theory, Opportunity Structure, Embeddedness and Mixed-Embeddedness</td>
<td>Ethnic minority entrepreneurs are breaking out of traditional embedded to mixed-embedded economy and beyond, including Arab minority entrepreneurs in Israel</td>
<td>(Bates, 2011), (Kloosterman, 2010), (Trevor Jones, Mascarenhas-Keyes, &amp; Ram, 2012), (Trevor Jones &amp; Ram, 2013), (Schnell, Greenberg, et al., 2015)</td>
<td>Lack of research on whether native entrepreneurs are breaking-out and if so, whether entrepreneurial intentions of those who are breaking out differ from those who are not.</td>
</tr>
</tbody>
</table>
Necessity vs. Opportunity entrepreneurs | Pull vs. Push Entrepreneurship | Intentions of opportunity driven entrepreneurs differ from those of necessity driven entrepreneurs | (Reynolds et al., 2002), (Amoros & Bosma, 2013), (Bhola et al., 2006), (van der Zwan et al., 2016), (Liñán et al., 2013) |
--- | --- | --- | --- |
Globalization Impact on EI | Non-Existent | Globalization impacting entrepreneurship and entrepreneurs worldwide | (Dreher, 2006), (Dreher et al., 2008), (Baylis et al., 2017), (Amoros & Bosma, 2013), (Sofer & Schnell, 2007), (Soriano & Dobon, 2009), (Bates et al., 2018) |

| Lack of research on whether native entrepreneurs are necessity or opportunity driven and whether there is a difference between those entrepreneurs who are breaking out and those who are not. |

| Table 2: Literature Gap Analysis |

In summary, there is scant research that investigates the entrepreneurial intentions of native minorities in general and those of native Arab minority entrepreneurs in Israel in particular. Using existing theories and frameworks, entrepreneurial intentions of native Arab minority entrepreneurs can be studied at the individual level - namely, the agent - and at the contextual level - namely, the social values - which can then be compared to entrepreneurial intentions of other populations studied by scholars. Intentions are the best predictor of behaviour, hence the importance of establishing this as a baseline study (Krueger et al., 2000). Further, there is a need to assess the level of break-out and assess whether entrepreneurs who are breaking out, new generation entrepreneurs, differ in their intentions from those classic entrepreneurs who remain embedded in their ethnic enclave. This is significant, as potential for economic contribution of breaking-out entrepreneurs is expected to be much higher than that of classic entrepreneurs (Reynolds et al., 2002). Lastly, as entrepreneurship has been gaining more significance in the globalized economy, including for the general and ethnic minority entrepreneurship, and due to lack of scholarly research pertaining to the impact of such factors on entrepreneurial intentions (Amoros & Bosma, 2013), it is only logical to investigate the impact of globalization factors on the native minorities as well and
specifically the Arab native minority entrepreneurs in this research. Based on the analysis above, the following conceptual frameworks and hypotheses have been developed in the next section.
CHAPTER 4

4 CONCEPTUAL FRAMEWORK AND HYPOTHESES DEVELOPMENT

The Arab ethnic economy has gone through a transition from an ethnic enclave economy to a mixed economy and has opened up towards the primary economy in recent years. Such characterization and such changes have already been observed in native and old immigrant ethnic minorities in the US and the UK (Bates et al., 2018; Trevor Jones et al., 2012; Lofstrom et al., 2013). In the same period, Arab minority entrepreneurs have gone through a transition as well. Being fully embedded in their ethnic enclave economy in early years, they have moved to a mixed embedded state in the past two decades by utilizing vacancy chain openings in an attempt to break-out. This trend is also observed in ethnic minority entrepreneurs in native and old immigrant ethnic minorities in the US and the UK, for example (Bates et al., 2018; Lofstrom et al., 2013).

As stated above, entrepreneurial intentions are the best predictors of entrepreneurial behaviour (Krueger, 2008; Krueger et al., 2000). Yet, no research has explored the entrepreneurial intentions of the Arab minority entrepreneurs in Israel (as summarised in the literature gap analysis, Table 2), neither at the individual level nor at the social context level. As such, the following question is raised:

Research Question 1: What are the (micro and macro) factors that influence the entrepreneurial intentions of the Arab ethnic minority entrepreneur in Israel?

Explanation:

Recently, new generation Arab minority entrepreneurs are breaking-out and going through a larger scale transition. This is supported by the following:

- Their pursuit of entrepreneurial activities in non-traditional industry segments (Hi-Tech, Biotech, pharma, medical device),
- Their engagement with incubators and business accelerators.
- Their use of new forms of financing, such as venture capital and investment funds targeted to the Arab entrepreneurial community, and
- Their targeting of new market opportunities nationally and internationally.
Yet, extent of this transition and how significant and influential it is, remains unstudied. Further, the impact of globalization on their entrepreneurial intentions remains unexplored. As such, the following questions are further raised:

**Research Question 2:** How do entrepreneurial intentions of new generation Arab ethnic minority entrepreneurs differ from those of traditional Arab ethnic minority entrepreneurs?

**Research Question 3:** What is the effect of globalization on the entrepreneurial intentions of the new generation of Arab ethnic minority entrepreneurs and on those of the classic Arab ethnic minority entrepreneurs?

Complementing existing research on this topic, this research primarily analysed the agent and specifically focused on the (antecedents of the) entrepreneurial intentions of the transitioning and/or transforming Arab entrepreneur as part of an ethnic economy in the global era. Further, it demonstrated that further research is needed if the above research questions were to be answered.

To address the first research question regarding the individual’s micro factors that influence the entrepreneurial intentions, and building on prior theory and extant literature, we take the cognitive approach through the application of an entrepreneurial intention model (Ajzen, 1991). We believe that the EI of Arab minority entrepreneurs in Israel can be predicted using the antecedents of EI based on Ajzen’s TPB.

Figure 3 depicts the conceptual framework. PA, SN, and PBC directly and positively relate to EI. It is an equivalent model to the model described by Ajzen TPB (1991), aside from the control variables.
The traditional intentions model used in previous research establishes the strong prediction power of PA and PBC across countries and cultures. SN reflects the level of cultural support and legitimization of entrepreneurship, and as such influence of cultural values might be stronger on this motivational antecedent and tends to play a stronger role in explaining intention in collectivist cultures, and weaker in individualistic societies (Ajzen, 1991; Etzioni, 1987). As the Arab minority can be characterized as collectivist society, we expect SN to exert strong positive influence on EI. Hence the following hypotheses\(^3\) were proposed:

\(H1a\): Personal Attitude (PA) towards entrepreneurship is positively related to Entrepreneurial Intention of Arab entrepreneurs in Israel

\(H1b\): Subjective Norms (SN) is positively related to Entrepreneurial Intention of Arab entrepreneurs in Israel

\(H1c\): Perceived Behavioural Control (PBC) is positively related to Entrepreneurial Intention of Arab entrepreneurs in Israel

Now that we have established the individual motivational characteristics of the Arab minority entrepreneur, we turn to the social context. According to Schwartz (1994), values are guiding principles in people’s lives for the selection of behaviours and the evaluation of individuals or events.

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\(^3\) Adapted from Moriano 2012
and serve individual interests, which are the antithesis of those that serve the collective interest. Ajzen (1991) states that beliefs or values would explain attitude, while attitude would explain intention. Hence, we postulate that entrepreneurial Intentions of Arab minority entrepreneurs in Israel can be predicted using the priority values model based on the theory of Basic Human values from Schwartz (2006).

Figure 4 illustrates the conceptual framework. Based on circular construct model from Schwarz.

<table>
<thead>
<tr>
<th>Control variables</th>
<th>Entrepreneurial Intention</th>
</tr>
</thead>
<tbody>
<tr>
<td>Openness to change</td>
<td>(+)</td>
</tr>
<tr>
<td>Self-enhancement</td>
<td>(+)</td>
</tr>
<tr>
<td>Self-transcendence</td>
<td>(-)</td>
</tr>
<tr>
<td>Conservation</td>
<td>(-)</td>
</tr>
<tr>
<td>Socio-economic group</td>
<td></td>
</tr>
<tr>
<td>Work-experience</td>
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<tr>
<td>Education</td>
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<tr>
<td>Gender</td>
<td></td>
</tr>
</tbody>
</table>

It has been established that there is a trend in entrepreneurship towards values of an individualistic nature and that individualistic values positively predict the entrepreneurial intention (Azanza et al., 2012; MORIANO et al., 2007). The circular structure dimensions “Openness to change” and “Self-enhancement” represent the more individualistic nature of the person and shall exert positive influence on EI, while self-transcendence and conservation represent the more collectivist nature of the individual and shall exert negative influence on EI. Further, Liñán et al. (2016) argue that the level of value-congruence or value divergence between the individual and his/her culture is important in explaining entrepreneurial behaviour, and cultural outliers may be more susceptible to entrepreneurship.
To address the influence of the individual values context at the macro level in research question 1 and based on the above-mentioned framework and analysis, the following hypotheses related to Arab entrepreneurs in Israel were proposed:

- **H2a: Openness to change (stimulation, hedonism and self-direction values) is positively related to the entrepreneurial intention.**
- **H2b: Self-enhancement (achievement and power values) is positively related to the entrepreneurial intention.**
- **H2c: Self-transcendence (universalism and benevolence values) is negatively related to the entrepreneurial intention.**
- **H2d: Conservation (tradition, conformity and security values) is negatively related to the entrepreneurial intention.**

As mentioned above, according to TPB in its sufficiency, PA, SN, and PBC are the only direct antecedents of EI. As such, priority values should impact EI only indirectly. Entrepreneurial Intention of Arab minority entrepreneurs in Israel can be predicted using both mechanisms above, namely, the antecedents of EI based on the TPB from Ajzen and the priority values based on the theory of Basic Human values from Schwartz, when in the latter, the antecedents PA, SN, and PBC, play mediating roles in predicting EI. The two general values that motivate individuals to develop positive attitude towards entrepreneurship are (a) openness to change and (b) self-enhancement.

Figure 5 below illustrates the conceptual framework.

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4 Also adapted from Moriano 2012
To address the mediation effect of TPB on EI, which might provide additional and deeper understanding of the interweaving of micro and macro level variables (Liñán et al., 2016; Spedale & Watson, 2014) in question 1, and based on the framework above, the following hypotheses were proposed:

\( H_3a: \) Positive attitudes toward entrepreneurship (PA) mediates the relations between (a) openness to change, (b) self-enhancement values, (c) Self-transcendence and (d) Conservation and entrepreneurial intentions.

\( H_3b: \) Subjective Norms (SN) mediates the relations between (a) openness to change, (b) self-enhancement values, (c) self-transcendence, and (d) conservation and entrepreneurial intentions.

\( H_3c: \) Perceived behavioural control (PBC) mediates the relations between (a) openness to change (b) self-enhancement values, (c) Self-transcendence and (d) Conservation and entrepreneurial intentions.

Above hypothesis sets, H1, H2, and H3, when combined with a demographic variable will also address research question 2 regarding the classification of traditional vs. transitioning and new generation entrepreneurs.

Further, to add more depth into the analysis of the motivation of the various entrepreneurial groups in research question 2, the necessity vs. opportunity entrepreneurial motivation theory is applied. To test the dichotomy of necessity vs. opportunity entrepreneurial orientation, we hypothesised that the traditional Arab minority entrepreneurs in Israel are mainly pushed to entrepreneurship due to
lack of a better career alternative, and as such are necessity driven entrepreneurs. On the other hand, transitioning and new generation entrepreneurs are pulled into entrepreneurship as they can identify new business opportunities, and as such can be classified as opportunity-driven entrepreneurs (Reynolds et al., 2002). Figure 6 depicts the conceptual framework. On the one end, traditional entrepreneurs tend to be local in terms of their entrepreneurial orientation with focus on local market and ethnic minority, and at the same time tend to be low on opportunity recognition and focus on ethnic minority needs and, derived from that, limited opportunity recognition. On the other end, new generation entrepreneurs tend to be international in terms of their entrepreneurial orientation with focus on global market, and at the same time tend to be high on opportunity recognition and focus on new needs in emerging domains and derived from that growth oriented opportunity recognition (Liñán et al., 2013). In the middle, transitioning entrepreneurs target the national market, departing from the ethnic market, by identifying moderate opportunities that utilize the mixed-embedded opportunity structure and vacancy chain openings.

Figure 6: Conceptual framework H^4
Based on above framework, the following hypotheses were proposed:

\( H4a: \) Traditional Arab minority entrepreneurs are Necessity-driven entrepreneurs

\( H4b: \) Transitioning and new generation Arab minority entrepreneurs are opportunity-driven entrepreneurs

Finally, to address research question 3, we drew on the globalization effect. Globalization factors do not influence traditional Arab minority entrepreneurs, given the nature of their businesses. However, the globalization factors will have a much stronger influence on positively transitioning (transitioning to the wider market segments, i.e. ethnic -> larger national or international, larger national -> international) and new generation entrepreneurs, again due to nature of their businesses. Antecedents of EI are likely to mediate this influence. Hence the following hypotheses were proposed:

\( H5a: \) Globalization factors do not influence EI in case of traditional Arab minority entrepreneurs in Israel either directly or through mediation of PA, SN, and PBC

\( H5b: \) PA, SN, or PBC mediate the strong influence of globalization factors on EI in the case of transitioning Arab minority entrepreneurs in Israel

\( H5c: \) PA, SN, or PBC mediate the strong influence of globalization factors on EI in case of new generation Arab minority entrepreneurs in Israel

Figure 7 illustrates the conceptual framework

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**Figure 7: Conceptual framework H^5**
More insight of the interweaving of globalization factors and entrepreneurial intentions can be learned when looking at the opposite direction of potential influence between globalization factors and entrepreneurial intentions of the various entrepreneurial groups identified. Globalization tendencies, namely those which target market entrepreneurs intend to focus on in their entrepreneurial attempt (e.g. the ethnic, larger local or global market), might be influenced by the entrepreneurial intentions of the entrepreneur. We argue that traditional entrepreneurs continue being embedded with a tendency to focus on the local ethnic market, and that their entrepreneurial tendencies are not influenced by their entrepreneurial intentions. Transitioning and new generation entrepreneurs develop the tendencies of targeting the national or global market, influenced by their entrepreneurial intentions. We postulate that PA, SN, and PBC can predict globalization tendencies and can be considered antecedents thereof. Hence the following hypotheses were proposed:

\[ H6a: \text{PA, SN, or PBC exert no influence on globalization tendencies in the case of traditional Arab minority entrepreneurs in Israel} \]

\[ H6b: \text{PA, SN, or PBC exert strong influence on globalization tendencies in the case of transitioning Arab minority entrepreneurs in Israel} \]

\[ H6c: \text{PA, SN, or PBC exert strong influence on globalization tendencies in the case of new generation Arab minority entrepreneurs in Israel} \]

Figure 8 illustrates the conceptual framework.

Demographic variables, such as age, gender, education, parental education, socioeconomic status, exposure to role models, and employment status constituted the control variables in testing the above hypotheses.
5 RESEARCH METHODOLOGY

5.1 INTRODUCTION
This chapter explores and outlines the paradigm, the theoretical framework, research design and methods employed in this research. It describes the systemic approach taken by the researcher in defining the steps that are followed and the rationale and justification for the choices made (Guba & Lincoln, 1994, P.105). Lastly, the ethical considerations and guiding principles the researcher adhered to throughout the research are explained (Denscombe, 2007, P.309).

5.2 RESEARCH PARADIGM
Research is about developing new knowledge in a particular field. The new knowledge and the nature of that knowledge are associated with the research philosophy of the researcher. Research philosophy incorporates assumptions about the way the world is constructed from a researcher’s viewpoint. It predicates the research strategy and the chosen methods and philosophical commitments made by the researcher (Johnson & Clark, 2006).

The researcher’s viewpoint of the nature of reality and the science or study of being (ontology), what constitutes acceptable knowledge (epistemology) and the researcher’s view of the role of values in research (axiology) constitute research philosophy (Saunders, Lewis, & Thornhill, 2008). According to them Saunders et al. (2008, P.119), four distinct research paradigms, namely, Positivism, Realism, Interpretivism, and Pragmatism, can be characterised based on the ontological, epistemological and axiological viewpoints of the researcher.

Positivism is based, ontologically, on objectivity and independence of the researcher, and epistemologically, on the assertion that only observable phenomena can provide credible data or facts (Cohen, Manion, & Morrison, 2007, P.7) and axiologically on the fact that research is undertaken in a value-free way and that the researcher’s role is limited to data collection. The researcher maintains an objective stance in the interpretation. Realism is based ontologically on objectivity, independence of the researcher, which is similar to pragmatism, but differs from it as it is interpreted via social conditioning. Epistemologically, and similar to pragmatism, realism is based on observable phenomena, but differs by interpreting it within context. Axiologically, and contrary to positivism, in realism, research is value laden and the researcher is biased by world views, cultural
experiences and upbringing. Realism can be viewed as a lesser absolute form of positivism (Crotty, 1998, P.8). Interpretivism, contrary to positivism and realism, is ontologically socially constructed and subjective; epistemologically, focused upon details of the situation that create subjective meanings; and axiologically, research is viewed as value bound in the sense that the researcher is part of what is being researched and cannot be separated and so will be subjective (Crotty, 1998, P.66). Lastly, pragmatism is a combination of positivism and interpretivism and views the research questions as the most important factor in the research philosophy. Ontologically, it is based on the pragmatist’s view that reality is ever changing based on our actions and that the best method shall chosen to best answer the research questions and epistemologically both subjective meanings and observable phenomena can provide acceptable knowledge and axiologically, values play a large role in interpreting results as the researcher adopts both objective and subjective viewpoints (Morgan, 2007).

As a positivist, ontologically, the researcher views reality as being objective, which needs to be explored and discovered. The researcher believes that certain laws govern the relations in this objective reality, regardless of the social actors. The independence of the researcher and the formulation of a research hypothesis to be tested on smaller and simpler components, the guiding principles of positivist research (Easterby-Smith, Thorpe, & Jackson, 2015) are followed here. Further, axiologically, the researcher views knowledge as being value free. Epistemologically, data and facts can be observed, and generalizability can be achieved through the laws by which observed phenomena are governed. As the aim of this research is to study entrepreneurial intentions and their predetermined antecedents (PA, SN, PBC, Basic Human Values), that can be measured objectively and individual does not alter the situation when measured and observed, observable phenomena will generate credible data, further strengthening the positivist stance (Mackenzie, 2000). Positivism allows for the quantitative information to be measured as it generates generalizable results that are derived from those operationalized concepts.

5.3 RESEARCH APPROACH

Having established positivism as the research philosophy, the research approach must be determined. Depending on the clarity of the theoretical framework to be tested or developed, two dichotomous research approaches are relevant, namely deductive vs. inductive.

The deductive approach deals with testing a theory, a scientific approach. The researcher, at the onset, develops a theory and hypothesis and tests those in the actual data sets. Laws present the basis of explanation, allow the anticipation of phenomena, predict their occurrence, and therefore permit them to be controlled (Collis & Hussey, 2014). The deductive approach is highly structured
and includes the following main steps in general. It starts with deducing the hypothesis, then expressing the hypothesis in operational terms, then testing this operational hypothesis, then examining the specific outcome of the inquiry, then, if necessary, modifying the theory in the light of the findings and repeating the whole cycle (Robson, 2011). The deductive approach is criticized due to its construction of a rigid methodology that does not allow for alternative explanations of the phenomena (Morgan, 2007; Saunders et al., 2008, P.126).

The inductive approach, on the other hand, deals with building a theory that would follow data, rather than vice versa (as with deduction). It starts with data collection, analysing the data, making sense of the data, and then building the theory (Morgan, 2007). It is primarily concerned with the context in which events take place and as such it is especially adequate when sample size is small. It is associated with qualitative data gathering methods in order to better understand the relational character of the phenomena (Easterby-Smith et al., 2015).

Depending on the topic of research, the wealth of available literature, sample size, time available for the research, length of period of the research, deductive, inductive, and a combination thereof can be chosen.

In this research, as we are primarily concerned with applying existing theories and frameworks in the domain of entrepreneurial intentions, such as the theory of planned behaviour and the theory of basic human values, and derive for the abundance of research literature in this domain the hypotheses, and as the sample size is large, and the research is not longitudinal but rather cross-sectional, the research methodology taken in this study is the deductive approach (Guba & Lincoln, 1994).

The methodology followed in the research was explanatory; the collected data was quantitative and was gathered therefore by means of a questionnaire survey. The researcher, deductively, learned from a concrete experience, reflected, conceptualized, and tested his hypotheses (Kolb, 1984) by addressing research questions formulated in the literature review process (Anderson, 2013).

In summary, by using this approach, namely, articulating the research hypotheses and deriving the research questions from literature and using standard questionnaire to address a large sample size of Arab minority entrepreneurs, focusing on entrepreneurial intentions only, the researcher aimed at independence, hypothesis testing, objectivity, and generalizability.
5.4 Research Design

The objective of this research proposal was to explore the entrepreneurial intentions of the transitioning and transforming Arab entrepreneur as part of an ethnic economy in Israel as its economy goes through rapid globalization. Based on literature review, it was concluded that there is a need to complement existing research and literature on this topic. To address this need, a set of research questions were derived from the extant literature to achieve the objective of this research.

In general, research methodologies, associated methods and instruments (i.e. qualitative, quantitative, mixed methods, interviews, case studies), all have their own advantages and disadvantages, as attested by the research methods literature (Bryman & Bell, 2015; Saunders et al., 2015). For example, qualitative methods rely on narrative descriptions of phenomena to identify major schemes in a researched field. The explanatory quantitative approach taken by the researcher relies on numerical described phenomena to statistically test a specific hypothesis as a concept and offers the following advantages (Saunders et al., 2008, P.152), which the researcher deemed necessary for this research to be relevant to the target audience, namely, the Israeli stakeholders and the academicians and practitioners in this field.

First, in contrast to a qualitative interview approach, a quantitative survey allows for covering a larger number of participants and in collecting sizable amount of data in a fast and cost-effective manner. Second, data is standardized by means of a questionnaire targeting the sample population, allowing easy comparison between groups and variables. Third, quantitative data lends itself to statistical analyses and ease of explanation and understanding. Fourth, it aids facilitation of understanding of cause and effect relationships and the development of models capturing these relationships. Fifth, it can provide generalisability, reliability, and validation of proper sampling techniques and statistical methods that are used (Bryman & Bell, 2015; ). The prevalent use of quantitative methods in similar research concerning entrepreneurial intentions studies provides further support for the researcher’s decision to use a quantitative method in this research.

Practically, based on the literature review, Arab minority entrepreneurs in Israel were classified in three groups. Namely, the classic fully embedded entrepreneurs, the classic mixed-embedded entrepreneurs (characterized with inter-ethnic businesses and networks dominated by dependence and weak access to the external market), and the new generation emerging entrepreneurs (Schnell, Greenberg, et al., 2015). There are over 20400 such businesses in Israel (the sample population). Of these, the new generation entrepreneurs’ group was estimated at 200, the mixed embedded group was estimated at 200, while the largest fully embedded group is estimated at about 20000 businesses. Given such composition of the target respondents, there was a need of a data collection
instrument, namely a survey, which allows data capture of large enough sample with adequate and meaningful information on each sub-set of respondents. Further, demographically, the Arab minority population is divided in three geographic areas remote from one another, and in large mixed cities, making access in economic and time dimensions a challenge. Hence, the decision to use a questionnaire survey to allow for ease of access, partially through electronic means, to compress space and time (Saunders et al., 2008, P.217).

Lastly, as the target population is Arabic speaking, the researcher translated the questionnaire and all related associated documents to the Arabic language, Appendix B 2 – Survey Questionnaire – Arabic Version. The researcher sought the review of an Arab language expert for translation equivalence of the Arabic language. A back translation was conducted for sanity check as well (Brislin, 1970).

To address the shortcomings of the method suggested such as proportionate representation in random sampling with multiple strata (Saunders et al., 2008, P. 259), understanding the questions, their clarity, and reliability of the questionnaire (Saunders et al., 2008, P.425) the following measures were taken. First, stratified random sampling was used for data collection to ensure proper representation of all three groups of entrepreneurs identified in the literature (Sharma, 2017). Samples were selected from each group and sample size was calculated for each sample group to ensure proportionate representation. Random selection method was implemented in selecting the sample in each group. Second, the researcher piloted the data collection process by delivering the survey online to one randomly selected entrepreneur and by post to a second randomly selected entrepreneur. Once the pilot questionnaires were completed and returned, the researcher analysed the potential outcomes and decided if the questions were clear enough or required some amendments. The purpose was to check if the entrepreneurs were able to complete the questionnaire and if they understood the questions (Krosnick, 2018). Further, it was intended for testing the two delivery and return methods applied before the questionnaire was submitted to the target population. The questionnaire was revised based on the feedback. Further, to achieve a good level of understanding of the questions as to whether it meant what the researcher intended it to mean, and to achieve a uniform way of interpreting the questions, the researcher interviewed the two entrepreneurs who completed the pilot questionnaire and reviewed with them each question in the questionnaire. The researcher further sought the review of the questionnaire by a local professor who is an expert in conducting research in the Arab community in Israel. The two processes addressed any language issues arising from the translation process as well. Further feedback regarding the length of the questionnaire, delivery methods, and geographic coverage were sought from the interviewees (Denscombe, 2007, P.166).
It is of note that the intention of the research was not to develop a new model or theory for entrepreneurial intentions. Rather, it was to find out and analyse the factors that influence the formation of intentions and compare them amongst the three identified groups of Arab ethnic entrepreneurs.

5.5 Ethical Considerations

It is imperative that any research undergoes rigorous ethical considerations. This includes ethical issues pertaining to the researcher, the participants, or organizations.

Guided by ethical principles, including avoiding harm to participants, lack of informed consent, invasion of participants’ privacy, and deception of participants, the researcher applied ethical rigor in formulating the research topic and questions and in designing the research methods (Bryman & Bell, 2015). The researcher applied the highest level of ethical rigor in gaining access, collecting data, processing & storing data, and analysing data (Saunders et al., 2015).

The researcher applied for and sought University of Portsmouth ethical committee approval before the implementation phase started. In practice this meant that the researcher complied with and followed all the guidelines for the promotion of good research conduct including integrity, appropriate research design and frameworks, highest level of research ethics, ethical approval procedures, and avoided any unacceptable research conduct including fabrication, falsification, plagiarism, misrepresentation, and breach of duty of care. The commitment was to conduct the research with the highest levels of honesty, rigour, transparancy, and care & respect for all participants (Denscombe, 2007, P.309).

Although the data collection was undertaken in Israel, the UK and International and University standards of research ethics and integrity were applied. Therefore, this research was completed in accordance with the University of Portsmouth policies on ethics and research data management. This research complied, and at all times will comply, with the Concordat to Support Research Integrity, the RCUK policy, and the Guidelines on Governance of Good Research Conduct.

5.6 The Survey

A questionnaire was developed to collect primary data directly from the entrepreneurs. Secondary data was collected from Israel Central Bureau of Statistics, the Ministry of Economy and Industry, and Israel Corporations Authority. Specifically, a list of businesses, their industry affiliation, and
geographic distribution was sought from the Israel Central Bureau of Statistics, the Ministry of Economy and Industry, and Israel Corporations Authority. This data was used to facilitate the answering of the second and third research questions.

The baseline questionnaire combined individual and contextual variables. It consisted of the following categories, already identified in extant literature, namely, the dimensions of the theory of planned behaviour, demographic characteristics, personal attitudes, personal values, psychological characteristics, individual skills and prior knowledge, social structure and network, organizational support, environmental support, and environmental influence. Further, the questionnaire constituted a synthesis of a demographic questionnaire with associated scales and measures, derived from the reviewed literature. Items used to capture the central elements of the entrepreneurial intention model were included in the Appendix B 1 – Survey Questionnaire – English Version (Liñán & Chen, 2009). Once a reliable and valid baseline questionnaire was established, it was augmented with a new category of questions focusing on globalization factors to measure their effects on entrepreneurial intentions of the ethnic minority entrepreneurs. Based on the literature review, a list of identified and carefully formulated questions to capture the globalization factors and effects has been developed by the researcher and are listed in section G, Appendix B 1 – Survey Questionnaire – English Version. All constructs used were Likert-Type rating scales. It is recommended not to develop new scales if reasonably good scales examining the research issues already exist, rather use the existing scales (Saunders et al., 2015). In order to give a more precise presentation of the survey responses, a range of 1-7 was given to each question with 1 being total disagreement and 7 being total agreement, similar to the scale used in Linen & Chen (2009). To validate the amended questions, the researcher, as explained in the previous chapter, conducted a thorough review of the returned pilot questionnaires regrading completeness, clarity, and understanding, and conducted interviews with the pilot entrepreneurs to check understanding and interpretation of each question. Further, the researcher had a tenured professor from the relevant community review this section more critically (Denscombe, 2007, P.165).

To classify respondents to the three groups, namely, traditional, mixed-economy, and new generation entrepreneurs, a target market approach was taken. A new construct, market focus, was added, in which target markets were divided into three categories: ethnic market, national market, and international market. Traditional entrepreneurs focus primarily on ethnic markets, mixed ethnic economy entrepreneurs focus on the national market, and new generation entrepreneurs tend to focus on the global market. Further, Leap, a new construct, was built to assess the transitioning
magnitude between the target markets. A set of two new questions was formulated. The first assessed the current target market being served by the entrepreneur. The second question has two parts. The first part asked whether the entrepreneur plans to change the target market being served now. If the answer to the first part was positive, the second part asked, what is the new target market the entrepreneur intends to serve. This approach aided the assessment of current distribution of entrepreneurs amongst the three groups identified and allowed for the assessment of how strong the transitioning or transforming effects were. Further it allowed for the determination of which of the groups was more susceptible to transitioning and to which type of economy/target market they are transitioning.

As stated above, stratified random sampling was used with simple random sampling in each of the three groups. A sample of 383\(^5\) classic entrepreneurs representing the embedded economy, 150 transitional entrepreneurs representing the mixed-embedded economy, and 150 transformational entrepreneurs was administered with the questionnaire (Saunders et al., 2008, P.219). Data collected from the three groups was triangulated and contrasted to build the basis for the reliability and validity checking as well (Vyas, 2014).

The method of administration of the questionnaire depended on the characteristics of each group. The third group, in the researcher’s opinion, was the easiest one. The new generation entrepreneurs are young, well educated, and internet savvy. The delivery method for this group was via online survey using Google Forms with email, including invitation email, Appendix A - Participant Invitation Email, cover letter and a link to the survey, Appendix B 2 – Survey Questionnaire – Arabic Version. The second group, the mixed embedded entrepreneurs, is acquainted with technology, but will need some assistance. The delivery method for this group was online as well, but a phone call was made to the participants to make sure they understood the instructions. The first group, the fully embedded entrepreneurs, is inexperienced with internet technology. The delivery method was via the post, followed by a phone call explaining the study intentions, goal, and process verbally. All surveys delivered by post were accompanied with cover letter as well (Greenlaw & Brown-Welty, 2009).

The list of businesses was acquired from the Israel Corporation Authority and was cross checked with a similar list from the Israel Central Bureau of Statistics, as in many cases the data pertaining to address, phone number, email, web address, or contact person might not be up to date (Vyas, 2014).

\(^5\) To have a confidence level of 5 at 95% confidence interval
As only some of the respondents approached would respond to the survey, data might have self-selection bias. Comparing early response data with late response data was used to show if such bias existed or not (Vyas, 2014). Independent samples t-test or nonparametric tests will be deployed to test for self-selection bias based on if the data is normally distributed or not (Bryman & Bell, 2015).

5.7 **Analysis**

A software package, Statistical Package for the Social Sciences (IBM-SPSS) and AMOS statistical package, were used to analyse the data. While SPSS was used for general analysis and regression, AMOS was used primarily for confirmatory factor analysis. First, a set of valid questionnaires was identified by first eliminating anomalous cases through distance calculation, and then responses with significant missing data were excluded. The empirical analysis was then performed on the valid questionnaires by means of either one sample T-test or by non-parametric test. Following a general test, if data was normally distributed, then a one sample T-test was conducted.

The target market focus (ethnic, national (mixed-embedded), international) in the demographic variables was used as the control variable. The analysis of the data was conducted first in each group and then between the groups, which allowed for addressing the research questions in determining the entrepreneurial intentions of each group, the differences and similarities of the intentions between the groups and how strong the influence, if any, of the globalization factors on each group. The later could explain how influential the transformation of the intentions of the new generation entrepreneurs is.

To test the necessity vs. opportunity entrepreneurial intention, the construct of market focus vs. opportunity recognition construct was built. Construct was validated with correlation and chi-square tests.

To test the transitioning effect and impact of globalization, Leap and transition constructs were built. The construct was validated with correlation and ANOVA tests.

For each hypothesis, the model summary was used to show the amount of variance in the dependent variable, and an ANOVA test was conducted to test the statistical significance of the model. Linear regression was used to test the model.

5.8 **Data Qualification & Validity**

Before data collected can be analyzed, it needs to be qualified and validated. First, the sample pertaining to its demographic factors, such as age, gender, occupation status, education, socio-economic status needs to be analyzed to have a good understanding of the respondent population.
Then they need to be analyzed to see if they have an impact on the construct models. Analysis of variance is necessary to address these issues. The two main methods of analyzing variance are T-test and ANOVA. T-test is applied when comparison between two groups is intended, while ANOVA is applied when more than two groups exist (age, gender, education, etc.) (Saunders et al., 2015). In this study, demographics were analyzed by first looking at the sample characteristics and gaining insights as to the characteristics of the respondents. Then ANOVA test was applied and results were analyzed regarding influence of the demographic variables on the constructs to be tested.

Next, survey scale developed shall be tested for reliability. It is intended to ensure that data collection techniques or analysis procedures applied in this research will yield consistent findings and that applied scale delivers reliable and valid results. Reliability is concerned with the amount of random error in a scale measurement; the lower the random error, the higher the reliability of the scale applied. An internal consistency test is vital for the assessment of the reliability of the construct. The prevailing measure to assess the reliability of a scale pertaining its internal consistency is the Cronbach’s Alpha (Cronbach, 1951). Cronbach's alpha is a measure of internal consistency, that is, how closely related or how strongly intercorrelated a set of items are as a group in measuring the same construct. It is a measure of scale reliability. Values of above 0.7, above 0.8 and above 0.9 are considered acceptable, good, and excellent, correspondingly (Robson, 2011).

In addition to its being reliable and delivering true and exact measurements, the scale shall be tested for validity as well; namely, the scale shall be proven to be valid by testing that the underlying cause of a covariance in an item that is indeed caused by the variable investigated, basically proving a causal relationship (Robson, 2011; Saunders et al., 2015). A set of items proclaims to be acceptably unidimensional if there are no correlated residuals between the items once the variance due to the latent construct is controlled for (Hattie, 1985).

In this study, first, validity of the scale is established by applying Pearson Product Moment Correlations test through SPSS (Saunders et al., 2015). Pearson correlation is a method of measuring the association between variables under observation by utilizing the method of covariance. It highlights the magnitude or strength of the association, or correlation, as well as the direction of the relationship. The Pearson correlation coefficient, r, can take a range of values from +1 to -1, where 0 indicates no association, a value greater than 0 indicates a positive association and a value less than 0 indicates a negative association between the variables. The closer the value of r to 0, the greater the variation around the line of best fit. Strong correlation is indicated when the of r is -0.5<r>0.5.

To test the construct validity, the unidimensionality shall be assessed. The goal is to understand whether and to what extent items from a scale may reflect an underlying hypothetical construct or
constructs developed in this study, known as factors. Higher inter-item correlations should reflect greater overlap in what the items measure, and, therefore, reflect higher internal reliability.

Commonly used methods include Exploratory Factor Analysis (EFA) and Confirmatory Factor Analysis (CFA). In this research, CFA will be applied as we start with a hypothesis about how many factors there are, and which items load on which factors. Convergent validity and divergent validity will be tested, which show that measures that should be related are in reality related and measures that should not be related are in reality not related. For it to be reliable, the construct must fulfil the following conditions: Composite reliability (CR) = Square of sum of standardised Loadings / (Square of sum of standardised Loadings + Sum of error variance) has to be greater than 0.7; for convergent validity, average variance extracted has to be greater than 0.5 and Composite reliability has to be greater than average variance extracted; for divergent validity, the maximum shared variance has to be smaller than average variance extracted, average shared variance has to be smaller than average variance extracted and square root of average variance extracted has to be greater than inter-construct correlation (Harrington, 2009).

To add to the external validity of the data, nonresponse bias will be tested. As the period of sampling extends to 3 months, early respondents shall be compared to later respondents to test if both groups differ in a meaningful way. This will address the problem posed by survey nonresponse when the individuals who do not respond to a survey may differ from respondents in important ways on survey variables (Lindner, Murphy, & Briers, 2001). First, descriptive statistics will be used to compare the two groups to search for outliers and a simple T-test will be performed as well. The first 10% of responses will be compared to the last 10% of responses on all the variables measured.

Once scale and construct reliability and validity have been established, and as the main method of data analysis is intended to be regression analysis, robustness of regression models need to be tested. First, multi-collinearity shall be ruled out. It is an indication of very high and statistically significant correlations between one or more pairs of independent variables. It adversely affects the robustness of a regression model. To rule this out, Collinearity Statistics will be performed in this research. Second, Heteroscedasticity needs to be ruled out as well. It takes place due to the variability in the random variation in the relationship between the independent variables and the dependent variable. To test Heteroscedasticity, Normal probability plots will be used (Chatterjee & Hadi, 2012).

In summary, we first establish reliability and validity of the scale and the constructs and exclude nonresponse bias. Then we establish the robustness for the regression analysis as prerequisites for performing a valid regression analysis on the data and analysis of the results.
5.9 Sample and Procedure

5.9.1 Sample

The target populations for the research are the Arab minority entrepreneurs and nascent entrepreneurs in Israel. A survey questionnaire was sent anonymously to 700 entrepreneurs and nascent entrepreneurs that were selected randomly, resulting in a 95% confidence level with a 4% confidence interval. The survey was conducted between October 2018 and February 2019. Responses received by February 11th, 2019 were considered for this research. A total of 123 responses were received and evaluated. No anomalies were found and questionnaires with missing data were excluded. The missing data concentrated in the perceived behavioural control variable (PBC) as one of the antecedent variables of EI; namely, 27 surveys were missing PCB data, resulting in 96 valid survey responses.

Some demographic data was used as control variables. The demographic profile and statistics are illustrated in Table 3.

Females constituted 15.4% of the respondents and males constituted 84.6%, which is less than their representation in the general population that stands at 28 female entrepreneurs per 100 male entrepreneurs (Abu-Asbah & Heilbrunn, 2011). Entrepreneurs are distributed amongst all age groups between 20 and 60 years with high representation in the age groups 31-40 and 41-50 at 36.6% and 26.8% correspondingly. Highly educated entrepreneurs (80.4%) are more represented than in the average general population that stands at 15% (Ben-david, 2017), with 44.7% having undergraduate degree, 20.3% having graduate degree and 15.4% having a 3rd academic degree. 61% of the respondents have not contacted an entrepreneur’s support centre, while 39% did. Current employment of respondents is heavily tilted to self-employment (65%) either in form of self-employed entrepreneur or in the process of creating a new business, which is much higher than the average in the general population (Langer, 2008). 83.7% had prior work experience as employees with average of 14 years, which is higher than the average labour participation rate in the general population that stands at 50% for men and 35% for women (OECD Economic Surveys: Israel 2018, 2018). 69.9% had prior experience as entrepreneurs.

A vast majority of respondents (75.6%) come from the Galilee region, while 10.6% come from mixed cities, 8.1% come from the Negev Bedouin community and 4.9% come from the Triangle region. Only 30.1% of the respondents indicated higher education for their father (academic degree) and 17.1%
of the mothers having higher education. The rest possesses either a primary, secondary or vocational education. With regards to socioeconomic status, 87% have medium, medium-high, high income when 37.4% of those have very high income. 65.9% of respondents indicated having a family member as an entrepreneur.

When asking regarding the reason for creating own business, 76.4% of respondents indicated that it is mainly due to taking advantage of new business opportunity, while 17.9% indicated it is mainly due to lack of better alternative employment and 5.7% were neutral.

<p>| Respondents | 123 |
| Variable | Descriptive |
| Gender | Female | Male | Valid | Missing |
| | 19 | 104 | 123 | 0 |
| | 15.4% | 84.6% |
| Age | 20-30 | 31-40 | 41-50 | 51-60 | 60+ |
| | 21 | 45 | 33 | 20 | 4 |
| | 17.1% | 36.6% | 26.8% | 16.3% | 3.3% |
| Years_of_schooling | 6 | 12 | 14 | 15 | 17 | 22 |
| | 2 | 10 | 12 | 55 | 25 | 19 |
| | 1.6% | 8.1% | 9.8% | 44.7% | 20.3% | 15.4% |
| Contacting_entrepreneur's_support_center | No | Yes | 75 | 48 | 123 | 0 |
| | 61.0% | 39.0% |
| Current work situation | Employee-NGO or Association | Employee-Private Company | Employee-Public Sector | Not working - Student | Not working - Unemployed | Self-employed - Entrepreneur with employees | Self-employed independent contractor | Starting up a new business | Self-employed entrepreneur |
| | 4 | 23 | 13 | 1 | 2 | 17 | 52 | 11 | 123 | 0 |
| | 3.3% | 18.7% | 10.6% | 0.8% | 1.6% | 13.8% | 42.3% | 8.9% |
| Experience as an employee | No | Yes | 20 | 103 | 123 | 0 |
| | 16.3% | 83.7% |
| Years of work experience | Mean | Median | Std. Deviation |
| | 14.4 | 12.0 | 9.6% |
| | 123 | 0 |
| Self-employed entrepreneur | No | Yes | 77 |</p>
<table>
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<th></th>
<th>37</th>
<th>86</th>
<th>30.1%</th>
<th>69.9%</th>
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<tr>
<td>Your region</td>
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<td></td>
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<td></td>
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<td>1.9%</td>
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</tr>
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<td>1</td>
<td>3.1%</td>
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<td></td>
<td>42</td>
<td>81</td>
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<tr>
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<td></td>
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<td>2.1</td>
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<td>4.9%</td>
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*Table 3: Sample Characteristics*
5.9.2 Measures

5.9.2.1 TPB

The research utilizes EIQ measures with seven-point scale based on scale developed and tested for validity and reliability by Liñán et al. (Liñán et al., 2016). Table 4 illustrates the constructs built for the measures. All constructs had full data and only the PBC construct had 27 responses with missing data, which were excluded.

<table>
<thead>
<tr>
<th>Construct</th>
<th>N</th>
<th>Minimum</th>
<th>Maximum</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Perceived behavioural control</td>
<td>96</td>
<td>8</td>
<td>56</td>
<td>45.42</td>
<td>9.085</td>
</tr>
<tr>
<td>Subjective norms</td>
<td>123</td>
<td>7</td>
<td>28</td>
<td>23.46</td>
<td>4.057</td>
</tr>
<tr>
<td>Personal attributes</td>
<td>123</td>
<td>6</td>
<td>42</td>
<td>37.24</td>
<td>5.020</td>
</tr>
<tr>
<td>Entrepreneurial intention</td>
<td>123</td>
<td>11</td>
<td>35</td>
<td>29.05</td>
<td>4.746</td>
</tr>
<tr>
<td>Globalization</td>
<td>123</td>
<td>6</td>
<td>42</td>
<td>33.93</td>
<td>9.375</td>
</tr>
<tr>
<td>Market transition</td>
<td>123</td>
<td>-2</td>
<td>2</td>
<td>.56</td>
<td>.703</td>
</tr>
<tr>
<td>Openness To Change</td>
<td>123</td>
<td>20.00</td>
<td>140.00</td>
<td>113.5285</td>
<td>17.57948</td>
</tr>
<tr>
<td>Self Transcendence</td>
<td>123</td>
<td>19.00</td>
<td>133.00</td>
<td>108.2846</td>
<td>17.48560</td>
</tr>
<tr>
<td>Self Enhancement</td>
<td>123</td>
<td>13.00</td>
<td>91.00</td>
<td>74.1626</td>
<td>11.41424</td>
</tr>
<tr>
<td>Conservation</td>
<td>123</td>
<td>27.00</td>
<td>182.00</td>
<td>133.0407</td>
<td>24.99882</td>
</tr>
<tr>
<td>Valid N (list wise)</td>
<td>96</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table 4: Descriptive Statistics

For testing the base construct of TPB (Ajzen, 1991), all three antecedents, namely, PCB, SN, PA and EI were measured using four subcategories of the independent variables totalling 31 items. As indicated before, the most commonly used method to investigate the scale’s reliability is Cronbach’s α (Cronbach, 1951). Cronbach’s α was performed to test reliability of the constructs and values are presented in Table 6.

EI was tested using five items, namely, Start_avenue_someday, Make_anyeort_to_become_anentrepreneur, Serious_doubts_ever_start_avenue, Determined_to_start_abusiness, Professional_goal_is_to_be_anentrepreneur. Cronbach’s α for this scale was 0.738.

Item 3, Serious_doubts_ever_start_avenue, is inverse to all other items and weakens the instrument’s internal consistency, this may affect the variable measure’s reliability. Reason might be
mistake or cognitive positive evaluation. As such, it was dropped. The Cronbach’s α for this new four item scale, namely, Entrepreneurial intention, increased to 0.91.

PBC was tested using eight items, namely, Define_my_business_idea, Define_new_business_strategy, Control_the_new_venture_creation_process, Negotiate_maintaine_relationships_with_investors, Negotiate_maintaine_relationships_with_banks, Recognize_market_opportunities, Interacte_with_key_fund_raisers Create_operate_new_venture. Cronbach’s α for this scale was 0.933.

PA was tested using 6 items, Face_new_challenges, Create_jobs_for_others, Be_creative_innovative, Have_high_income, Take_calculated_risks, Be_own_boss_independence. Cronbach’s α for this scale was 0.878.

SN were measured with two sets of four items each. The first set, My_immediate_family_agree, My_close_friends_agree, My_colleagues_agree, My_mates_agree, measures the level of approval of significant others for their entrepreneurial choice. The second set, My_immediate_family_valued, My_close_friends_valued, My_colleagues_valued, My_mates_valued, measures the level of compliance of the entrepreneur with their approval. Cronbach’s α for the eight-item scale was .842.

CP (Career Preference) was tested using 4 items, namely, Create_own_business_entrepreneur, Career_in_private_company, Career_in_public_sector, Career_in_nonprofit_NGO. Cronbach’s α for this scale was 0.318. The low internal consistency is due to the fact that the questions are unique and heterogeneous.

5.9.2.2 Value Priorities

For testing the base construct of the theory of Basic Human Values (Schwartz, 2006), the portrait value questionnaire (PVQ) was used (Schwartz et al., 2001). The 41 items in the PVQ relate to 10 types of priority values according to the theory. The list below associates the relevant questions to each type of value priority and the associated latent predictor variable. The four latent predictor variables were “openness to change”, “conservation”, “self-enhancement”, and “self-transcendent”). The respondents were asked to think about how much each person is or is not like them. As an example, the first question, V1, addresses creativeness as a value “Thinking up new ideas and being creative is important to me, I like to do things in my own original way”. In order to avoid double barrelled questions, each question was split into two separate questions, namely, V1a
“Thinking up new ideas and being creative is important to me” and V1b “I like to do things in my own original way”.

Openness to change was tested with the following values and items, Self-Direction – items V1a, V1b, V11a, V11b, V22a, V22b, V34a, V34b, Stimulation – items V6a, V6b, V15a, V15b, V30a, V30b, Hedonism – items V10a, V10b, V26a, V26b, V37a, V37b. Cronbach’s α for this scale was 0.828.

Self-Transcendence was tested with the following values and items, Benevolence – items V12a, V12b, V18a, V18b, V27a, V27b, V33a, V33b, Universalism – items V3a, V3b, V8a, V8b, V19a, V19b, V23a, V23b, V29a, V29b, V40a, V40b. Cronbach’s α for this scale was 0.804.

Self Enhancement was tested with the following values and items, Achievement – items V4a, V4b, V13a, V13b, V24a, V24b, V32a, V32b, Power – items V2a, V2b, V17a, V17b, V39a, V39b. Cronbach’s α for this scale was 0.833.

Conservation was tested with the following value and items, Conformity – items V7a, V7b, V16a, V16b, V28a, V28b, V36a, V36b, Tradition – items V9a, V9b, V20a, V20a, V20b, V25a, V25b, V38a, V38b
Security – items V5a, V5b, V14a, V14b, V21a, V21b, V31a, V31b, V35a, V35b. Cronbach’s α for this scale was 0.848.

5.9.2.3 Globalization Impact

G2 (Globalization) is a new construct that was add to the questionnaire aiming at testing the impact of globalization factors on the entrepreneurial intent. An eight-item scale was developed. Items 1 to 6, namely, Access_to_knowledge_is_crucial, Information_Technology_is_crucial, Access_to_global_financing_is_crucial, Government_financing_programs_is_crucial, Access_to_global_markets_is_crucial, Access_to_global_resources_is_crucial are homogenous and G2 was tested with Cronbach’s α of 0.937.

Market Leap and Transition was a new construct built with the last two items (items 7 and 8) to assess the potential market transition of the entrepreneurs. The first question asks, “In your initial entrepreneurial attempt, which target market do/did you envision as your target market?” (Arab minority, Larger Israeli Market, International market). The second question asks if the target market
will change. If the answer is yes, then the respondent is asked to which target market it will change (Arab minority, Larger Israeli Market, International market).

These two questions are heterogeneous and were dropped from the G2 Cronbach’s α test.

Exploratory factor analysis was performed as well using Kaiser-Meyer-Olkin Measure at 0.86 and found to be statistically significant and explains 77% variance.

5.9.2.4 Types of Entrepreneurship

To test the type of entrepreneurship, namely, Improvement-Driven Opportunity Entrepreneurial Activity and Necessity-Driven Entrepreneurial Activity according to the Global Entrepreneurship Monitor (GEM), the item H was asked., namely, “If you finally decided to create your own business, you would mainly do it due to…” Or “when you decided to create your own business, it was due to either…” (Lack of a better alternative employment or Taking advantage of a business opportunity) with a scale of 1-7, with 1 being “Lack of a better alternative employment” and 7 being “Taking advantage of a business opportunity”.

The construct was tested in conjunction with the market transition items in the G2 construct and other demographic variables. Since the items are unique no Cronbach’s α test was performed.

5.9.2.5 Construct Validity

In addition to the above validity tests, construct validity for TPB and BHV models was conducted using confirmatory factor analysis in AMOS, when both Convergent Validity and Divergent (Discriminant) validity were tested. Evidence of convergent and discriminant validation raises the confidence in the measures (Campbell & Fiske, 1959). The results in Table 5, and according to Harrington (2009), show that:

1. Composite Reliability > 0.7
2. Convergent Validity
   a. Average variance extracted > 0.5
   b. Composite reliability > Average variance extracted
3. Divergent validity
   a. Maximum shared variance < Average variance extracted
   b. Average shared variance < Average variance extracted
   c. Square root of average variance extracted > inter-construct correlation
The findings of the confirmatory factor analysis show that the data collected for this research fulfils all conditions of reliability, Convergent Validity and Divergent validity for all 3 constructs of the theory of planned behaviour, as well as 4 constructs of the Theory of Basic Human Values used in this thesis.
6 DATA ANALYSIS

6.1 RELIABILITY

To further establish the reliability of each construct, reliability was tested also using Cronbach’s α test. Table 6 below demonstrates the test results. All Cronbach’s α values were above 0.8 with exception of EI (Entrepreneurial Intention), which had a value of 0.738 with the 5-item scale and once item 3 was dropped, as explained above, the value increased to 0.91. Career Preference has low internal consistency due to its heterogeneous character, as explained previously. All constructs are taken from extant literature and have been extensively validated in a variety of contexts by researchers around the world. The validity of these constructs is therefore established and self-evident.
<table>
<thead>
<tr>
<th>Construct</th>
<th>Related questions</th>
<th>Cronbach Alpha</th>
<th>N of Items</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>EI (Entrepreneurial Intention)</td>
<td>Please, state your level of intention with respect to the following statements: It is very likely that I will start a venture someday I am willing to make any effort to become an entrepreneur I have serious doubts whether I will ever start a venture I am determined to start a business in the future My professional goal is to be an entrepreneur</td>
<td>0.738</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Revised Entrepreneurial Intention</td>
<td>Please, state your level of intention with respect to the following statements: It is very likely that I will start a venture someday I am willing to make any effort to become an entrepreneur I am determined to start a business in the future My professional goal is to be an entrepreneur</td>
<td>0.91</td>
<td>4</td>
<td>Item 3 is inverse to all other items and weakens the instrument's internal consistency, this may affect the variable measure’s reliability. As such, we dropped question 3, &quot;Serious_doubts_ever_start_venture&quot; (Reason might be a possible result error or cognitive positive evaluation)</td>
</tr>
<tr>
<td>PBC (Perceived Behavioural Control)</td>
<td>Please, indicate to what extent you would be able to effectively perform the following tasks: Defining my business idea Defining my new business strategy. Keeping under control the new-venture creation process Negotiating and maintaining favourable relationships with potential investors. Negotiating and maintaining favourable relationships with banks. Recognizing opportunities in the market for new products and/or services. Interacting with key people to raise capital to create a new venture. Creating and putting into operation a new venture</td>
<td>0.933</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>SN (Subjective Norms)</td>
<td>Please, think now about your family and close friends. To what extent would they agree if you decide to become an entrepreneur and start your own business? My immediate family (parents and siblings). My close friends. My colleagues or mates My friends and how do you value the opinion of these people in this regard? I think it is... That of my immediate family (parents and siblings). That of my close friends. That of my colleagues. That of my friends</td>
<td>0.842</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>PA (Personal Attitude)</td>
<td>A. For you, starting a new business (being an entrepreneur) would involve... Facing new challenges. Creating jobs for others. Being creative and innovative. Having a high income. Taking calculated risks. Being my own boss (independence).</td>
<td>0.878</td>
<td>6</td>
<td></td>
</tr>
</tbody>
</table>
### Table 6: Reliability

<table>
<thead>
<tr>
<th></th>
<th>Mark on a 1-7 scale your intention to pursue one of the following career paths:</th>
<th>0.318</th>
<th>4</th>
<th>low internal consistency because questions are unique and heterogeneous</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Create your own business (being an entrepreneur). Develop your career in a private company. Work in the public sector (being a civil servant). Work in a non-profit organization (NGO).</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Indicate your level of agreement with the following statements from 1 (total disagreement) to 7 (total agreement) either for your current business or when considering starting a new business:</td>
<td>0.937</td>
<td>6</td>
<td>We dropped questions 7 and 8 (Which target market) because they are unique (heterogeneous)</td>
</tr>
<tr>
<td></td>
<td>Access to knowledge is crucial Information Technology is crucial Access to global financing (angles, venture capital, Crowd Sourcing, etc.) is crucial Availability of government financing programs is crucial Access to global markets is crucial Access to global resources is crucial (HR, Expertise, supply chain, etc.)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Achievement</td>
<td>Power</td>
<td>0.833</td>
<td>2</td>
<td>Achievement: 4 questions Power: 3 questions</td>
</tr>
<tr>
<td>Power</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conformity</td>
<td>Tradition Security</td>
<td>0.848</td>
<td>3</td>
<td>Conformity: 4 questions Tradition: 4 questions Security: 5 questions</td>
</tr>
<tr>
<td>Tradition</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Security</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benevolence</td>
<td>Universalism</td>
<td>0.804</td>
<td>2</td>
<td>Benevolence: 4 questions Universalism: 6 questions</td>
</tr>
<tr>
<td>Universalism</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SelfDirection</td>
<td>Hedonism Stimulation</td>
<td>0.828</td>
<td>3</td>
<td>SelfDirection: 4 questions Hedonism: 3 questions Stimulation: 3 questions</td>
</tr>
<tr>
<td>SelfDirection</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SelfDirection</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 6.2 Validity using Pearson Product Moment

To further establish the validity of the questionnaire, validity was also tested using Pearson Product Moment Correlations through SPSS. Pearson correlation is a method of measuring the association between variables under observation by utilizing the method of covariance. It highlights the magnitude or strength of the association, or correlation, as well as the direction of the relationship.

For this, each questionnaire item total score from all relevant questions was calculated and it was then correlated with a response on each question. For instance, for Personal Attitude, 6 questions were asked, PA1 to PA6. Each respondent’s response to these questions was added to create a new variable ∑PA. Correlation of ∑PA was then measured with PA1, PA2, PA3, PA4, PA5 and PA6. As Table 7 shows, each PA response has a statistically significant Correlation with ∑PA at P<0.001. This establishes the validity of data on Personal Attitude.
### Pearson Product Moment Correlations

#### Personal Attitude

<table>
<thead>
<tr>
<th>ΣPA</th>
<th>PA1</th>
<th>PA2</th>
<th>PA3</th>
<th>PA4</th>
<th>PA5</th>
<th>PA6</th>
</tr>
</thead>
<tbody>
<tr>
<td>ΣPA</td>
<td></td>
<td>.835**</td>
<td>.759**</td>
<td>.872**</td>
<td>.677**</td>
<td>.871**</td>
</tr>
</tbody>
</table>

#### Perceived Behavioural Control

<table>
<thead>
<tr>
<th>ΣPBC</th>
<th>PBC1</th>
<th>PBC2</th>
<th>PBC3</th>
<th>PBC4</th>
<th>PBC5</th>
<th>PBC6</th>
<th>PBC7</th>
<th>PBC8</th>
</tr>
</thead>
<tbody>
<tr>
<td>ΣPBC</td>
<td></td>
<td>.789**</td>
<td>.820**</td>
<td>.825**</td>
<td>.844**</td>
<td>.786**</td>
<td>.887**</td>
<td>.844**</td>
</tr>
</tbody>
</table>

#### Subjective Norms

<table>
<thead>
<tr>
<th>ΣSN</th>
<th>SN1</th>
<th>SN2</th>
<th>SN3</th>
<th>SN4</th>
<th>SN5</th>
<th>SN6</th>
<th>SN7</th>
<th>SN8</th>
</tr>
</thead>
<tbody>
<tr>
<td>ΣSN</td>
<td></td>
<td>.622**</td>
<td>.637**</td>
<td>.693**</td>
<td>.580*</td>
<td>.645**</td>
<td>.765**</td>
<td>.793**</td>
</tr>
</tbody>
</table>

#### Entrepreneurial Intention

<table>
<thead>
<tr>
<th>ΣEI</th>
<th>EI1</th>
<th>EI2</th>
<th>EI3</th>
<th>EI4</th>
<th>EI5</th>
</tr>
</thead>
<tbody>
<tr>
<td>ΣEI</td>
<td></td>
<td>.818**</td>
<td>.766**</td>
<td>.515**</td>
<td>.827**</td>
</tr>
</tbody>
</table>

#### Self-Direction

<table>
<thead>
<tr>
<th>ΣSelf-Direction</th>
<th>SelfD1</th>
<th>SelfD2</th>
<th>SelfD3</th>
<th>SelfD4</th>
<th>SelfD5</th>
<th>SelfD6</th>
<th>SelfD7</th>
<th>SelfD8</th>
</tr>
</thead>
<tbody>
<tr>
<td>ΣSelf-Direction</td>
<td></td>
<td>.634**</td>
<td>.594**</td>
<td>.814**</td>
<td>.828**</td>
<td>.729**</td>
<td>.749**</td>
<td>.511**</td>
</tr>
</tbody>
</table>

#### Stimulation

<table>
<thead>
<tr>
<th>ΣStimulation</th>
<th>Stim1</th>
<th>Stim2</th>
<th>Stim3</th>
<th>Stim4</th>
<th>Stim5</th>
<th>Stim6</th>
</tr>
</thead>
<tbody>
<tr>
<td>ΣStimulation</td>
<td></td>
<td>.587**</td>
<td>.616**</td>
<td>.786**</td>
<td>.800**</td>
<td>.764**</td>
</tr>
</tbody>
</table>

#### Hedonism

<table>
<thead>
<tr>
<th>ΣHedonism</th>
<th>Hed1</th>
<th>Hed2</th>
<th>Hed3</th>
<th>Hed4</th>
<th>Hed5</th>
<th>Hed6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hedonism</td>
<td>Pearson Correlation</td>
<td>1</td>
<td>.781**</td>
<td>.863**</td>
<td>.893**</td>
<td>.822**</td>
</tr>
<tr>
<td>----------</td>
<td>---------------------</td>
<td>---</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
</tr>
<tr>
<td>Benevolence</td>
<td>Pearson Correlation</td>
<td>1</td>
<td>.785**</td>
<td>.720**</td>
<td>.787**</td>
<td>.680**</td>
</tr>
<tr>
<td>Universalism</td>
<td>Pearson Correlation</td>
<td>1</td>
<td>.620**</td>
<td>.607**</td>
<td>.626**</td>
<td>.709**</td>
</tr>
<tr>
<td>Achievement</td>
<td>Pearson Correlation</td>
<td>1</td>
<td>.770**</td>
<td>.805**</td>
<td>.751**</td>
<td>.749**</td>
</tr>
<tr>
<td>Power</td>
<td>Pearson Correlation</td>
<td>1</td>
<td>.706**</td>
<td>.669**</td>
<td>.752**</td>
<td>.760**</td>
</tr>
<tr>
<td>Conformity</td>
<td>Pearson Correlation</td>
<td>1</td>
<td>.533**</td>
<td>.671**</td>
<td>.776**</td>
<td>.641**</td>
</tr>
<tr>
<td>Tradition</td>
<td>Pearson Correlation</td>
<td>Tra1</td>
<td>Tra2</td>
<td>Tra3</td>
<td>Tra4</td>
<td>Tra5</td>
</tr>
<tr>
<td>Tradition</td>
<td>Pearson Correlation</td>
<td>1</td>
<td>.425**</td>
<td>.697**</td>
<td>.737**</td>
<td>.741**</td>
</tr>
<tr>
<td>-----------</td>
<td>---------------------</td>
<td>---</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Security</th>
<th>Security</th>
<th>Sec1</th>
<th>Sec2</th>
<th>Sec3</th>
<th>Sec4</th>
<th>Sec5</th>
<th>Sec6</th>
<th>Sec7</th>
<th>Sec8</th>
<th>Sec9</th>
<th>Sec10</th>
</tr>
</thead>
<tbody>
<tr>
<td>ΣSecurity</td>
<td>Pearson Correlation</td>
<td>1</td>
<td>.587**</td>
<td>.569**</td>
<td>.707**</td>
<td>.665**</td>
<td>.669**</td>
<td>.664**</td>
<td>.823**</td>
<td>.857**</td>
<td>.584**</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Globalization</th>
<th>Globalization</th>
<th>G1</th>
<th>G2</th>
<th>G3</th>
<th>G4</th>
<th>G5</th>
<th>G6</th>
</tr>
</thead>
<tbody>
<tr>
<td>ΣGlobalization</td>
<td>Pearson Correlation</td>
<td>1</td>
<td>.869**</td>
<td>.908**</td>
<td>.875**</td>
<td>.741**</td>
<td>.934**</td>
</tr>
</tbody>
</table>

**. Correlation is significant at the 0.001 level (2-tailed).

Table 7: Pearson Correlation

The same process was used to test the validity of the rest of constructs and as Table 7 shows, data on all constructs used in this research is valid at P<0.001. Nomenclature for survey questions of each category is provided in Appendix D – Survey Questions Nomenclature.

### 6.3 Nonresponse Bias

Nonresponse bias is introduced in data when respondents differ in meaningful ways from non-respondents, questioning the validity of the survey results and the ability to generalize them. To add to the external validity of the survey, comparison of early respondents to later respondents was used (Lindner et al., 2001). Table 8 shows the early respondents and the later respondents descriptives. The first 10% of responses were compared to the last 10% of responses. The mean shows that there is no significant difference between the two groups and the standard deviation as well.
## Descriptive Statistics

<table>
<thead>
<tr>
<th></th>
<th>Early Respondents</th>
<th>Late Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>Mean</td>
</tr>
<tr>
<td>Perceived behavioural control</td>
<td>6</td>
<td>47.17</td>
</tr>
<tr>
<td>Subjective norms</td>
<td>13</td>
<td>24.31</td>
</tr>
<tr>
<td>Entrepreneurial intention</td>
<td>13</td>
<td>30.62</td>
</tr>
<tr>
<td>Personal attributes</td>
<td>13</td>
<td>37.62</td>
</tr>
<tr>
<td>Globalization</td>
<td>13</td>
<td>37.69</td>
</tr>
<tr>
<td>Market_transition</td>
<td>13</td>
<td>0.38</td>
</tr>
<tr>
<td>OpennessToChange</td>
<td>13</td>
<td>120.23</td>
</tr>
<tr>
<td>SelfTranscendence</td>
<td>13</td>
<td>116.85</td>
</tr>
<tr>
<td>SelfEnhancement</td>
<td>13</td>
<td>79.85</td>
</tr>
<tr>
<td>Conservation</td>
<td>13</td>
<td>143.38</td>
</tr>
<tr>
<td>Valid N (listwise)</td>
<td>6</td>
<td></td>
</tr>
</tbody>
</table>

Table 8: Early Respondents Descriptives

A T-Test, shown in Table 9, was performed as well to further exclude nonresponse bias.

## Independent Samples Test

<table>
<thead>
<tr>
<th></th>
<th>Levene's Test for Equality of Variances</th>
<th>t-test for Equality of Means</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>F</td>
<td>Sig.</td>
</tr>
<tr>
<td>Personal attributes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equal variances assumed</td>
<td>0.32</td>
<td>0.57</td>
</tr>
<tr>
<td>Equal variances not assumed</td>
<td>0.32</td>
<td>0.57</td>
</tr>
<tr>
<td>Perceived behavioural control</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equal variances assumed</td>
<td>0.17</td>
<td>0.67</td>
</tr>
<tr>
<td>Equal variances not assumed</td>
<td>0.17</td>
<td>0.67</td>
</tr>
<tr>
<td>Entrepreneurial_intention</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equal variances assumed</td>
<td>2.03</td>
<td>0.16</td>
</tr>
<tr>
<td>Equal variances not assumed</td>
<td>2.03</td>
<td>0.16</td>
</tr>
<tr>
<td>Subjective norms</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equal variances assumed</td>
<td>4.43</td>
<td>0.04</td>
</tr>
<tr>
<td>Equal variances not assumed</td>
<td>4.43</td>
<td>0.04</td>
</tr>
<tr>
<td>Tradition</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equal variances assumed</td>
<td>7.43</td>
<td>0.03</td>
</tr>
<tr>
<td>Equal variances not assumed</td>
<td>7.43</td>
<td>0.03</td>
</tr>
<tr>
<td>Stimulation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equal variances assumed</td>
<td>2.58</td>
<td>0.10</td>
</tr>
<tr>
<td>Equal variances not assumed</td>
<td>2.58</td>
<td>0.10</td>
</tr>
<tr>
<td>Security</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equal variances assumed</td>
<td>2.07</td>
<td>0.16</td>
</tr>
<tr>
<td>Equal variances not assumed</td>
<td>2.07</td>
<td>0.16</td>
</tr>
<tr>
<td>Power</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equal variances assumed</td>
<td>0.39</td>
<td>0.54</td>
</tr>
<tr>
<td>Equal variances not assumed</td>
<td>0.39</td>
<td>0.54</td>
</tr>
<tr>
<td>SelfEnhancement</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equal variances assumed</td>
<td>0.00</td>
<td>0.95</td>
</tr>
<tr>
<td>Equal variances not assumed</td>
<td>0.00</td>
<td>0.95</td>
</tr>
<tr>
<td>SelfTranscendence</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equal variances assumed</td>
<td>14.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Equal variances not assumed</td>
<td>14.00</td>
<td>0.00</td>
</tr>
</tbody>
</table>

Table 9: Independent Samples Test
The T-Test results show no significant difference when looked at at the 95% confidence interval of the difference.

6.4 ROBUSTNESS OF THE REGRESSIONS

As a linear regression method is foreseen for the analysis, statistical tests are used to establish the robustness of the regressions model.

First, very high and statistically significant correlations between one or more pairs of independent variables, called multi-collinearity, adversely affect the robustness of a regression model. To rule this out, Collinearity Statistics were used in this research. Second, one issue with compromising a regression model is Heteroscedasticity. It takes place due to the variability in the random variation in the relationship between the independent variables and the dependent variable. To test Heteroscedasticity, Normal probability plots have been used (Chatterjee & Hadi, 2012).

In the following, collinearity and heteroscedasticity are tested for in the TPB model for the intrapreneurial intentions dependent variable

6.4.1 The theory of planned behaviour

<table>
<thead>
<tr>
<th></th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
<th>Collinearity Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>-5.628</td>
<td>3.643</td>
<td>1.545</td>
<td>0.127</td>
<td></td>
</tr>
<tr>
<td>Age</td>
<td>-1.251</td>
<td>0.492</td>
<td>-2.544</td>
<td>0.013</td>
<td>0.300</td>
</tr>
<tr>
<td>Father’s education</td>
<td>-0.509</td>
<td>0.260</td>
<td>-1.958</td>
<td>0.054</td>
<td>0.652</td>
</tr>
<tr>
<td>Gender</td>
<td>0.236</td>
<td>0.826</td>
<td>0.285</td>
<td>0.776</td>
<td>0.910</td>
</tr>
<tr>
<td>Mother’s education</td>
<td>0.058</td>
<td>0.308</td>
<td>0.188</td>
<td>0.851</td>
<td>0.575</td>
</tr>
<tr>
<td>Socio-economic group</td>
<td>-0.003</td>
<td>0.329</td>
<td>-0.010</td>
<td>0.992</td>
<td>0.482</td>
</tr>
<tr>
<td>Education</td>
<td>0.308</td>
<td>0.106</td>
<td>2.893</td>
<td>0.005</td>
<td>0.604</td>
</tr>
<tr>
<td>work experience</td>
<td>-0.013</td>
<td>0.054</td>
<td>-0.250</td>
<td>0.804</td>
<td>0.346</td>
</tr>
<tr>
<td>entrepreneur family members</td>
<td>0.774</td>
<td>0.599</td>
<td>1.292</td>
<td>0.201</td>
<td>0.855</td>
</tr>
<tr>
<td>Personal attributes</td>
<td>0.520</td>
<td>0.101</td>
<td>0.462</td>
<td>5.161</td>
<td>0.000</td>
</tr>
<tr>
<td>Perceived behavioural control</td>
<td>0.054</td>
<td>0.042</td>
<td>0.116</td>
<td>1.264</td>
<td>0.210</td>
</tr>
<tr>
<td>Subjective norms</td>
<td>0.291</td>
<td>0.095</td>
<td>0.278</td>
<td>3.068</td>
<td>0.003</td>
</tr>
</tbody>
</table>

Table 10: TPB Multi-Collinearity Test
The Collinearity Statistics in the last two columns of the above table, Table 10, show much higher values of Tolerance than the threshold values of 0.1, as well as much lower values of VIF than the threshold value of 10 (Chatterjee & Hadi, 2012). This rules out presence of any multi-collinearity in the TPB model.

Normal probability plots are used to test Heteroscedasticity in the model. The closer the Normal probability plot to the diagonal straight line from origin to the top left corner of the graph, the lower is the value of Heteroscedasticity in the model.

As the normal probability plot in the graph above, Figure 9, is quite close to the diagonal straight line from right to left, it rules out Heteroscedasticity in the TPB model.

In the following, collinearity and heteroscedasticity are tested for in the BHV model for the intrapreneurial intentions dependant variable.
6.4.2 The theory of human values

<table>
<thead>
<tr>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
<th>Collinearity Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>(Constant)</td>
<td>11.487</td>
<td>3.139</td>
<td>3.659</td>
<td>0.000</td>
</tr>
<tr>
<td>Age</td>
<td>-0.207</td>
<td>0.509</td>
<td>-0.053</td>
<td>-0.407</td>
</tr>
<tr>
<td>Father's education</td>
<td>-0.705</td>
<td>0.299</td>
<td>-0.238</td>
<td>-2.358</td>
</tr>
<tr>
<td>Gender</td>
<td>0.298</td>
<td>0.819</td>
<td>0.029</td>
<td>0.364</td>
</tr>
<tr>
<td>Mother's education</td>
<td>-0.532</td>
<td>0.362</td>
<td>-0.164</td>
<td>-1.469</td>
</tr>
<tr>
<td>Socio-economic group</td>
<td>0.284</td>
<td>0.328</td>
<td>0.088</td>
<td>0.866</td>
</tr>
<tr>
<td>Education</td>
<td>0.158</td>
<td>0.111</td>
<td>0.130</td>
<td>1.429</td>
</tr>
<tr>
<td>Work experience</td>
<td>-0.062</td>
<td>0.055</td>
<td>-0.144</td>
<td>-1.139</td>
</tr>
<tr>
<td>Entrepreneur family members</td>
<td>-0.666</td>
<td>0.659</td>
<td>-0.085</td>
<td>-1.011</td>
</tr>
<tr>
<td>OpennessToChange</td>
<td>0.124</td>
<td>0.032</td>
<td>0.511</td>
<td>3.848</td>
</tr>
<tr>
<td>Conservation</td>
<td>-0.086</td>
<td>0.022</td>
<td>-0.531</td>
<td>-3.977</td>
</tr>
<tr>
<td>SelfEnhancement</td>
<td>0.050</td>
<td>0.042</td>
<td>0.136</td>
<td>1.204</td>
</tr>
<tr>
<td>SelfTranscendence</td>
<td>0.069</td>
<td>0.033</td>
<td>0.287</td>
<td>2.074</td>
</tr>
</tbody>
</table>

Table 11: BHV Multi-Collinearity Test

The Collinearity Statistics in the last two columns of the above Table, Table 11, show much higher values of Tolerance than the threshold values of 0.1, as well as much lower values of VIF than the threshold value of 10 (Chatterjee & Hadi, 2012). This rules out presence of any multi-collinearity in the BHV model.

![Figure 10: BHV Heteroscedasticity Test](image-url)
The closer the Normal probability plot to the diagonal straight line from origin to the top left corner of the graph, the lower is the value of Heteroscedasticity in the model. As the plot in Figure 10 above is quite close to the diagonal straight line from right to left, it rules out Heteroscedasticity in the BHV model.

In summary, in the evaluated models TPB and BHV, both multi-collinearity and heteroscedasticity can be excluded and linear regression for further analysis can be used.
Chapter 7

7 Findings

7.1 TPB

Entrepreneurial intention of Arab minority entrepreneurs in Israel can be predicted using the independent variables PA, SN, and PBC and EI as dependent variables based on the TPB (Ajzen, 1991).

First, the demographic variables are used as control variables to control for their influence on EI. For this purpose, the following variables have been used: Years of work experience as entrepreneur, Gender, Years of schooling, Socio-economic group, Age, Mother’s education, Father’s education. First, the analysis was performed on the general respondent population and then in the relation to the market focus variable.

The results are summarized in Table 12. For the general respondent population, the control variables explain only 5.8% of the variance and the model is statistically significant. Only Age ($\beta=-0.286, P=0.011$) and Years of Schooling ($\beta=0.205, P=0.008$) are statistically significant. Entrepreneurs in this category tend to be young and higher educated.

When looking at respondents with an ethnic market focus, the model explains 20.10% variance and is statistically significant. Years of Schooling ($\beta=0.421, P=0.008$) and Father’s education ($\beta=-0.326, P=0.092$) are statistically significant. When looking at respondents with larger national market focus, the model explains 49% variance and is statistically significant. Years of Schooling ($\beta=-0.338, P=0.036$), Gender ($\beta=0.301, P=0.05$), and Father’s education ($\beta=-0.599, P=0.001$) are statistically significant. When looking at respondents with international market focus the model is statistically not significant ($P=.880^c$).
Table 12: Demographic Variables Statistics

Age and years of schooling were correlated with market focus. Age did not result in any significant observation, while years of schooling did, as can be observed in Table 13. Aside from the fact that Arab minority entrepreneurs tend to be higher educated, those targeting the larger national market, and even more so, those who are targeting the international market, tend to be exclusively university graduates.

Table 13: Years of Schooling vs. Market focus

Linear regression model was applied to test the prediction power of the independent variables PA, SN, and PBC on EI. First, the analysis was performed on the general respondent population and then, the analysis was augmented with a test for the market focus to check if different factors impact the three different
groups in terms of their market focus. Table 14 shows that for the general respondent population the model can explain 45.3% (Adjusted $R^2$) of the variance in EI and the model is statistically significant ($P<0.001$).

<table>
<thead>
<tr>
<th>Coefficients*</th>
<th>All Respondents</th>
<th>Ethnic Market</th>
<th>National market</th>
<th>International Market</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjusted $R^2$ ANOVA</td>
<td>45.30%</td>
<td>.000*</td>
<td>52.80%</td>
<td>.000*</td>
</tr>
<tr>
<td>Independent Variable Beta Sig.</td>
<td>Gender</td>
<td>-0.065</td>
<td>0.466</td>
<td>-0.013</td>
</tr>
<tr>
<td>Age</td>
<td>-0.285</td>
<td>0.052</td>
<td>-0.319</td>
<td>0.242</td>
</tr>
<tr>
<td>Socio-economic group</td>
<td>-0.048</td>
<td>0.662</td>
<td>-0.086</td>
<td>0.392</td>
</tr>
<tr>
<td>Years of schooling</td>
<td>0.204</td>
<td>0.04</td>
<td>0.261</td>
<td>0.073</td>
</tr>
<tr>
<td>Work experience</td>
<td>-0.019</td>
<td>0.892</td>
<td>-0.116</td>
<td>0.644</td>
</tr>
<tr>
<td>Mother’s education</td>
<td>0.086</td>
<td>0.78</td>
<td>-0.056</td>
<td>0.716</td>
</tr>
<tr>
<td>Father’s education</td>
<td>-0.16</td>
<td>0.61</td>
<td>-0.157</td>
<td>0.33</td>
</tr>
<tr>
<td>Personal attributes</td>
<td>0.485</td>
<td>0.000</td>
<td>0.498</td>
<td>0.001</td>
</tr>
<tr>
<td>Perceived behavioural control</td>
<td>0.197</td>
<td>0.05</td>
<td>-0.029</td>
<td>0.828</td>
</tr>
<tr>
<td>Subjective norms</td>
<td>0.199</td>
<td>0.035</td>
<td>0.306</td>
<td>0.023</td>
</tr>
</tbody>
</table>

Table 14: TPB Prediction Power

The linear regression model shows that from the demographic variables, years of schooling remains statistically significant with a positive influence on the intention to become an entrepreneur ($\beta=.204$, $P<0.05$). Higher educated respondents are more likely to develop intention to become entrepreneurs. Age is at the borderline regarding its statistical significance with a negative influence on EI ($\beta=-.285$, $P=.052$). Younger respondents are more likely to develop intentions to become entrepreneurs. All other demographic variables are not significant.

The prediction power of the antecedents of EI is shown. PA (personal attitude) is statistically significant and has a strong positive influence on EI ($\beta=.485$, $P<0.001$), an expected result based on TPB. SN (subjective norms) is statistically significant and has a moderate positive influence on EI ($\beta=.199$, $P<0.05$), an expected result based on TPB. At the same time, PBC (perceived behavioural control) is also statistically significant ($\beta=-.197$, $P=.05$), which supports the expected positive influence based on TPB.

For the ethnic market focus group, the model explains 52.8% variation and is statistically significant. In this group PA ($\beta=.498$, $P=0.001$) and SN ($\beta=.306$, $P=0.023$) are strong predictors of EI. For the larger national market group, the model explains 63% variation and is statistically significant. In this group, none of the antecedents is significant. The model for the international group statistically not significant. We attribute this to the small sample size in these two groups, namely 150 in each group.
<table>
<thead>
<tr>
<th>Hypothesis</th>
<th>Postulation</th>
<th>Postulated direction</th>
<th>( \beta )</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>H1a</td>
<td>Personal Attitude (PA) towards entrepreneurship is positively related to EI of Arab entrepreneurs in Israel.</td>
<td>Positive</td>
<td>0.485</td>
<td>Supported</td>
</tr>
<tr>
<td>H1b</td>
<td>Subjective Norms (SN) is positively related to EI of Arab entrepreneurs in Israel.</td>
<td>Positive</td>
<td>0.199</td>
<td>Supported</td>
</tr>
<tr>
<td>H1c</td>
<td>Perceived Behavioural Control (PBC) is positively related to EI of Arab entrepreneurs in Israel.</td>
<td>Positive</td>
<td>0.197</td>
<td>supported</td>
</tr>
</tbody>
</table>

Table 15: Results of TPB Research Model

In conclusion, as shown in Table 15, H1a is supported and PA is the strongest predictor of EI. H1b and H1c too are supported as predictors of EI with PBC being the weakest predictor.

The actual framework based on the observe results in captured in Figure 11:

---

Only \( \beta \) values for the variables that have a statistically significant relationship with the dependent variable are shown in this and subsequent figures.
7.2 **Basic Human Values (Value Priorities)**

In an alternative approach, entrepreneurial intention of Arab minority entrepreneurs in Israel can also be predicted using the independent variables *Openness to change (stimulation, hedonism and self-direction values), Self-enhancement (achievement and power values), Self-transcendence (universalism and benevolence values), Conservation (tradition, conformity and security values)* of EI based on the Basic Human Values model from Schwartz (2006).

Linear regression was used to test the prediction power of the four independent variables *Openness to change, Self-enhancement, Self-transcendence, Conservation on EI*. First, the analysis was performed on the general respondent population and then, the analysis was augmented with a test for the market focus to check if different factors impact the three different groups in terms of their market focus. Table 16 shows that the model for the general respondents predicts 45% variation in entrepreneurial intentions and is statically significant.

The results of the linear regression model that tested the prediction power of the four independent variables *Openness to change, Self-enhancement, Self-transcendence, Conservation on EI* are shown in Table 16.

<table>
<thead>
<tr>
<th>Coefficients</th>
<th>All Respondents</th>
<th>Ethnic Market</th>
<th>National market</th>
<th>International Market</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjusted R²</td>
<td>ANOVA</td>
<td>Adjusted R²</td>
<td>ANOVA</td>
<td>ANOVA</td>
</tr>
<tr>
<td>45.30%</td>
<td>.000</td>
<td>48.40%</td>
<td>.000</td>
<td>43.60%</td>
</tr>
<tr>
<td>Independent Variable</td>
<td>Beta</td>
<td>Sig.</td>
<td>Beta</td>
<td>Sig.</td>
</tr>
<tr>
<td>Gender: (male, Female)</td>
<td>0.029</td>
<td>0.717</td>
<td>0.006</td>
<td>0.962</td>
</tr>
<tr>
<td>Age</td>
<td>-0.053</td>
<td>0.685</td>
<td>-0.08</td>
<td>0.726</td>
</tr>
<tr>
<td>Socio-economic group</td>
<td>0.088</td>
<td>0.389</td>
<td>-0.091</td>
<td>0.55</td>
</tr>
<tr>
<td>Years of schooling</td>
<td>0.13</td>
<td>0.156</td>
<td>0.3</td>
<td>0.024</td>
</tr>
<tr>
<td>Years of work experience</td>
<td>-0.144</td>
<td>0.258</td>
<td>-0.149</td>
<td>0.49</td>
</tr>
<tr>
<td>Mother’s education</td>
<td>-0.164</td>
<td>0.145</td>
<td>-0.121</td>
<td>0.462</td>
</tr>
<tr>
<td>Father’s education</td>
<td>-0.16</td>
<td>0.61</td>
<td>-0.197</td>
<td>0.225</td>
</tr>
<tr>
<td>OpennessToChange</td>
<td>0.511</td>
<td>0.000</td>
<td>0.616</td>
<td>0.005</td>
</tr>
<tr>
<td>SelfEnhancement</td>
<td>0.136</td>
<td>0.232</td>
<td>0.124</td>
<td>0.514</td>
</tr>
<tr>
<td>SelfTranscendence</td>
<td>0.287</td>
<td>0.041</td>
<td>0.125</td>
<td>0.641</td>
</tr>
<tr>
<td>Conservation</td>
<td>-0.531</td>
<td>0.000</td>
<td>-0.437</td>
<td>0.11</td>
</tr>
</tbody>
</table>

*Table 16: BHV Prediction Power*
For the general respondent population, the model shows that none of the demographic variables is statistically significant, including Age, Father’s education, Gender, Mother’s education, Socio-economic group, Education, Work experience, Entrepreneur family members. Openness to change is statistically significant and has a strong positive influence on EI (β=.511, P<0.001), an expected result based on BHV. Self-enhancement is statistically not significant and as such has no influence on EI at P=0.232, an unexpected result based on BHV, which predicts a positive relationship. Self-transcendence is statistically significant at P=0.04; however, it has positive influence on EI (β=.287), contrary to expected negative influence on EI based on BHV. Conservation is statistically significant and has negative influence on EI (β=-.531, P<0.001), an expected result based on BHV. For the subgroups, only the ethnic market was statistically significant and only openness to change is statistically significant and has prediction power. We attribute this to the small sample size for the larger national market and international market groups.

<table>
<thead>
<tr>
<th>Hypothesis</th>
<th>Postulation</th>
<th>Postulated direction</th>
<th>β, p</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>H2a</td>
<td>Openness to change (stimulation, hedonism and self-direction values) is positively related to the entrepreneurial intention.</td>
<td>Positive</td>
<td>.511, P&lt;0.001</td>
<td>Supported</td>
</tr>
<tr>
<td>H2b</td>
<td>Self-enhancement (achievement and power values) is positively related to the entrepreneurial intention.</td>
<td>Positive</td>
<td>.136, P&gt;0.001</td>
<td>Not Supported</td>
</tr>
<tr>
<td>H2c</td>
<td>Self-transcendence (universalism and benevolence values) is negatively related to the entrepreneurial intention.</td>
<td>Negative</td>
<td>.287, P=.041</td>
<td>Not supported</td>
</tr>
<tr>
<td>H2D</td>
<td>Conservation (tradition, conformity and security values) is negatively related to the entrepreneurial intention.</td>
<td>Negative</td>
<td>-.531, P&lt;0.001</td>
<td>supported</td>
</tr>
</tbody>
</table>

Table 17: Results of BHV Research Model

In conclusion, as shown in Table 17:

1. Openness to change and self-transcendence positively and significantly affect entrepreneurial EI
2. Conservation negatively and significantly affects EI
3. Self enhancement has no significant effect on EI

Values are distinct from attitudes, beliefs, norms, and traits. Values are critical motivators of behaviours and attitudes. Openness to change values represent independence and readiness to change values (hedonism, stimulation, self-direction). In contrast, conservation values represent reluctance to change, self-restriction, and order (security, conformity, tradition), according to Schwartz (2012). People everywhere experience conflict in pursuing openness to change values and Schwartz values, according to Schwartz.

It is reflected in the contradiction between novelty and personal autonomy in the former vs. stability, certainty and social order in the later. People whose priorities are openness to change values exhibit a
greater intention to become entrepreneurs, while, in contrast, people with conservation values experience lower intention to become entrepreneurs (Liñán et al., 2016).

The actual framework based on the observe results is captured in Figure 12.

![Figure 12: BHV Actual Framework - H^2](image)

### 7.3 COMBINED TPB AND BHV MODELS

Entrepreneurial intention of Arab minority entrepreneurs in Israel can be predicted using the independent variables *Openness to change, Self-enhancement, Self-transcendence* and *Conservation* where the antecedents PA, SN, and PBC play mediating roles in predicting EI based on TPB and BHV theories.

The following model was used to test the mediation.

1. Values $\rightarrow$ EI: Test the prediction power of BHV on EI
2. Values $\rightarrow$ TPB: Test the influence of BHV independent variables on the TPB dependent variables
3. TPB $\rightarrow$ EI: Test the prediction power of TPB independent variables on the EI dependent variables
4. Values & TPB $\rightarrow$ EI: Test the mediation effect of TPB variables in the relationship between values and EI
We expect that in step 4 the effect of Values on EI (step 1) should become weaker, given that the effect runs through TPB.

7.3.1 Step 1: Values → EI

Linear regression was used to test the prediction power of the four independent variables *Openness to change, Self-enhancement, Self-transcendence, Conservation on EI*. The model summary in Table 18 shows that the model can predict 38% variation in EI and the ANOVA test in Table 19 shows that the model is statistically significant.

**Model Summary**

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.667a</td>
<td>.445</td>
<td>.382</td>
<td>2.96861</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Conservation, Years of schooling, Gender: (Male, Female), SelfEnhancement, Mother's education, Years of work experience, Father's education, Socio-economic group, OpennessToChange, Age, SelfTranscendence

**ANOVA**

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Regression</td>
<td>684.129</td>
<td>11</td>
<td>62.194</td>
<td>7.057</td>
<td>.000b</td>
</tr>
<tr>
<td>Residual</td>
<td>854.825</td>
<td>97</td>
<td>8.813</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>1538.954</td>
<td>108</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Dependent Variable: Entrepreneurial_intention_Revised

**Coefficients**

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>10.641</td>
<td>.3.517</td>
<td>.001</td>
<td></td>
</tr>
<tr>
<td>Age</td>
<td>-.247</td>
<td>-.063</td>
<td>-.487</td>
<td>.628</td>
</tr>
<tr>
<td>Gender: (Male, Female)</td>
<td>.300</td>
<td>.029</td>
<td>.366</td>
<td>.715</td>
</tr>
<tr>
<td>Years of schooling</td>
<td>.182</td>
<td>.150</td>
<td>1.686</td>
<td>.095</td>
</tr>
<tr>
<td>Years of work experience</td>
<td>-.061</td>
<td>-.142</td>
<td>-1.118</td>
<td>.266</td>
</tr>
<tr>
<td>Socio-economic group</td>
<td>.295</td>
<td>.091</td>
<td>.900</td>
<td>.370</td>
</tr>
<tr>
<td>Father's education</td>
<td>-.767</td>
<td>-.259</td>
<td>2.621</td>
<td>.010</td>
</tr>
<tr>
<td>Mother's education</td>
<td>-.484</td>
<td>-.149</td>
<td>1.346</td>
<td>.181</td>
</tr>
<tr>
<td>OpennessToChange</td>
<td>.113</td>
<td>.468</td>
<td>3.721</td>
<td>.000</td>
</tr>
<tr>
<td>SelfEnhancement</td>
<td>.060</td>
<td>.162</td>
<td>1.477</td>
<td>.143</td>
</tr>
<tr>
<td>SelfTranscendence</td>
<td>.072</td>
<td>.301</td>
<td>2.182</td>
<td>.032</td>
</tr>
<tr>
<td>Conservation</td>
<td>-.084</td>
<td>-.520</td>
<td>3.906</td>
<td>.000</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Entrepreneurial_intention_Revised

*Table 20: Combined Model-BHV Influence on EI*
The results of the linear regression model that tested the prediction power of the four independent variables *Openness to change, Self-enhancement, Self-transcendence, Conservation on EI* are shown in Table 20 and provide further confirmation of h2a, h2b, h2c, and h2d, where h2a and h2d are supported and h2b and h2c are not supported.

### 7.3.2 Step 2: Values → PBC

Linear regression was used to test the influence of the four independent variables *Openness to change, Self-enhancement, Self-transcendence, Conservation on the TPB antecedents PA, SN, and PBC.*

Table 21 shows that the models of Values can predict 27%, 20.4%, and 25.5% variation in TPB correspondingly and the ANOVA test in shows that the models for PA, SN, and PBC are statistically significant.

The linear regression in Table 21 further shows that openness to change is statistically significant and has strong influence on PA, SN, and PBC, while conservation is statistically significant and has a strong negative influence only on SN. Self-Transcendence is statistically significant and has a positive influence only on subjective norms.

<table>
<thead>
<tr>
<th>Influence of BHV variables on TPB variables</th>
<th>PA</th>
<th>SN</th>
<th>PBC</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Adjusted R²</td>
<td>ANOVA</td>
<td>Adjusted R²</td>
</tr>
<tr>
<td>Age</td>
<td>27.00%</td>
<td>.000b</td>
<td>20.40%</td>
</tr>
<tr>
<td>Gender: (male, Female)</td>
<td>Beta</td>
<td>Sig.</td>
<td>Beta</td>
</tr>
<tr>
<td>Gender: (male, Female)</td>
<td>-0.119</td>
<td>0.167</td>
<td>0.044</td>
</tr>
<tr>
<td>Years of schooling</td>
<td>-0.022</td>
<td>0.818</td>
<td>-0.024</td>
</tr>
<tr>
<td>Years of work experience</td>
<td>-0.082</td>
<td>0.551</td>
<td>-0.26</td>
</tr>
<tr>
<td>Socio-economic group</td>
<td>-0.01</td>
<td>0.925</td>
<td>0.047</td>
</tr>
<tr>
<td>Father’s education</td>
<td>0.04</td>
<td>0.712</td>
<td>-0.127</td>
</tr>
<tr>
<td>Mother’s education</td>
<td>-0.107</td>
<td>0.377</td>
<td>-0.127</td>
</tr>
<tr>
<td>OpennessToChange</td>
<td>0.444</td>
<td>0.002</td>
<td>0.497</td>
</tr>
<tr>
<td>SelfEnhancement</td>
<td>0.164</td>
<td>0.173</td>
<td>-0.178</td>
</tr>
<tr>
<td>SelfTranscendence</td>
<td>0.100</td>
<td>0.507</td>
<td>0.338</td>
</tr>
<tr>
<td>Conservation</td>
<td>-0.061</td>
<td>0.674</td>
<td>-0.391</td>
</tr>
</tbody>
</table>

| Table 21: Combined Model-BHV variables Influence on TPB Variables |

### 7.3.3 Step 3: TPB → EI

The next step is to test the prediction power of TPB independent variables on the EI dependent variable.

A linear regression model was applied to test the prediction power of the independent variables PA, SN, and PBC on EI. Table 22 shows that the model can explain 50% (Adjusted R²) of the variance in EI and the model is statistically significant (P<0.001), Table 23. The linear regression results in Table 24 show that PA
and SN are statistically significant and have a strong influence on EI and are in line with H1a and H1b, while PBC is statistically not significant, further demonstrating the weak influence as shown in the results of h1c.

### Model Summary

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.749*</td>
<td>.562</td>
<td>.502</td>
<td>2.45089</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Subjective norms, Mother's education, Gender: (male, Female), Years of schooling, Perceived behavioural control, Years of work experience, Personal attributes, Father's education, Socio-economic group, Age

#### Table 22: Combined Model – PBC model summary

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Regression</td>
<td>569.679</td>
<td>10</td>
<td>56.968</td>
<td>9.484</td>
</tr>
<tr>
<td></td>
<td>Residual</td>
<td>444.509</td>
<td>74</td>
<td>6.007</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>1014.188</td>
<td>84</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Dependent Variable: Entrepreneurial_intention_Revised

#### Table 23: Combined Model – PBC Anova Test

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>-5.430</td>
<td>3.656</td>
<td>-1.485</td>
</tr>
<tr>
<td></td>
<td>Age</td>
<td>-1.106</td>
<td>.481</td>
<td>-.314</td>
</tr>
<tr>
<td></td>
<td>Gender: (male, Female)</td>
<td>.317</td>
<td>.828</td>
<td>.031</td>
</tr>
<tr>
<td></td>
<td>Years of schooling</td>
<td>.281</td>
<td>.105</td>
<td>.261</td>
</tr>
<tr>
<td></td>
<td>Years of work experience</td>
<td>-.023</td>
<td>.054</td>
<td>-.055</td>
</tr>
<tr>
<td></td>
<td>Socio-economic group</td>
<td>-.045</td>
<td>.329</td>
<td>-.015</td>
</tr>
<tr>
<td></td>
<td>Father's education</td>
<td>-.429</td>
<td>.254</td>
<td>-.156</td>
</tr>
<tr>
<td></td>
<td>Mother's education</td>
<td>.054</td>
<td>.310</td>
<td>.018</td>
</tr>
<tr>
<td></td>
<td>Personal attributes</td>
<td>.532</td>
<td>.101</td>
<td>.473</td>
</tr>
<tr>
<td></td>
<td>Perceived behavioural control</td>
<td>.052</td>
<td>.043</td>
<td>.112</td>
</tr>
<tr>
<td></td>
<td>Subjective norms</td>
<td>.292</td>
<td>.095</td>
<td>.279</td>
</tr>
</tbody>
</table>

a. Dependent Variable : Entrepreneurial_intention_Revised

#### Table 24: Combined Model – TPB Linear Regression
7.3.4 Step 4: Values & TPB → EI

Now the mediation effect of the BHV antecedents on EI through TPB variables PA, SN, and PBC can be tested.

Linear regression model was applied to test the mediation power of all the variables on EI. Table 25 shows that the model can explain 55.4% (Adjusted R2) of the variance in EI and the model is statistically significant (P=0.000), Table 26. The linear regression results in Table 27 show that of the PBC variables, PA is statistically significant and has strong prediction power on EI (and to a lesser extent SN), while from the BHV variables only Conservation still has a significant effect on EI.

Table 28 shows comparison of prediction power of BHVs antecedents on EI with and without the mediation effect of TPB antecedents. Effect of prediction power of Values on EI (step 1) becomes weaker, given that the effect runs through TPB antecedents, a further validation of the construct.

<table>
<thead>
<tr>
<th>Model Summary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
</tr>
<tr>
<td>-------</td>
</tr>
<tr>
<td>1</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Subjective norms, SelfEnhancement, Years of schooling, Conservation, Gender: (male, Female), Mother’s education, Years of work experience, Perceived behavioural control, Personal attributes, Father’s education, Socio-economic group, OpennessToChange, Age, SelfTranscendence

Table 25: Combined Model – BHV & PBC model summary

<table>
<thead>
<tr>
<th>ANOVAa</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
</tr>
<tr>
<td>-------</td>
</tr>
<tr>
<td>1</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

a. Dependent Variable: Entrepreneurial_intention_Revised

Table 26: Combined Model – BHV & PBC Anova Test
<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>-1.188</td>
<td>4.305</td>
<td>-.276</td>
</tr>
<tr>
<td></td>
<td>Age</td>
<td>-.899</td>
<td>.469</td>
<td>-.256</td>
</tr>
<tr>
<td></td>
<td>Gender: (male, Female)</td>
<td>.357</td>
<td>.811</td>
<td>.035</td>
</tr>
<tr>
<td></td>
<td>Years of schooling</td>
<td>.236</td>
<td>.101</td>
<td>.219</td>
</tr>
<tr>
<td></td>
<td>Years of work experience</td>
<td>-.016</td>
<td>.052</td>
<td>-.039</td>
</tr>
<tr>
<td></td>
<td>Socio-economic group</td>
<td>-.064</td>
<td>.319</td>
<td>-.022</td>
</tr>
<tr>
<td></td>
<td>Father's education</td>
<td>-.614</td>
<td>.247</td>
<td>-.224</td>
</tr>
<tr>
<td></td>
<td>Mother's education</td>
<td>-.165</td>
<td>.308</td>
<td>-.054</td>
</tr>
<tr>
<td></td>
<td>OpennessToChange</td>
<td>.053</td>
<td>.033</td>
<td>.209</td>
</tr>
<tr>
<td></td>
<td>SelfEnhancement</td>
<td>.002</td>
<td>.039</td>
<td>.006</td>
</tr>
<tr>
<td></td>
<td>SelfTranscendence</td>
<td>.024</td>
<td>.034</td>
<td>.102</td>
</tr>
<tr>
<td></td>
<td>Conservation</td>
<td>-.056</td>
<td>.022</td>
<td>-.343</td>
</tr>
<tr>
<td></td>
<td>Personal attributes</td>
<td>.466</td>
<td>.105</td>
<td>.414</td>
</tr>
<tr>
<td></td>
<td>Perceived behavioural control</td>
<td>.065</td>
<td>.043</td>
<td>.141</td>
</tr>
<tr>
<td></td>
<td>Subjective norms</td>
<td>.174</td>
<td>.098</td>
<td>.166</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Entrepreneurial_intention_Revised

Table 27: Combined Model – BHV & PBC Linear Regression

Table 28: Combined Model – BHV & PBC Mediation Effect

In conclusion, as shown in Table 29, H3a is partly supported and PA is the strongest mediator of openness to change of EI. H3b is also partly supported, for Openness to change, Self-enhancement and Conservation,
with the notion that the effect of SN on EI is only marginally significant (so no strong mediation effect). Finally, regarding H3c there is no mediation effect, given that PBC does not have a significant effect on EI.

In conclusion, results show that especially positive attitude is an important TPB mediator in the relationship between Values and EI, and to a lesser extent, Subjective norms.

<table>
<thead>
<tr>
<th>Hypothesis</th>
<th>Postulation</th>
<th>Postulated direction</th>
<th>$\beta$, $p$</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>H3a</td>
<td>Positive attitudes toward entrepreneurship (PA) mediates the relations between (a) openness to change, (b) self-enhancement values, (c) Self-transcendence and (d) Conservation and entrepreneurial intentions.</td>
<td>Positive</td>
<td>$\beta = .414, p = .000$</td>
<td>Partly supported</td>
</tr>
<tr>
<td>H3b</td>
<td>Subjective Norms (SN) mediates the relations between (a) openness to change, (b) self-enhancement values, (c) self-transcendence, and (d) conservation and entrepreneurial intentions.</td>
<td>Positive</td>
<td>$\beta = .166, p = .082$</td>
<td>Partly supported</td>
</tr>
<tr>
<td>H3c</td>
<td>Perceived behavioural control (PBC) mediates the relations between (a) openness to change, (b) self-enhancement values, (c) Self-transcendence and (d) Conservation and entrepreneurial intentions.</td>
<td>Positive</td>
<td>$\beta = .141, p = .134$</td>
<td>Not supported</td>
</tr>
</tbody>
</table>

Table 29: Results of TPB & BHV Research Model

The actual framework based on the observed results from step 2, namely the influence of each individual antecedent of BHV on the antecedents of TPB and step 4, namely, the mediation effect of PBC antecedents on EI, is captured in Figure 13.
7.4 NECESSITY VS. OPPORTUNITY DRIVEN ENTREPRENEURSHIP (PUSH-PULL THEORY)

The necessity vs. opportunity entrepreneurial orientation of traditional and transitioning and new generation Arab minority entrepreneurs in Israel can be analysed by using a market focus vs. opportunity recognition construct.

Cross tabulation was performed to test the correlation between the target market intended by the entrepreneurs and the opportunity recognition constructs. It shows that individuals with intentions of targeting wider markets are more opportunity-driven than those aiming at the local market, Table 30.

<table>
<thead>
<tr>
<th>Market focus versus Opportunity recognition Cross-tabulation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Count</td>
</tr>
<tr>
<td>If you finally decided to create your own business, you would mainly do it due to …: Lack of a better alternative employment 1; Taking advantage of a business opportunity 7</td>
</tr>
<tr>
<td>No opportunity at all</td>
</tr>
<tr>
<td>---</td>
</tr>
<tr>
<td>Ethnic market</td>
</tr>
<tr>
<td>Larger national market</td>
</tr>
<tr>
<td>International market</td>
</tr>
<tr>
<td>Total</td>
</tr>
</tbody>
</table>

Table 30: Market Focus Cross-tabulation

Furthermore, a chi-square test was used to test the statistical significance of this relationship. The resultant chi-square test shows that the link between the width of market focus and extent of opportunity recognition is statistically significant (P< 0.001) and the Null hypothesis is rejected, Table 31.
**Chi-Square Tests**

<table>
<thead>
<tr>
<th></th>
<th>Value</th>
<th>df</th>
<th>Asymptotic Significance (2-sided)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson Chi-Square</td>
<td>29.904 a</td>
<td>12</td>
<td>.003</td>
</tr>
<tr>
<td>Likelihood Ratio</td>
<td>34.245</td>
<td>12</td>
<td>.001</td>
</tr>
<tr>
<td>Linear-by-Linear Association</td>
<td>10.639</td>
<td>1</td>
<td>.001</td>
</tr>
<tr>
<td>N of Valid Cases</td>
<td>123</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note: 17 cells (81.0%) have expected count less than 5. The minimum expected count is .80.

*Table 31: Opportunity chi-square test*

Correlation between the width of market focus and extent of opportunity recognition was also tested and is statistically significant at Pearson=0.295 and p<0.001, Table 32.

**Correlations**

<table>
<thead>
<tr>
<th></th>
<th>market focus</th>
<th>opportunity recognition</th>
</tr>
</thead>
<tbody>
<tr>
<td>market focus</td>
<td>Pearson Correlation</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Sig. (2-tailed)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>N</td>
<td>123</td>
</tr>
<tr>
<td>opportunity recognition</td>
<td>Pearson Correlation</td>
<td>.295**</td>
</tr>
<tr>
<td></td>
<td>Sig. (2-tailed)</td>
<td>.001</td>
</tr>
<tr>
<td></td>
<td>N</td>
<td>123</td>
</tr>
</tbody>
</table>

**. Correlation is significant at the 0.01 level (2-tailed).

*Table 32: Market focus vs. Opportunity Recognition Correlation*

Finally, linear regression results also confirm that the width of market focus is a significant predictor of extent of opportunity recognition with (β=.295, P<.001), Table 33.

**Coefficients**

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td>Beta</td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>4.829</td>
<td>.295</td>
<td>16.359</td>
</tr>
<tr>
<td></td>
<td>market focus</td>
<td>.251</td>
<td>.074</td>
<td>.295</td>
</tr>
</tbody>
</table>

a. Dependent Variable: extent of opportunity
### Table 33: Market focus vs. Opportunity Recognition Linear Regression Model

<table>
<thead>
<tr>
<th>Hypothesis</th>
<th>Postulation</th>
<th>Postulated direction</th>
<th>β, p</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>H4a</td>
<td>Traditional Arab minority entrepreneurs are Necessity-driven entrepreneurs</td>
<td>Positive</td>
<td>0.295, P&lt;0.001</td>
<td>Supported</td>
</tr>
<tr>
<td>H4b</td>
<td>Transitioning and new generation Arab minority entrepreneurs are opportunity-driven entrepreneurs</td>
<td>Positive</td>
<td>0.295, P&lt;0.001</td>
<td>Supported</td>
</tr>
</tbody>
</table>

### Table 34: Results of Necessity vs. Opportunity Driven Entrepreneurship

In conclusion, market focus is a significant predictor of the extent of opportunity recognition. Individuals with intentions of targeting wider market are more opportunity driven than those targeting the local market. As such, H4a and H4b are supported, Table 34.

The actual framework based on the observe results is captured in Figure 14.

![Figure 14: Actual Framework - H4](image)

7.5 **Globalization**
To test the impact of globalization factors on EI of traditional, transitioning, and new generation entrepreneurs, the globalization construct and the market transition construct are used.

Linear regression results are depicted below.

Based on the model summary, globalization alone explains 6% variation in EI, Table 35.

<table>
<thead>
<tr>
<th>Model Summary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
</tr>
<tr>
<td>-------</td>
</tr>
<tr>
<td>1</td>
</tr>
</tbody>
</table>

* a. Predictors: (Constant), Globalization

Table 35: Globalization Model Summary

Based on the ANOVA test, the model is statistically significant at P<0.01, Table 36.

<table>
<thead>
<tr>
<th>ANOVA*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
</tr>
<tr>
<td>-------</td>
</tr>
<tr>
<td>1</td>
</tr>
<tr>
<td>Residual</td>
</tr>
<tr>
<td>Total</td>
</tr>
</tbody>
</table>

* a. Dependent Variable : Entrepreneurial intention

b. Predictors: (Constant), Globalization

Table 36: Globalization Anova Test

<table>
<thead>
<tr>
<th>Coefficients*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
</tr>
<tr>
<td>-------</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>1</td>
</tr>
<tr>
<td>Globalization</td>
</tr>
</tbody>
</table>

* a. Dependent Variable : Entrepreneurial intention

Table 37: Entire Population Regression

The regression shows that globalization has a positive influence on entrepreneurial intentions and is significant at P<0.01 for the whole survey population, Table 37.

However, when considering market focus, Globalization has no significant effect on entrepreneurial intentions in case of ethnic market as well as the national market as they were statistically not significant, Table 38, Table 39.
Coefficients

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>21.253</td>
<td>1.858</td>
<td>11.437</td>
</tr>
<tr>
<td></td>
<td>Globalization</td>
<td>.068</td>
<td>.058</td>
<td>.155</td>
</tr>
</tbody>
</table>

a. In your initial entrepreneurial attempt, which target market did you envision as your target market (Arab minority 1, Larger Israeli Market 2, International market 3) = Ethnic market

b. Dependent Variable: Entrepreneurial intention

Table 38: Ethnic Market

Coefficients

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>25.076</td>
<td>3.518</td>
<td>7.127</td>
</tr>
<tr>
<td></td>
<td>Globalization</td>
<td>.005</td>
<td>.095</td>
<td>.009</td>
</tr>
</tbody>
</table>

a. In your initial entrepreneurial attempt, which target market did you envision as your target market (Arab minority 1, Larger Israeli Market 2, International market 3) = Larger national market

b. Dependent Variable: Entrepreneurial intention

Table 39: National Market

In the case of the international market, there is weak statistical significance at (β=0.313, p<0.1) as shown below, Table 40.

--

Coefficients

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>20.852</td>
<td>3.006</td>
<td>6.936</td>
</tr>
<tr>
<td></td>
<td>Globalization</td>
<td>.144</td>
<td>.079</td>
<td>.313</td>
</tr>
</tbody>
</table>

a. In your initial entrepreneurial attempt, which target market did you envision as your target market (Arab minority 1, Larger Israeli Market 2, International market 3) = International market

b. Dependent Variable: Entrepreneurial intention

Table 40: International Market

Now the mediation effect of antecedents of TPB of globalization factors on EI is considered.
The following model was used to test the mediation role.

1. Globalization → EI: Test the prediction power of Globalization on EI
2. Globalization → TPB: Test the influence of Globalization as independent variable on the TPB dependent variables
3. TPB → EI: Test the prediction power of TPB independent variables on the EI dependent variable
4. Globalization & TPB → EI: Test the mediation effect of TPB variables in the relationship between Globalization and EI

We expect that in step 4 the effect of Globalization on EI (step 1) should become weaker, given that the effect runs through TPB.

### 7.5.1 Step 1: Globalization → EI

Based on the regression performed above, globalization has a positive influence on entrepreneurial intentions and the model 6% variance and is statistically significant at P<0.01 and β=.252 for the whole survey population as depicted in Table 37.

### 7.5.2 Step 2: Globalization → TPB

Linear regression was used to test the influence of Globalization on the TPB antecedents PA, SN, and PBC. The results in Table 41 show that the model for all three dependant variables is significant and explains 11.8%, 8.8%, and 26% for PA, SN, and PBC correspondingly. The regression results in Table 41 show that all three antecedents PA, SN, and PBC are statistically significant and have positive mediation role on EI.

<table>
<thead>
<tr>
<th>Influence of Globalization on TPB variables Antecedents</th>
<th>Adjusted $R^2$</th>
<th>ANOVA</th>
<th>Adjusted $R^2$</th>
<th>ANOVA</th>
<th>Adjusted $R^2$</th>
<th>ANOVA</th>
</tr>
</thead>
<tbody>
<tr>
<td>PA</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Age</td>
<td>0.122</td>
<td>0.246</td>
<td>0.055</td>
<td>0.643</td>
<td>0.001</td>
<td>0.349</td>
</tr>
<tr>
<td>Gender: (male, Female)</td>
<td>-0.11</td>
<td>0.815</td>
<td>-0.003</td>
<td>0.103</td>
<td>0.374</td>
<td>0.058</td>
</tr>
<tr>
<td>Years of schooling</td>
<td>-0.222</td>
<td>0.412</td>
<td>-0.026</td>
<td>0.007</td>
<td>0.956</td>
<td>0.024</td>
</tr>
<tr>
<td>Years of work experience</td>
<td>-0.124</td>
<td>0.374</td>
<td>-0.058</td>
<td>0.49</td>
<td>0.000</td>
<td>0.343</td>
</tr>
<tr>
<td>Father’s education</td>
<td>0.103</td>
<td>0.412</td>
<td>-0.058</td>
<td>0.007</td>
<td>0.956</td>
<td>0.024</td>
</tr>
<tr>
<td>Mother’s education</td>
<td>0.007</td>
<td>0.374</td>
<td>-0.058</td>
<td>0.49</td>
<td>0.000</td>
<td>0.343</td>
</tr>
<tr>
<td>Globalization</td>
<td>0.643</td>
<td>0.400</td>
<td>0.076</td>
<td>0.017</td>
<td>0.400</td>
<td>0.076</td>
</tr>
<tr>
<td>Ethnic Market</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Globalization</td>
<td>0.643</td>
<td>0.400</td>
<td>0.076</td>
<td>0.017</td>
<td>0.400</td>
<td>0.076</td>
</tr>
<tr>
<td>Larger National Market</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Globalization</td>
<td>-0.175</td>
<td>0.349</td>
<td>0.076</td>
<td>0.521</td>
<td>0.026</td>
<td></td>
</tr>
<tr>
<td>International Market</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Table 41: Mediation—Globalization and PA, SN, PBC Regression

7.5.1 Step 3: TPB → EI

Analysis shows results identical with the analysis performed in 7.3.3 and captured in Table 24.

7.5.2 Step 4: Globalization & TPB → EI

When combining globalization and PA, SN, PBC, the model summary in Table 42 shows that the model is explains 49.7% variance and the model is significant based on the ANOVA test, Table 43.

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.750(^a)</td>
<td>.563</td>
<td>.497</td>
<td>2.46506</td>
</tr>
</tbody>
</table>

\(^a\) Predictors: (Constant), Globalization, Father's education, Gender: (male, Female), Subjective norms, Years of work experience, Perceived behavioural control, Personal attributes, Mother's education, Years of schooling, Socio-economic group, Age

Table 42: Mediation—Globalization & TPB model summary

ANOVA\(^a\)

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Regression</td>
<td>570.601</td>
<td>11</td>
<td>51.873</td>
<td>8.537</td>
</tr>
<tr>
<td></td>
<td>Residual</td>
<td>443.587</td>
<td>73</td>
<td>6.077</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>1014.188</td>
<td>84</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

\(^a\) Dependent Variable: Entrepreneurial_intention_Revised

Table 43: Mediation—Globalization & TPB Anova Test

The regression results in Table 44 show that globalization weakened relative to the direct influence measured in Step 1 and even has no direct influence on EI as it is statistically not significant. When looked at the mediation effect for the general population, PA and SN are statistically significant and successfully mediate the effect of globalization on EI. PBC has weak prediction power on EI and is considered a weak mediator.
### Coefficients

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>-5.831</td>
<td>3.818</td>
<td>-1.527</td>
</tr>
<tr>
<td></td>
<td>Age</td>
<td>-1.144</td>
<td>.493</td>
<td>-.325</td>
</tr>
<tr>
<td></td>
<td>Gender: (male, Female)</td>
<td>.372</td>
<td>.845</td>
<td>.036</td>
</tr>
<tr>
<td></td>
<td>Years of schooling</td>
<td>.294</td>
<td>.110</td>
<td>.272</td>
</tr>
<tr>
<td></td>
<td>Socio-economic group</td>
<td>-.003</td>
<td>.347</td>
<td>-.001</td>
</tr>
<tr>
<td></td>
<td>Years of work experience</td>
<td>-.019</td>
<td>.055</td>
<td>-.045</td>
</tr>
<tr>
<td></td>
<td>Father’s education</td>
<td>-.441</td>
<td>.257</td>
<td>-.161</td>
</tr>
<tr>
<td></td>
<td>Mother’s education</td>
<td>.046</td>
<td>.312</td>
<td>.015</td>
</tr>
<tr>
<td></td>
<td>Personal attributes</td>
<td>.539</td>
<td>.103</td>
<td>.478</td>
</tr>
<tr>
<td></td>
<td>Perceived behavioural control</td>
<td>.057</td>
<td>.045</td>
<td>.122</td>
</tr>
<tr>
<td></td>
<td>Subjective norms</td>
<td>.295</td>
<td>.096</td>
<td>.282</td>
</tr>
<tr>
<td></td>
<td>Globalization</td>
<td>-.015</td>
<td>.038</td>
<td>-.043</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Entrepreneurial_intention_Revised

Table 44: Mediation-GLOBALIZATION & TPB

Nevertheless, when looking at the mediation power of PA, SN, and PBC in conjunction with the market focus, Table 41 shows that PA, SN, and PBC have strong positive mediation effect for the ethnic market, PBC has strong positive mediation effect for the larger national market, and PA, SN and PBC have strong positive mediation effects for the international market. Hence, we conclude that to the hypothesised
model for the ethnic entrepreneurs, h5a is not supported, while h5b and h5c are supported and in-line with the hypothesised model.

<table>
<thead>
<tr>
<th>Hypotheses</th>
<th>Postulation</th>
<th>Postulated direction</th>
<th>$\beta$, $p$</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>H5a</td>
<td>Globalization factors do not influence EI in case of traditional Arab minority entrepreneurs in Israel either directly or through mediation of PA, SN, and PBC</td>
<td>Neutral</td>
<td>G-&gt;PA: 0.643, 0.001 G-&gt;SN: 0.349, 0.076 G-&gt;PBC: 0.521, 0.026</td>
<td>Not supported</td>
</tr>
<tr>
<td>H5b</td>
<td>PA, SN, or PBC mediate the strong influence of globalization factors on EI in case of transitioning Arab minority entrepreneurs in Israel</td>
<td>Positive</td>
<td>G-&gt;PBC: 0.479, 0.071</td>
<td>Supported</td>
</tr>
<tr>
<td>H5c</td>
<td>PA, SN, or PBC mediate the strong influence of globalization factors on EI in case of new generation Arab minority entrepreneurs in Israel</td>
<td>Positive</td>
<td>Mediation: G-&gt;PA: 0.347, 0.087 G-&gt;SN: 0.362, 0.073 G-&gt;PBC: 0.34, 0.086</td>
<td>Supported</td>
</tr>
</tbody>
</table>

Table 45: Results of PA, PBC and SN Mediation of Globalization on EI

The actual framework based on the observe results is captured in Figure 15.

Figure 15: Actual Framework – $H^6$

7.6 Globalization Antecedents
In this section some further analysis is conducted to see what factors influence the Globalization tendencies in Arab ethnic minorities. Here it is important to note that the variable “Globalization” was created in response to a set of questions that measure how globalised the respondents are in their attitude to global issues such as IT, global finance and global markets. Therefore, to carry out this analysis, “Globalization” was used as a dependent variable and several potential antecedents, i.e. PA, SN, PBC, were used as independent variables.

When considering effect of antecedents of TPB on globalization factors and taking market focus into account, PA, PBC and SN do not have any significant effect on Globalization in Ethnic market as shown below, Table 46.

<table>
<thead>
<tr>
<th>Coefficients&lt;sup&gt;ab&lt;/sup&gt;</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
</tr>
<tr>
<td>---</td>
</tr>
<tr>
<td>1 (Constant)</td>
</tr>
<tr>
<td>Personal attributes</td>
</tr>
<tr>
<td>Perceived behavioural control</td>
</tr>
<tr>
<td>Subjective norms</td>
</tr>
</tbody>
</table>

a. In your initial entrepreneurial attempt, which target market did you envision as your target market (Arab minority 1, Larger Israeli Market 2, International market 3) = Ethnic market

b. Dependent Variable: Globalization

Table 46: Influence of PA, PBC and SN on Globalization in Ethnic Market

In the national market too, PA and SN do not have any significant effect on Globalization as depicted below. However, PBC has a statistically significant effect at (β=.372, p<0.1), Table 47.

<table>
<thead>
<tr>
<th>Coefficients&lt;sup&gt;ab&lt;/sup&gt;</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
</tr>
<tr>
<td>---</td>
</tr>
<tr>
<td>1 (Constant)</td>
</tr>
<tr>
<td>Personal attributes</td>
</tr>
<tr>
<td>Perceived behavioural control</td>
</tr>
<tr>
<td>Subjective norms</td>
</tr>
</tbody>
</table>

a. In your initial entrepreneurial attempt, which target market did you envision as your target market (Arab minority 1, Larger Israeli Market 2, International market 3) = Larger national market

b. Dependent Variable: Globalization
Table 47: influence of PA, PBC and SN on Globalization in National Market

In international markets too, PBC and SN do not have any significant effect on Globalization as depicted below. However, PA has a strong statistically significant effect at (β=.511, p<0.05, Table 48).

<table>
<thead>
<tr>
<th>Model</th>
<th>Coefficientsa,b</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Unstandardized Coefficients</td>
</tr>
<tr>
<td></td>
<td>B</td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>-3.774</td>
</tr>
<tr>
<td>Personal attributes</td>
<td>.907</td>
</tr>
<tr>
<td>Perceived behavioural control</td>
<td>-.034</td>
</tr>
<tr>
<td>Subjective norms</td>
<td>.306</td>
</tr>
</tbody>
</table>

a. In your initial entrepreneurial attempt, which target market did you envision as your target market (Arab minority 1, Larger Israeli Market 2, International market 3) = International market

b. Dependent Variable: Globalization

Table 48: influence of PA, PBC and SN on Globalization in International Market

As the market focus did not show any distinction amongst the transitioning entrepreneurs, in terms of antecedents to Globalization, a new construct was built to specifically identify this group, namely Leap. Ethnic market focus, larger national market focus, and international market focus were given the values +1, +3, and +7 correspondingly. A distance vector for transitioning was calculated by subtracting each market focus value from every other market focus value resulting in values -6, -4, -2, 0, +2, +4, and +6, when transitioning from ethnic market focus to international market focus=7-1=6, transitioning from larger market focus to international market focus=7-3=4 and so on. The frequencies are shown below, Table 49. Close to 50% are transitioning to higher valued market focus, namely, either from ethnic to larger national or international market focus or from larger national market focus to international market focus. Only two entrepreneurs are going in the opposite direction and the remaining are not transitioning (the other 50%).

Leap

<table>
<thead>
<tr>
<th>Leap</th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid</td>
<td>-6.00</td>
<td>1</td>
<td>.8</td>
<td>.8</td>
</tr>
<tr>
<td></td>
<td>-4.00</td>
<td>1</td>
<td>.8</td>
<td>1.6</td>
</tr>
<tr>
<td></td>
<td>.00</td>
<td>60</td>
<td>48.8</td>
<td>48.8</td>
</tr>
<tr>
<td></td>
<td>2.00</td>
<td>29</td>
<td>23.6</td>
<td>23.6</td>
</tr>
<tr>
<td></td>
<td>4.00</td>
<td>21</td>
<td>17.1</td>
<td>17.1</td>
</tr>
<tr>
<td></td>
<td>6.00</td>
<td>11</td>
<td>8.9</td>
<td>8.9</td>
</tr>
</tbody>
</table>
The leap was then split in two via transition variable, “0” for non-transitioning and “1” for positively transitioning entrepreneurs. Negative transition was ignored as the frequency is very small (only two).

The demographics variables were first used as control variables. The consequent regression analysis shows that for the non-transitioning group the demographics have no statistically significant effect on Globalization, while for the transitioning group, years of work experience and father’s education are its significant predictors, Table 50.

<table>
<thead>
<tr>
<th>Coefficientsa</th>
<th>No Transition</th>
<th>Transition</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Adjusted R²</td>
<td>ANOVA</td>
</tr>
<tr>
<td>Independent Variable</td>
<td>Beta</td>
<td>Sig.</td>
</tr>
<tr>
<td>Age</td>
<td>-0.312</td>
<td>0.19</td>
</tr>
<tr>
<td>Gender: (male, Female)</td>
<td>0.104</td>
<td>0.41</td>
</tr>
<tr>
<td>Socio-economic group</td>
<td>0.156</td>
<td>0.42</td>
</tr>
<tr>
<td>Years of schooling</td>
<td>0.316</td>
<td>0.06</td>
</tr>
<tr>
<td>Years of work experience</td>
<td>0.068</td>
<td>0.77</td>
</tr>
<tr>
<td>Father’s education</td>
<td>0.016</td>
<td>0.92</td>
</tr>
<tr>
<td>Mother’s education</td>
<td>-0.129</td>
<td>0.48</td>
</tr>
</tbody>
</table>

Table 50: Leap-Demographics

The Leap and Transition construct was then applied to globalization influence on EI. Linear regression results are shown in Table 51. The non-transitioning model is statistically not significant. For the transitioning group the model explains 27.76% variance and is statistically significant. From the demographic variables, father’s education is significant. Importantly, Globalization is statistically significant and has strong influence for the transitioning entrepreneurs ($\beta=0.41$, $P=0.006$). The model has stronger prediction power for the transitioning group on EI with 27.76% variance relative to the findings for the general population in section 7.5, Table 37, were variance stood at 6% for the general population.

<table>
<thead>
<tr>
<th>Coefficientsa</th>
<th>No Transition</th>
<th>Transition</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Adjusted R²</td>
<td>ANOVA</td>
</tr>
<tr>
<td>Independent Variable</td>
<td>Beta</td>
<td>Sig.</td>
</tr>
<tr>
<td>Age</td>
<td>-0.332</td>
<td>0.155</td>
</tr>
<tr>
<td>Gender: (male, Female)</td>
<td>0.058</td>
<td>0.666</td>
</tr>
<tr>
<td>Socio-economic group</td>
<td>0.063</td>
<td>0.75</td>
</tr>
<tr>
<td>Years of schooling</td>
<td>0.267</td>
<td>0.112</td>
</tr>
</tbody>
</table>
Further, PA, SN, and PBC were added to the model as independent variables to understand their influence on the Globalization tendencies of the transitioning entrepreneurs. The model summary shows that it explains 7.2% variation (Table 52) and the ANOVA test shows that the model is statistically significant (Table 53). The regression results revealed that PBC is a strong predictor of globalization ($\beta=0.293$, $P=0.014$) amongst the transitioning entrepreneurs, Table 54.

<table>
<thead>
<tr>
<th>Years of work experience</th>
<th>0.014</th>
<th>0.95</th>
<th>-0.347</th>
<th>0.085</th>
</tr>
</thead>
<tbody>
<tr>
<td>Father's education</td>
<td>0.02</td>
<td>0.904</td>
<td>-0.392</td>
<td>0.025</td>
</tr>
<tr>
<td>Mother's education</td>
<td>-0.157</td>
<td>0.391</td>
<td>0.198</td>
<td>0.27</td>
</tr>
<tr>
<td>Globalization</td>
<td>0.29</td>
<td>0.079</td>
<td>0.41</td>
<td>0.006</td>
</tr>
</tbody>
</table>

*Table 51: Leap - Demographics-Globalization EI*

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.318*</td>
<td>.101</td>
<td>.072</td>
<td>9.471</td>
</tr>
</tbody>
</table>

*a. Predictors: (Constant), Subjective norms, Perceived behavioural control, Personal attributes*

*Table 52: Leap - Globalization Mediation Model Summary*

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Regression</td>
<td>926.123</td>
<td>3</td>
<td>308.708</td>
<td>3.441</td>
</tr>
<tr>
<td></td>
<td>Residual</td>
<td>8252.835</td>
<td>92</td>
<td>89.705</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>9178.958</td>
<td>95</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*a. Dependent Variable: Globalization*

*b. Predictors: (Constant), Subjective norms, Perceived behavioural control, Personal attributes*

*Table 53: Leap - Globalization Mediation Anova Test*

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(Constant)</td>
<td>15.718</td>
<td>8.491</td>
<td>1.851</td>
</tr>
<tr>
<td></td>
<td>Personal attributes</td>
<td>-.046</td>
<td>.272</td>
<td>-.021</td>
</tr>
<tr>
<td></td>
<td>Perceived behavioural control</td>
<td>.317</td>
<td>.127</td>
<td>.293</td>
</tr>
<tr>
<td></td>
<td>Subjective norms</td>
<td>.194</td>
<td>.285</td>
<td>.077</td>
</tr>
</tbody>
</table>

*Table 54: Leap - Globalization Mediation Coefficients*
a. Dependent Variable: Globalization

Table 54: Leap-Globalization Mediation Regression

<table>
<thead>
<tr>
<th>Hypothesis</th>
<th>Postulation</th>
<th>Postulated direction</th>
<th>β, p</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>H6a</td>
<td><em>PA, SN, or PBC exert no influence on globalization tendencies in the case of traditional Arab minority entrepreneurs in Israel</em></td>
<td>Neutral</td>
<td>p&gt;0.1 for PA, SN and PBC</td>
<td>Supported</td>
</tr>
<tr>
<td>H6b</td>
<td><em>PA, SN, or PBC exert strong influence on globalization tendencies in the case of transitioning Arab minority entrepreneurs in Israel</em></td>
<td>Positive</td>
<td>PBC: β =0.293, p=0.014</td>
<td>Supported</td>
</tr>
<tr>
<td>H6c</td>
<td><em>PA, SN, or PBC exert strong influence on globalization tendencies in the case of new generation Arab minority entrepreneurs in Israel</em></td>
<td>Positive</td>
<td>International Market, PA at 0.511, p&lt;0.05</td>
<td>Supported</td>
</tr>
</tbody>
</table>

Table 55: Influence of PA, SN and PBC on Globalization

In conclusion, H6a, H6b, and H6c are supported, Table 55. The actual framework based on the observe results is captured in Figure 16.

Figure 16: Actual Framework – H6

7.7 LEAP AND TPB

Having established the classification of the positively transitioning group of entrepreneurs with the help of the leap and transition construct, further analysis on the TPB and its prediction power on EI was carried. The results are depicted in Table 56. For non-transitioning entrepreneurs the model is statistically
significant and explains 50.6% of the variation. For this group, PA is statistically significant and has a strong positive influence on EI ($\beta=0.502$, $P=0.001$), in-line with the findings of the general respondent population. SN and PBC are statistically not significant, a departure from the findings of the general respondent population. Yet, when looking at the positively transitioning group, the model explains 47.3% of the variance and is statistically significant. PA, SN, and PBC are statistically significant and have a strong positive influence on EI (PA: $\beta=0.377$, $P=0.011$; SN: $\beta=0.314$, $P=0.033$, $\beta=0.348$, $P=0.037$), in-line with the findings of the general respondent population.

<table>
<thead>
<tr>
<th>Coefficients²</th>
<th>No Transition</th>
<th>Transition</th>
<th>No Transition</th>
<th>Transition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjusted $R^2$</td>
<td>ANOVA</td>
<td>Adjusted $R^2$</td>
<td>ANOVA</td>
<td></td>
</tr>
<tr>
<td>50.60%</td>
<td>.000c</td>
<td>47.30%</td>
<td>.001c</td>
<td></td>
</tr>
<tr>
<td>Independent Variable</td>
<td>Beta</td>
<td>Sig.</td>
<td>Beta</td>
<td>Sig.</td>
</tr>
<tr>
<td>Age</td>
<td>-0.406</td>
<td>0.068</td>
<td>0.001</td>
<td>0.997</td>
</tr>
<tr>
<td>Gender: (male, Female)</td>
<td>0.092</td>
<td>0.409</td>
<td>-0.026</td>
<td>0.851</td>
</tr>
<tr>
<td>Socio-economic group</td>
<td>-0.167</td>
<td>0.381</td>
<td>-0.02</td>
<td>0.894</td>
</tr>
<tr>
<td>Years of schooling</td>
<td>0.443</td>
<td>0.009</td>
<td>-0.038</td>
<td>0.796</td>
</tr>
<tr>
<td>Years of work experience</td>
<td>-0.045</td>
<td>0.829</td>
<td>-0.182</td>
<td>0.324</td>
</tr>
<tr>
<td>Father’s education</td>
<td>-0.023</td>
<td>0.859</td>
<td>-0.431</td>
<td>0.013</td>
</tr>
<tr>
<td>Mother’s education</td>
<td>-0.11</td>
<td>0.465</td>
<td>0.287</td>
<td>0.088</td>
</tr>
<tr>
<td>Personal attributes</td>
<td>0.502</td>
<td>0.001</td>
<td>0.377</td>
<td>0.011</td>
</tr>
<tr>
<td>Subjective norms</td>
<td>0.158</td>
<td>0.235</td>
<td>0.314</td>
<td>0.033</td>
</tr>
<tr>
<td>Perceived behavioural control</td>
<td>0.277</td>
<td>0.056</td>
<td>0.048</td>
<td>0.737</td>
</tr>
</tbody>
</table>

Table 56: PB- Positively Transitioning Entrepreneurs

7.8 LEAP AND BHV

Further analysis was conducted on the positively transitioning group of entrepreneurs with the help of the leap and transition construct, to test the BHV model and its prediction power on EI. The results are depicted in Table 57. Both models of non-transitioning and positively transitioning groups are statistically significant and explain 38.9% and 43%, correspondingly. For the non-transitioning group, all demographics variables were statistically not significant, while for the transitioning group, years of work experience and Father’s education were statistically significant with a negative effect, an interesting observation. For the non-transitioning group, openness to change ($\beta=0.621$, $P<0.001$), and conservation ($\beta=-0.444$, $P=0.02$), were statistically significant and had strong prediction power, in-line with the findings for the general respondent population. Yet, for the positively transitioning group, and contrary to the previous findings, self-
enhancement is statistically significant and positive and strongly influences EI ($\beta = -0.541, P = 0.004$). This is in-line with the BHV framework and is a significant finding of this research.

<table>
<thead>
<tr>
<th>Independent Variable</th>
<th>Beta</th>
<th>Sig.</th>
<th>Beta</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>-0.229</td>
<td>0.236</td>
<td>0.291</td>
<td>0.153</td>
</tr>
<tr>
<td>Gender: (male, Female)</td>
<td>-0.022</td>
<td>0.844</td>
<td>0.109</td>
<td>0.355</td>
</tr>
<tr>
<td>Socio-economic group</td>
<td>0.181</td>
<td>0.253</td>
<td>-0.05</td>
<td>0.724</td>
</tr>
<tr>
<td>Years of schooling</td>
<td>0.219</td>
<td>0.109</td>
<td>-0.11</td>
<td>0.363</td>
</tr>
<tr>
<td>Years of work experience</td>
<td>-0.011</td>
<td>0.954</td>
<td>-0.377</td>
<td>0.039</td>
</tr>
<tr>
<td>Father’s education</td>
<td>-0.235</td>
<td>0.121</td>
<td>-0.421</td>
<td>0.009</td>
</tr>
<tr>
<td>Mother's education</td>
<td>-0.227</td>
<td>0.14</td>
<td>0.138</td>
<td>0.445</td>
</tr>
<tr>
<td>OpennessToChange</td>
<td>0.621</td>
<td>0.000</td>
<td>0.21</td>
<td>0.333</td>
</tr>
<tr>
<td>SelfEnhancement</td>
<td>-0.096</td>
<td>0.515</td>
<td>0.541</td>
<td>0.004</td>
</tr>
<tr>
<td>SelfTranscendence</td>
<td>0.208</td>
<td>0.254</td>
<td>0.143</td>
<td>0.566</td>
</tr>
<tr>
<td>Conservation</td>
<td>-0.444</td>
<td>0.02</td>
<td>-0.405</td>
<td>0.115</td>
</tr>
</tbody>
</table>

Table 57: BHV- Positively Transitioning Entrepreneurs
CHAPTER 8

8 DISCUSSION

Given that intentions are the best predictor of behaviour, this research attempted to examine entrepreneurial intentions, of the Arab ethnic minority in Israel, a native minority, rendering this research unique and exceptional. The examination was conducted through perusal of three research questions.

Due to the lack of prior research on the topic, the first question attempted to establish and shed light on the very basic question as to what are the micro and macro factors that influence the entrepreneurial intentions of the Arab ethnic minority entrepreneur, as the agent, in Israel. In addressing this question, the research drew on prior studies on entrepreneurial intentions of native, ethnic minority and migrant populations and utilized already-developed frameworks for this subject matter. The research explored the individual as well as the social context at micro level and the individual value priorities at a macro level based on a combination of TPB and BHV theories. In most recent studies, further support is provided to the already-established power of TPB antecedents, namely PA, SN, and PBC in predicting EI. In native populations, as well as in cross-cultural comparisons, PA and PBC should influence intention, regardless of country, and this has been shown to be the case (Estudio et al., 2013). Importantly, as Ajzen (1991, P.4) suggests, the relative importance of these three antecedents is expected to vary across situations and across different behaviours (Engle et al., 2005; Engle, Schlaegel, & Dimitriadis, 2011). When looking at ethnic and migrant minorities, this relationship has been established as well (Alexander & Honig, 2016). Further, the BHV has been validated across countries and cultures (Schwartz, 2004; Schwartz et al., 2001a). Recent studies explored even the capability of the BHV theory in predicting EI directly as a stand-alone model (Azanza & Campos, 2012) only to find out that openness to change and self-enhancement values can positively predict EI, in-line with previous findings, (Moriano, Palací, & Morales, 2007). More recent studies investigated the mediating effect of EI antecedents between BHV construct and EI and state the power of mediation of PA and PBC to openness to change and self-enhancement values in predicting EI (Gorgievski et al., 2017; Liñán et al., 2016).

When evaluating the TPB conceptual framework, the findings of this research show that the model depicted in Figure 11 as actual framework H is statistically significant and has a high prediction power (Adjusted $R^2 = 45\%$). Further, PA has a strong influence on EI ($\beta=0.485$). This is consistent with the findings of previous studies in native and ethnic populations, (Alexander & Honig, 2016; Estudio et al., 2013). PA’s very strong influence can be attributed to the fact that as members of native ethnic minority, suffering from low

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7 Listed on page 33
socio-economic status, high rate of unemployment, low rate of higher education, discrimination at the work place and in social and economic spheres, Arab minority entrepreneurs develop much stronger perception of the extent of favourability of an act and perceived and cognitive beliefs about the act, namely to become an entrepreneur as a way out. On the one hand, it’s an act of liberation and survival, and on the other, it is breaking the glass ceiling. The findings also support the positive influence of PBC on EI, although at a relatively lower rate ($\beta=0.197$). A potential explanation is again embedded in the low self-esteem and self-efficacy. The perceived ability of being in control when it comes to performing the specific act in question is influenced by possessing a sufficiency of knowledge, skills, abilities, and discipline while performing the act. The lack or low rate of integration of the Arab ethnic minority in the economic cycle, the low quality of the Arab minority schooling provision, the low proportion of contributors from the community in decision making, both in the private and public sectors, and the lack of involvement in setting strategy and execution control, can all contribute to low possession of perceived behaviour control and development of intention towards the behaviour (PBC). The findings also support the positive influence of SN on EI, although also at a relatively lower rate ($\beta=0.199$), an expected result (Liñán & Chen, 2009). One potential explanation of the positive relationship is collectivist nature of the Arab minority, the economic and cultural segregation and separate social spheres, which together make the reliance of the opinions of other members of the community and approval, especially with family, friends, colleagues and mates, of significant importance in shaping the entrepreneurial intention and later on the behaviour. In summary, findings support H1a, H1b, and H1c.

As expected, with respect to the control variables (demographic and human capital), there are relatively few significant effects either on entrepreneurial intention, or on the antecedents of entrepreneurial intention. These effects were generally small and explanatory capacity is very low (adjusted $R^2 = 6\%$) when looking at a sample of respondents as a whole. The highest effects were Age ($-0.286$), indicating that Arab minority entrepreneurs tend to be younger, and Years of Schooling ($0.205$), which indicates that they seem to be higher educated. When analysing the demographic variable in conjunction with market focus, we found that ethnic market focus respondents tend to be higher educated. However, it is not possible to draw any conclusive inferences on the effect of these on entrepreneurs operating in national or international markets due to a smaller sample size in these categories. Further significant observation was made when market focus was correlated with years of schooling alone. Transitioning entrepreneurs from lower market focus (ethnic) to larger market focus (either national or international) almost exclusively had higher education with college degrees. A caveat to this observation is that it is based on the limited sample size in these categories.

When looking at the non-transitioning group of entrepreneurs vs. positively transitioning group of entrepreneurs, utilizing the leap and transition construct, further support of the TPB and the prediction power of PA and PBC was established, while SN was statistically not significant. For the positively
transitioning group of entrepreneurs PA and SN were strong predictors of EI, but PBC was statistically not significant as depicted in Table 56. A potential explanation for the difference regarding PBC can be attributed to the perceived ability of being in control when it comes to performing the specific act in question as explained above. The non-transitioning entrepreneurs act in the environment in which they gained some experience and built some skills, and the capacity to perform the act and as such their PBC is more influential. At the same time they tend to rely less on the approval of the social context. On the other hand, transitioning entrepreneurs tend to focus on the new area and with that face new challenges for which they perceive having less skills to perform the act and such their PBC is less dominant and compensated with their desire for the social context approval.

In conclusion, TPB has been validated and it is seen that its antecedents, PA, SN, PBC have influence on EI as conceptual framework states. This finding is the same as reported in literature from research investigating native, ethnic, and migrant populations in other parts of the world. However, entrepreneurs investigated in this research are unique in the sense of having PA significantly more influence on EI relative to PBC and SN both in terms market focus and market transition, and PBC and SN can be utilized to differentiate between non-transitioning and transitioning entrepreneurs in terms of their entrepreneurial intentions. This finding reflects a significant contribution to the body of knowledge on entrepreneurial intentions of a native ethnic minority.

When evaluating the BHV conceptual framework, the findings of this research show that the model is statistically significant and has a high prediction power (Adjusted $R^2 = 38\%$). Openness to change is statistically significant and has a strong positive influence on EI ($\beta=.511$), an expected result based on BHV, while Self-enhancement is statistically not significant and as such has no influence on EI, an unexpected result based on BHV, which predicts a positive relationship, (Azanza, Campos, 2012; MORIANO, PALACÍ, and MORALES, 2007). A potential explanation lies in the social structure of the society being a collectivist society in which social roles, relationships, and modesty are promoted, contrary to individualist societies, in which power and achievement are promoted (Hofstede, 2001). Self-transcendence is statistically significant; however, it has positive influence on EI ($\beta=.287$), contrary to the expected negative influence on EI based on BHV, (Azanza G., Campos J., 2012). We argue that benevolence and universalism are representatives of expected behaviour of entrepreneurs who break out in a collectivist society. It is expected from them to demonstrate social responsibility while they pursue their individualist desires of breaking out. However, further research is needed in this area to test this relationship for the larger native minority population.

Conservation is statistically significant and has negative influence on EI ($\beta=-.531$), an expected result based on BHV, (Azanza & Campos, 2012). In summary, findings support H2a, H2d, while H2b and H2C are not supported. This finding reflects a significant and new contribution to the body of knowledge on entrepreneurial intentions of a native ethnic minority.
When looked at the non-transitioning group of entrepreneurs vs. positively transitioning group of entrepreneurs, utilizing the leap and transition construct, further support of the BHV framework and the prediction power of openness to change and conservation was established and to a lesser extent self-transcendence for the non-transitioning entrepreneurs, while for the positively transitioning group of entrepreneurs a significant finding was discovered. Positively transitioning entrepreneurs are motivated mainly by their self-enhancement motives, namely power and achievement. Openness to change, self-transcendence, and conservation were statistically not significant. This is a significant departure from the findings on the general respondent population. Further observation was made for the transitioning group regarding the demographic variables influence. Years of work experience and Father’s education were statistically significant with a negative effect, which is contrary to the general respondent population for which years of schooling played a dominant role. In conclusion, positively transitioning entrepreneurs are motivated by achievement and power, education is not a factor for them, and they seem less experienced and come from less educated families based on the findings in Table S7. A potential explanation lies in the influence of globalization on this group, which will be discussed below and the strong individualistic desire to break out due to the reasons explained above, a strong indication of a transformation process this group of entrepreneurs is undergoing.

When looking at the mediation role of TPB antecedents in the relationship between Values and EI, when considering all respondents, results show that PA has a strong mediation power for openness to change, similar to prior findings, while self-enhancement has no influence on EI as shown above. On the other hand, SN has a moderate mediating role, somewhat in line with prior findings of Gorgievski et al., (2017) who found PA, PBC, and to a lesser extent SN mediate the effect of values on entrepreneurial intentions. Specifically, both SN and PBC are strongly influenced by openness to change and SN is strongly influenced by self-transcendence and conservation. This is potentially explained by the same argument of a collectivist society in which even out-breakers are still considerate of the societal pressure and demand by the society to conform. PBC, on the other hand, did not mediate the relationship between Values and EI, given that it did not have a significant relationship with EI. In summary, H3a and H3b are partly supported, whereas H3c was not supported.

In conclusion, at a macro level, *Openness to change*, comprised of hedonism, stimulation, self-direction, and *Self-transcendence*, comprised of benevolence and universalism, are the two factors that impact the entrepreneurial intentions of the native Arab ethnic minority in Israel based on the BHV model. For the positively transitioning entrepreneurs, *self-enhancement*, comprised of achievement and power, is the only factor that impacts their entrepreneurial intentions. A significant contribution to literature on entrepreneurial intentions of a native ethnic minority.
While with some limitations (please see limitations section), we conclude in answering the first research question that PA, SN, PBC are factors that influence the EI at micro level, where PA is the strongest factor. We also conclude that Openness to change and self-transcendence are strong factors in shaping EI at the macro level for the general respondent population, while self-enhancement is a strong factor in shaping EI for the transitioning group. Age and years of education play a weak role as well.

Now that we have established the baseline regarding the factors that influence the entrepreneurial intentions of the native ethnic minority entrepreneurs, we can pay attention to the various groups within those entrepreneurs. As such the second question of the research attempts to distinguish between new generation Arab ethnic minority entrepreneurs and traditional Arab ethnic minority entrepreneurs in terms of their entrepreneurial intentions.

We drew on the TPB and its antecedents in relation to the market focus of these entrepreneurs. The idea is that traditional entrepreneurs will be mainly concerned with ethnic market, transitional entrepreneurs will be concerned with the larger national market or the international market and new generation entrepreneurs will be concerned with the international market. When looking at the ethnic market group, PA and SN are strong predictors of EI. On the other hand, when looking at the larger national market group, none of the antecedents is significant; and when looking at the international group, then the model is statistically not significant. We attribute this to the small sample size in these two groups. In summary, the TPB can’t be used to distinguish between the entrepreneurial intentions of the three groups of entrepreneurs due to limited number of respondents from two of three comparison groups. We drew on the BHV model and its antecedents in relation to the market focus of these entrepreneurs. The idea is that traditional entrepreneurs will be less susceptible to openness to change and self-enhancement than transitional entrepreneurs and new generation entrepreneurs. When looking at the ethnic market group, only openness to change had strong prediction power of EI. On the other hand, for larger national market group and international group, the models were statistically not significant. Again, we attribute this to the small sample size in these two groups. In summary, the BHV model can’t be used to distinguish between the entrepreneurial intentions of the three groups of entrepreneurs due to a limited number of respondents from two of three comparison groups. We further drew on the combined model of TPB and BHV and the mediation effect in relation to the market focus of these entrepreneurs. The findings show that only PA has mediation power for openness to change across the three TPB antecedents, and when looking at market focus, it has relevance only to the ethnic market. In summary, the combined model as well does not lend itself to distinguishing between the intentions of the three groups when looked at the general respondent population.
Only when we looked at Leap did we find support for the distinction between the different groups, namely, the non-transitioning vs. the transitioning groups of entrepreneurs.

Also, when we looked at the necessity vs. opportunity driven entrepreneurial intention, we found support for the distinction between the different groups. Based on the findings, market focus is a significant predictor of the extent of opportunity recognition. Individuals with intentions of targeting wider market such as the transitioning entrepreneurs and the new generation entrepreneurs are more likely to be opportunity driven than those envisaging the local market, who are more likely to be necessity driven in their intentions. In summary, H4a and H4b are supported. Further, based on the findings regarding the positively transitioning group of entrepreneurs, which is characterized by orientation towards the wider market, this group is opportunity driven.

While with some limitations (see limitations section), we conclude in answering the second research question that entrepreneurial intentions differ between new and transitioning generation Arab ethnic minority entrepreneurs on one hand and traditional Arab ethnic minority entrepreneurs on the other. The former two groups tend to be opportunity driven in terms of their entrepreneurial intentions and orientation, while the later tend to be necessity driven. This, too, makes a significant contribution to the body of knowledge on entrepreneurial intentions of the native ethnic minority. Furthermore, the transitioning group is mainly motivated by self-enhancement.

Now that we established the fact that there are various groups of entrepreneurs who have different entrepreneurial intentions, we can check whether globalization has had an influence on these various groups as we postulated to address the third question of research.

The finding shows that globalization has a direct positive influence on entrepreneurial intentions and the model is significant for the whole respondent population. Yet, when looking in split mode at ethnic market and larger national market, globalization has no influence. On the other hand, there is weak statistical significance on the international market-oriented group. We believe that the interplay between the three groups makes the model more predictive for the whole survey population.

We drew on the mediation effect to test if antecedents of TPB mediate any of the globalization factors considering market focus. The findings suggest that PA, SN, and PBC exert a strong mediating effect on ethnic market and international market focus entrepreneurs while PBC exerts strong mediating effect on the larger local market transitioning group. Based on the results, H5a is not supported, while H5b and H5c are supported. Contrary to expectations, not only international and larger national market-oriented entrepreneurs are influenced by globalization through the antecedents of TPB, but also ethnic market-oriented entrepreneurs as well. Traditional, transitioning, and new generation entrepreneurs are incurring
pervasive influence of globalization, mediated by TPB antecedents. Further, transitioning entrepreneurs, when considering Leap, are much more strongly influenced by globalization even when the influence on EI is measured directly relative to the non-transitioning entrepreneurs. This represents a significant contribution to the literature on entrepreneurial intentions of the native ethnic minority with respect to globalization influence on entrepreneurial intentions.

While with some limitations (see limitations section), we conclude in answering the third research question that entrepreneurial intentions are influenced by the globalization factors moderately for the general survey population when measured directly but exert much stronger influence on the transitioning entrepreneurs. Further, globalization exerts stronger influence on EI when measured through mediation power of TPB antecedents on all three groups of entrepreneurs.

When looked deeper at the relationship of Globalization and entrepreneurial intentions, a significant finding became clear, namely; TPB antecedents have prediction power on Globalization. The model does not predict globalization for the ethnic market, while PBC can predict Globalization tendencies for the transitioning group and PA has strong prediction power for the new generation entrepreneurs. In conclusion, H6a, H6b, and H6c are supported. These findings constitute a new theoretical framework in which TPB antecedents can predict not only EI but rather also the globalization tendencies of the native ethnic minority entrepreneurs. This represents a significant contribution to the literature and body of knowledge.

Leap and transition are new constructs with which a new category of entrepreneurs has been identified, namely, the positively transitioning entrepreneurs. These entrepreneurs are undergoing significant and disruptive change in their entrepreneurial intentions. They are influenced by their personal attitude, subjective norms, self-enhancement (achievement and power) and globalization. Certainly, a unique group for a native ethnic minority. Both the constructs and the findings are considered novel.

Lastly, demographically, years of schooling and age consistently influenced EI positively in the former and negatively in the later, namely, native minority entrepreneurs are more educated and younger in age. While true for the general survey population, the transitioning entrepreneurs made the exception. Only Father’s education and years of experience had a negative effect. This implied a further disruption taking place for the positively transitioning entrepreneurs.
CHAPTER 9

9 CONCLUSIONS AND CONTRIBUTIONS OF THE STUDY

Having discussed the findings of this study, conclusions are now drawn and contribution to the body of knowledge are illuminated. Firstly, the context of entrepreneurial intentions and realised intentions of the Arab native ethnic minority are illuminated pertaining to the current body of knowledge and new contributions are outlined. Secondly, the theories and frameworks pertaining to their application to the study context and new insights and contributions are outlined. Thirdly, new frameworks and constructs developed through this study, insights resulting from applying them and their contribution are discussed. Lastly, contribution to policy making is illuminated.

9.1 ENTREPRENEURIAL INTENTIONS CONTEXT

9.1.1 The native ethnic minority context
This research has addressed some previously unresolved issues regarding entrepreneurial intention, namely, the entrepreneurial intentions of native ethnic minorities. Natives invariably constitute majority of population in almost all parts of the world, while the Arab ethnic minority in Israel is native in minority. Given the dearth of empirical studies dealing with the entrepreneurial intentions of native (Fini et al., 2009; Krueger, 2008; Krueger et al., 2000), ethnic (Bogan & Darity, 2008; Gold, 2016), and migrant communities (de Vries et al., 2015; Edwards et al., 2016; Jones et al., 2012; Kloosterman, 2010) on the one hand, and scarcity of research applying the frameworks and theories developed throughout the process to native ethnic minorities by the scholars on the other, this research focused on the native Arab ethnic minority in Israel. As there are no previous studies of entrepreneurial intentions of any native ethnic minority anywhere, let alone in Israel, this research is unique and exceptional and constitutes a major contribution to the body of knowledge.

9.1.2 The Israeli Arab minority context
Arab ethnic research involving the Arab ethnic minority in Israel and their peripherality is significantly scarce (Mayer & Baumgartner, 2014; Schnell, Greenberg, et al., 2015). Further, all research pertaining the Arab ethnic minority in Israel focuses on macroeconomic factors and on the business (Felsenstein, 2013; Hativ & Solomon, 2006; Schnell, Diab, et al., 2015; Slutsky et al., 2016; Sofer & Schnell, 2000). Much less is the focus on the agents. In fact, this study is the first of its kind that targeted specifically the Arab entrepreneur as the agent and more precisely their entrepreneurial intentions and the factors that affect these intentions. This is of significant importance as intentions are the best predictor of behaviour, as explained before, and any attempt to study and understand behaviour of the Arab minority entrepreneurs
in Israel will be incomplete without analysing and understanding the antecedents of the intentions are pre-stage of the behaviour. Hence, it is a significant contribution of this study.

9.1.3 Entrepreneurial intentions and realised intentions
Further, previous research has looked at entrepreneurial intentions mostly of students or the general public (Gorgievski et al., 2017; Liñán & Fayolle, 2015; Liñán et al., 2013; MORIANO, PALACÍ, and MORALES, 2007), including student populations in ethnic minorities (Harris, Edmunds, & Chen, 2011; Lofstrom et al., 2013). However, this research targeted existing entrepreneurs and nascent entrepreneurs for its data collection. What we see in its findings is therefore realised entrepreneurial intentions. Existing entrepreneurs and nascent entrepreneurs have gone one step further in their motivational process, namely, from a weighing to a wanting mind set. Not only have they already made progress towards making a decision of turning their entrepreneurial motivations towards the goal into behaviour, they have also advanced their volitional processes of maintaining and enhancing the commitment to a goal that one has decided for so that it can be put into action, a further validation of the strength of their entrepreneurial intentions (Heckhausen, 2007). This extends our understanding of strength of the prediction power of entrepreneurial intentions of the behaviour, this is yet another substantial contribution of this study.

9.2 Applying existing theories and frameworks
The findings and discussion illustrate that when applying the TPB to the native Arab minority, entrepreneurs are motivated by the same factors of the TPB, namely, PA, SN, and PBC, and this is in line with the previous findings (Fini et al., 2009; Krueger et al., 2000). Yet the strong influence of PA relative to the moderate and weak influence of SN and PBC correspondingly is unique to the native ethnic minority. On the other hand, when applying the BHV framework, and contrary to findings pertaining to non-native ethnic minorities for which openness to change and self enhancement are strong predictors of EI, entrepreneurs in native ethnic minorities are motivated by openness to change and self-transcendence, a combination unique to the native Arab ethnic minority.
Hence, we conclude that the factors that impact the entrepreneurial intentions of native Arab ethnic minority entrepreneurs are PA, SN, and PBC at the micro level with PA as the strongest predictor of EI and openness to change and self-transcendence at the macro level when considering the general respondent population.
Further, while PA and PBC played significant mediation role as in previous studies (Gorgievski et al., 2017; Liñán et al., 2016), SN is unique in the sense that it is strongly influenced by openness to change, self-transcendence, and conservation, a unique combination that can be attributed to the collectivist nature of the native ethnic minority.
Yet when looking at the positively transitioning group of entrepreneurs, self-enhancement becomes the single most important factor. This brings us to the conclusion that not only Arab minority entrepreneurs are undergoing transformation, rather its magnitude is significant and can be classified as disruptive. This
group is motivated specifically by power and achievement values, contrary to all other groups in the general respondent population.

Finally, when applying the necessity vs. opportunity entrepreneurship model, we conclude that transitioning and new generation native Arab minority entrepreneurs are opportunity driven, while traditional ones are necessity driven in line with previous studies for native, ethnic, and migrant populations (Bhola et al., 2006; Lindquist et al., 2012; Reynolds et al., 2002). The application of existing theories and frameworks to the native Arab ethnic minority in Israel on the one hand and the uniqueness in each model described above pertaining to the native ethnic minority on the other constitute a major contribution of this study.

9.3 NEW FRAMEWORKS AND CONSTRUCTS

9.3.1 Globalization
Despite increased importance of the role of entrepreneurship in the global and local economy, there is a lack of research investigating the extent to which the globalization process affects the entrepreneurial intentions (Freeman, 2013; Soriano & Dobon, 2009). Interestingly, when considering prior findings (Bates et al., 2018) and applying the suggested framework developed in this study to test the impact of globalization, while it had moderate influence on EI for the general survey population, it significantly influenced EI through the mediation of TPB antecedents for all three groups of entrepreneurs, indicating that native ethnic minority entrepreneurs are going through significant transition and globalization influence is pervasive. On the other hand, globalization also had significant influence on EI for the positively transitioning entrepreneurs and PBC played a significant role as mediator, a disruptive process.

In the reverse direction, the ability of TPB antecedents, PA, SN, and PBC to predict globalization tendencies is a new model and framework that lends itself to further studies of how entrepreneurial intentions not just predict behaviour, but rather how they influence the type of behaviour, in terms of the market orientation and target markets of the entrepreneur.

The model operates in both directions, namely influence of Globalization on EI and influence of EI antecedents on globalization tendencies and findings resulting from both models are innovative and constitute a significant contribution to the body of knowledge.

9.3.2 New Constructs
The newly developed and validated constructs in this study, namely, market focus vs. opportunity recognition, which establishes the link between the width of market focus and extent of opportunity recognition, and the Leap and Transition construct, which establishes the definition and characterization of the positively transitioning entrepreneurs, are novel and can be generalized for native, ethnic, migrant, and native ethnic entrepreneurial research as tools aiding the differentiation of groups with varying
entrepreneurial intentions and may be behaviour. As such they can facilitate a new strand of scholarly research.

**9.4 DEMOGRAPHICS**

The demographic variables such as age, gender, employment status, education status, socio-economic status, age, can play important roles in the motivational process and entrepreneurial intentions. In this study, these factors have been used as control variables in the models and frameworks used for the analysis. Deeper study of these variables might reveal additional insights regarding the entrepreneurial intentions of the native Arab minority in Israel. Specifically, as the gender related entrepreneurial intention and behaviour studies are increasingly getting more attention, one might think that higher weight in this study should have been given to gender related analysis. Unfortunately, based on the sample size and the mere fact that only 15% of respondents were female entrepreneurs, such analysis was statistically not significant.

**9.5 POLICY MAKING**

The insights of this research can also be of value to policymakers in understanding, stimulating, and safeguarding entrepreneurship. Policy makers can now develop evidence-based tools and mechanisms to steward the process of increased entrepreneurial engagement of the Arab ethnic minority. Instead of focusing on already existing established entrepreneurs, policies and programs can now be extended to the domain of identification of potential and nascent entrepreneurs, strengthening the intention formation and then apply commonly developed tools that help convert them to behaviour. Moreover, the insights can help develop a more productive kind of entrepreneurship by identifying, stimulating, and maintaining entrepreneurial activities, with a focus on the transitioning and new generation entrepreneurs and their motivations as this group of entrepreneurs promises a higher economic return (Baumol, 1990).
10 LIMITATIONS AND FUTURE RESEARCH DIRECTIONS

Prior to delving into the analysis of the implications of this effort for research, practice, and public policy, it is only rational to consider some of the limitations of this study. Specifically, caution is appropriate when interpreting the results considering the following factors:

10.1 APPLYING THE TPB
The findings show strong support for the entrepreneurial intention model in this research. Yet the findings should be treated carefully because of the lack of previous research that applies TPB to native ethnic minorities, as was the case in this study and contrary to previous research that applied the model to the general population or migrant and/or ethnic minorities. That said, the model and findings seem quite robust because they explain a very high percentage of the variance in entrepreneurial intention.

Further, while the TPB model is considered a coherent and generally applicable theoretical framework, it has some limitations that result from the base concept of the framework that only the three antecedents PA, SN, and PBC predict EI directly. Other factors such as demographic variables, social values, and globalization factors can also influence EI, (Liñán et al., 2016). To address this, demographic and other variables that could influence EI were first analysed independently as controls and then as an integral part of the TPB model evaluation, (Gorgievski et al., 2017).

Moreover, the selection of the TPB as the base theoretical framework for predicting EI was based on prior studies that show that the two leading models of evaluating intention, namely TPB and SEE brought about similar results (Krueger et al., 2000). Such studies applied these comparisons on general student population. When considering the native ethnic minority, it is suggested to apply the SEE model and test whether it can result in different findings, so further study is needed here.

Lastly, the focus of this research is merely on the intention formation process of the Arab ethnic minority as a native minority. Ultimately, we are interested in the business formation. It is only logical that further research is needed to test the conversion process on intention into entrepreneurial behaviour, namely, the setting up of a business.

10.2 CROSS SECTIONAL STUDY
The current study evaluated the prediction power of the models in a certain point in time. It remains to be seen if the entrepreneurial intention formation process changed or will change over time. Further longitudinal research is needed to understand how EI change and evolve over time.
10.3 Sample
The respondents of the study were all either former entrepreneurs, current entrepreneurs, self-employed, or in the process of building a new business. It is far from certain that findings of this research also apply to the general Arab population in Israel. Further research may investigate the interplay between personal values and TPB components in predicting entrepreneurial intentions and actions in other samples of the population.

10.4 Sample size
The survey questionnaire was administered anonymously to 700 entrepreneurs that were selected randomly. A total of 123 responses were received and evaluated. The response rate was 17%, which is good for a survey of this type. However, given the fact that there are just over 20,000 Arab entrepreneurs in Israel, sample size is small in comparison to the population. To that extent, further similar studies are needed for the generalisation findings of this research.

Further, increased sample size will allow for deeper analysis of the demographic variables regarding their impact on entrepreneurial intentions. More specifically, analysis of a larger sample size with focus on gender and female entrepreneurs in the native minority will shed more light on the ever-increasing importance of female entrepreneurship and contribute to scant research on gender-related entrepreneurial studies.

10.5 Linear regression
Linear multiple regression analysis is simple, very easy, and intuitive to use and understand. It finds the best suitable fit line between the independent and dependent variables. While highly efficient and per definition, it assumes a linear relationship exists. This may not be the case. Another limitation of Linear multiple regression is that it is prone to overfitting of the data (i.e. some noisy data is also considered as useful data) (Montgomery, Peck, & Vining, 2012, P43). However, in previous research, the linearity assumptions have held and $R^2$ values are not higher than in previous studies. These issues do not seem to have affected analysis here.

10.6 Questionnaire instrumenting methods
Questionnaire were sent to the vast majority of the target population online. Questionnaires were also delivered to 38 candidates per mail as they were not reachable online (no email address). Both postal surveys and online surveys have their own limitations (Ilieva, Baron, & Healey, 2002). For instance, the ease of use and availability of online surveys made people fatigue and resulted in many cases in spam.

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Interestingly, 31 out of 38 responded with the mail delivery method, a much higher rate than the online population.
classification of the email surveys, which might explain the low response rate of online respondents relative to mail respondents (Sepp, 2012). However, it has been argued that “...different modes of online and postal surveys complement each other and there are increased advantages in them being used together rather than applied separately...” (Ilieva et al., 2002:1).

10.7 LIKERT SCALE LIMITATIONS

Likert Scales are the most universal method for survey collection. Therefore, they are easily understood. The responses are easily quantifiable and subjective to computation of some mathematical analysis. Respondents are provided with degrees of agreement, which makes answering easier on the respondents. Yet, Likert Scale is unidimensional and only gives 5-7 options of choice. The space between each choice in general is not equidistant, which makes measuring the true attitudes of respondents more difficult. Further, answers to current question can be influenced by previous questions and can heavily concentrate on one response side of the spectrum and at the same time avoid the “extremes” options. We used a Likert Scale of 7 as to narrow the distance between the choices. The recorded response has a significant share (35% of all responses) of the ‘7’ response, one of the extreme answers. This means that the respondents to the survey have not avoided extreme options.

10.8 DROPPING QUESTION 3 FROM EI SET OF QUESTIONS

Item 3, Serious_doubts_ever_start_venture, is inverse to all other items and weakens the instrument’s internal consistency, so this may affect the variable measure’s reliability. The reason might be mistake or cognitive positive evaluation. As such, it was dropped. The Cronbach’s α for new four item scale, namely, Entrepreneurial intention, increased to 0.91.

10.9 GENERALIZATION

The findings, for them to be generalized, lend themselves to further studies in various ways. First, an increase of the sample size might shed more light on differences between the traditional, transitioning, and new generation entrepreneurs in terms of their intention formation process. Second, the research can be extended to cover the generally native ethnic minority population and not just entrepreneurs, especially with regards to the BHV framework to test the generalization of the findings for the general native ethnic minority personal values impact. Further, the findings lend themselves to empirically driven policy development.

Lastly, the newly developed and validated constructs market focus vs. opportunity recognition construct and the Leap and Transition construct can be generalized for native, ethnic, migrant, and native ethnic research as tools aiding the differentiation of groups with varying entrepreneurial intentions and may be behaviour.
11 RECOMMENDATIONS

Based on the findings of the study and the discussion and the conclusions drawn in previous chapters, several recommendations are suggested. The recommendations encompass tools, methods, mechanisms that can be developed at educational, governmental policy, non-governmental, business, and community planning levels to achieve higher levels of entrepreneurial activity and greater economic contribution of the Arab minority entrepreneurs benefiting their community.

The recommendations were developed after analysing the various programs, governmental and non-governmental, that exist nowadays and target the Arab ethnic minority. Such programs include, but are not limited to, Israeli innovation authority in support of minority entrepreneurship, the Ministry of Economy programs in support of accelerators, incubators, and development zones, investment incentive plans, and export incentive plans. Common to all reviewed policies and plans is the focus on nascent entrepreneurs or already existing entrepreneurs and businesses. These programs are all good in helping nascent entrepreneurs turn their ideas into start-ups or grow their existing business buy either acquiring funding or skills and knowledge by suggested programs. In the author’s opinion, all these programs deal with the entrepreneurial behaviour of a subset of potential entrepreneurs, namely, a subset of people who already have intentions to become an entrepreneur and are at the brink of turning it into behaviour or those who already turned this intention into behaviour. Yet none of these programs deals with the issue of identifying the larger group of potential entrepreneurs or increasing the likelihood of people in the community to develop entrepreneurial intention. Hence, this research gives the following recommendations.

11.1 IDENTIFICATION OF POTENTIAL ENTREPRENEURS

The first major finding is that TPB, (Ajzen, 1991), is a valid framework for predicting the EI of the Arab minority entrepreneurs as a native minority. The antecedents PA, SN, and PBC, which encompass the EI prediction power lend themselves as a mechanism and tool with which early on in Arab minority high school, undergraduate and postgraduate students who have potential to become an entrepreneur can be identified. Contrary to general policies and tools applied to the general public, raising the awareness of entrepreneurship, a simple questionnaire can be developed that encompasses questions E11-E15, PA1-PA6, SN1-SN8, and PBC1-PBC8, and can be administered to the students. The resulting identified group of potential entrepreneurs can then be encouraged and supported through various tools that can strengthen their entrepreneurial resolve and turn their intention in the future into behaviour. While the TPB was not tested on the general public in Israel, the author assumes it will also apply to the general Israeli population.
and as such the questionnaire and mechanism recommended here can apply also to the students in the general population.

11.2 INCREASING RATE OF PARTICIPATION IN ENTREPRENEURIAL ACTIVITY

11.2.1 Strengthening the perceived behavioural control
As intention is the best predictor of entrepreneurial behaviour, (Krueger, 2008), increasing the rate of potential entrepreneurs can result in higher rate of convergance from EI to entrepreneurial behavior. Strengthening the factors affecting PA, SN, and PBC can potentially increase the number of potential entrepreneurs of applied at early years of schooling and education. Based on the findings, PA is a strong predictor, while PBC as an example is a moderate predictor of EI. Strengthening the perceived behavioral control can result in more students developing EI. A curriculum of study focusing on developing the following skill sets can bring the desired results:

- Defining business idea
- Defining new business strategy
- Keeping the new-venture creation process under control (Behavior Controlability, successfully performing the tasks)
- Negotiating and maintaining favourable relationships with potential investors
- Negotiating and maintaining favourable relationships with banks.
- Recognizing opportunities in the market for new products and/or services

Again, the suggested mechanism of strengthening these skills can be portable to the general population.

11.2.2 Strengthening the self-enhancement values
The findings of the values analysis based on the BHV, (Schwartz, 2006), demonstrate the lack of prediction power on self-enhancement on EI, contrary to the findings of previous research. Strengthening the basic values contributing to self-enhancement can bring about the desired EI development process by students when applied early on in student’s lives. It is recommended in the educational curriculum elements that strengthen at least the value of achievement. The following elements are to be included in such curriculum:

- Important to show one’s abilities
- What makes people admire what one does
- Importance of success in life and its meaning
- What impresses other people and implications of that
- Demonstrating capabilities and its importance
- Ambitious and the role it plays in one’s life
11.3 INCREASING RATE OF OPPORTUNITY DRIVEN POTENTIAL ENTREPRENEURS

The research findings already show a transition in entrepreneurial intention from necessity driven to opportunity driven activity. As shown in the research, (Reynolds et al., 2002), opportunity entrepreneurship can have a higher potential of economic return.

For already identified potential entrepreneurs and traditional business owners, it is recommended to build a curriculum that focuses on developing the necessary skills of identifying business opportunities either in the national or international market. Matching new business opportunities in these markets to core strengths of the individual or existing business can result in new formed business or transforming existing business to fit into these new markets.

Further, the findings show that globalization has strong influence on PA. It is recommended to include in the curriculum for students, and traditional business owners the following elements that can facilitate and further support the opportunity recognition capabilities and increase opportunity driven entrepreneurial activity:

- Access to relevant and reliable knowledge and knowledge sharing media, tools, platform, etc.
- Information Technology trends, business needs, skill building
- Access to global financing (angles, venture capital, Crowdsourcing, etc.), mechanisms, tools, exposure
- Availability of government financing programs
- Access to global markets, methods, mechanisms, government incentive programs
- Access to global resources (HR, Expertise, supply chain, etc.), importance, mapping of resource needs, building relevant networks.

11.4 INCREASING EXPOSURE TO ENTREPRENEURIAL SUPPORT PROGRAMS

The findings show that only 39% of all respondents attended an entrepreneurial support centre. This low level of attendance might have contributed to a lack of awareness, exposure or communication on the one hand or lack of trust that such a centre can bring real value on other. Further it can be due to bad reputation, service lines not matched to the needs of the minority entrepreneurs, difficulties of access, and more. It is recommended that a study be performed with a focus on understanding the reasons for the low level of attendance. Based on the findings of such study, a tailored program can be developed to increase
the level of attendance to such service centres. Existing government support programs such as Ma’of can be updated with focus on market focus and intent to move more traditional entrepreneurs to a transitioning state towards the national or global market. The factors of globalization listed above can constitute the basis for actions.
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A - PARTICIPANT INVITATION EMAIL

English Version

Invitation

I would like to invite you to take part in my research study. Joining the study is entirely up to you, before you decide I would like you to understand why the research is being done and what it would involve for you. Please read this information sheet, to help you decide whether you would like to take part. I would suggest this should take about 5 minutes. Please feel free to talk to others about the study if you wish. Do ask if anything is unclear.

Currently, I am a Doctoral student at the University of Portsmouth. I have over 20 years background in the Hi-Tech sector with work experience in Germany, USA, and Israel. Since my return to Israel, I have established 5 start-ups with focus on creating employment opportunities for Arab undergraduates and graduates who suffer from high levels of unemployment. I gave special attention to employment of Arab females in my business considerations.

In recent years I have been providing business consulting services to Arab minority young entrepreneurs and I am aware of the challenges they face on the various fronts when trying to establish their start up.

My interest in entrepreneurial development in the Arab sector as ethnic minority in Israel is leading me in my doctoral research studies.

Arabic Translation

دعوة

أود دعوتك للمشاركة في دراسة بحثي. الموافقة على ذلك هو أمر راجع لك تماما، لكن قبل أن تقرر ذلك دعني أوضح لك أهمية بحثي، وماذا سوف يعني بالنسبة لك. من فضلك اقرأ ورقة المعلومات المرفقة هذه، لمساعدتك على اتخاذ قرارك بشأن المشاركة في دراسة البحث. أتوقع أن لا يتطلب الأمر منك أكثر من 5 دقائق. لا حرج في التحدث مع الآخرين عن هذه الدراسة، لا تتردد بسؤالني عن أي أمر غير واضح.

في الوقت الحالي، أنا طالب دكتوراة في جامعة بورتسموث، لدي خبرة تفوق العشرين عاما في مجال الهايتك (Hi-Tech)، تشمل خبرة عملية في ألمانيا، أمريكا وإسرائيل. منذ عودتي لإسرائيل، قمت بتأسيس 5 شركات ناشئة مع التركيز على حل فرص عمل طلاب الجامعات العرب وخرجيتها الذين عانوا طويلا من مستويات عالية من البطالة. أولست اهتماما خاصا بتوظيف الخريجات العربيات.

أقدم في السنوات الأخيرة، خدمات استشارية أعمال لصاحبات المشاريع/المبادرات الشباب من الأقلية العربية وأنا على علم بالتحديات التي يواجهونها على مختلف المستويات عند تأسيسهم شركاتهم الثانوية (Start-Up).

إذا، إن شغفي بتقديم المشاريع/المبادرات في المجتمع العربي، بصفته أقلية ثانية في إسرائيل، دفعني لأقوم بعمل دراسة الدكتوراة في نفس المجال.
PARTICIPANT INFORMATION SHEET

12/03/2018

Version 2.0

Title of Project: Intentions transformation of Arab ethnic minority entrepreneurs in Israel

Name and Contact Details of Researcher(s): Inas Said
Phone: +972-(0)256977140
Email: inas.said@myport.ac.uk

Name and Contact Details of Supervisor:
Name: Vijay Vyas
Title /Role: Senior Lecturer
Department: Strategy Enterprise and Innovation
Faculty: Faculty of Business & Law
Telephone: +44 (0) 2392844027
Email: vijay.vyas@port.ac.uk

Ethics Committee Reference Number:

Invitation

I would like to invite you to take part in my research study. Joining the study is entirely up to you, before you decide I would like you to understand why the research is being done and what it would involve for you. Please read this information sheet, to help you decide whether you would like to take part. I would suggest this should take about 5 minutes. Please feel free to talk to others about the study if you wish. Do ask if anything is unclear.

Currently, I am a Doctoral student at the University of Portsmouth. I have over 20 years background in the Hi-Tech sector with work experience in Germany, USA, and Israel. Since my return to Israel, I have established 5 start-ups with focus on creating employment opportunities for Arab undergraduates and graduates who suffer from high levels of unemployment. I gave special attention to employment of Arab females in my business considerations.
In recent years I have been providing business consulting services to Arab minority young entrepreneurs and I am aware of the challenges they face on the various fronts when trying to establish their start up.

My interest in entrepreneurial development in the Arab sector as ethnic minority in Israel is leading me in my doctoral research studies.

Study Summary

The aim of this research is to investigate the Intentions transformation of Arab ethnic minority entrepreneurs in Israel.

Entrepreneurial intentions are the best predictor of entrepreneurial behaviour based on academic research. Yet, no research has so far explored the entrepreneurial intentions of the Arab minority entrepreneurs in Israel.

Further, new generation Arab minority entrepreneurs are going through larger scale transition. This is attested by pursuit of entrepreneurial activities in non-traditional industry segments (Hi-Tech and Bio-Tech, pharma, medical device), opening up to consultation in form of incubators and business accelerators, new forms of financing in form of venture capital and investment funds targeted to the Arab entrepreneurial community, and targeting new market opportunities nationally and internationally. Yet, entrepreneurial intentions and the transition of the new Arab minority entrepreneurs and how disruptive it is, remain unstudied. Further, the impact of globalization and transition in the economy on their entrepreneurial intentions remains unexplored. The study will be performed by means of questionnaire that you are asked to complete.

What is the purpose of the study?

Complementing existing research on this topic, this study focuses primarily on the entrepreneurial intentions of the transitioning and transforming Arab entrepreneur as part of an ethnic economy in the global era.

Why have I been invited?

As an Arab entrepreneur, you have been selected amongst close to 600 other entrepreneurs to participate in this study by means of completing the research questionnaire. In the Arab community there are over 20000 business and the participants in the research sample have been selected randomly.

Do I have to take part?

Taking part in this research is entirely voluntary. It is up to you to decide if you want to volunteer for the study. We will describe the study in this information sheet. If you agree to take part, we will then ask you to check the box next to the consent section in the questionnaire.

What will happen to me if I take part?

You will receive a questionnaire either online or via mail as hard copy, which you will fill out and return to the researcher. Time and location to fill out the questionnaire is at your convenience but should be ideally within 4 weeks from the time of receiving the questionnaire. The time needed to fill out the questionnaire is approximately 30min.

The results of this study will be published, and I assure you that in case of its publication, your anonymity will remain safeguarded.

Expenses and payments

No payments or expenses are expected in this research process. A stamped addressed envelope is provided together with the questionnaire in case you opt to take the mail delivery method.
Anything else I will have to do?

Nothing else is required from you.

What data will be collected and / or measurements taken?

In the questionnaire, you will answer some questions about your gender, education, industry sector motivations, influencers, and experiences in starting your business. No other data will be collected. There are no ‘right answers’ to these questions.

What are the possible disadvantages, burdens and risks of taking part?

This research will require half hour of your time and will take place at time and location of your selection. Your anonymity will be safeguarded as far as this is possible and there is no requirement for you to reveal any sensitive data (either personal or about your organization). I envisage no disadvantages to you from this project except for the commitment of half hour of your time.

What are the possible advantages or benefits of taking part?

Although you will not receive any direct personal benefits from participating in this study, I hope that our society may benefit from the results of this work through having a better understanding of entrepreneurial trends in the Arab ethnic economy in Israel.

Further, the researcher greatly appreciates the effort and time put by you and as such is willing to share with you the results upon request.

The researcher’s contact information is as follows:

lnassaid99@gmail.com
Cell: 0 526977140

Will my taking part in the study be kept confidential?

As the method used is a questionnaire and the questionnaire does not include any personal data, your anonymity is safeguarded. Further, data will be securely kept under the researcher’s protection and will not be transferred to any unauthorised third party although my academic supervisor, based in UK, will have access to the data to ensure a robust analysis process is undertaken.

Anonymised findings from the study, may be presented to others at academic conferences, or published as a project report, academic assignment, and dissertation or in academic journals or book. Anonymous data, which does not identify you, may be used in future research approved by appropriate research ethics committee.

Please note: this survey does not require you to include your name or any other information that will identify you. We will ask you for some biographical details [e.g. gender, grade, subject area] to help us produce summary statistics but these will not be used in any attempt to reveal your identity. Data Management principles encourage researchers to share information they collect in the course of research and that information can be held for 10 years or more, but we will never share anything with any other person that names you or identifies you in any way, without your explicit consent.

Data retention will be handled in line with UoP policy. As such, all research study data and documentation will be retained for ten years, as the study may ultimately contribute to the confirmation of an academic degree (DBA). These data will be securely stored on a dedicated Google Drive with password protection and access privileges to the supervisors.

What will happen if I don’t want to carry on with the study?
You can withdraw at any time by simply not completing the questionnaire and not sending it back. Once the filled-out questionnaire has been sent to be submitted online, it will not be possible for you to withdraw your data as there will be no means to associate any filled-out questionnaire to a specific participant.

**What if there is a problem?**

If you have a query, concern or complaint about any aspect of this study, in the first instance you should contact me if appropriate. You can also contact my supervisor. My contact details and those of my supervisor are included on page 1 of this information sheet.

If you believe your concern or complaint is not resolved by me or my supervisor, you should contact the Head of Department: Professor Paul Trott, Department / School of Strategy, Enterprise and Innovation. Telephone +44 (0) 2392844245, paul.trott@port.ac.uk.

If the complaint remains unresolved, please contact: The University Complaints Officer, Telephone +44 (0)23 9284 3642; complaintsadvice@port.ac.uk

**Who is funding the research?**

This research is not supported by external funding and I am responsible for all expenses incurred.

**Who has reviewed the study?**

Research involving human participants is reviewed by an ethics committee to ensure that the dignity and well-being of participants is respected. This study has been reviewed by the Faculty of Business & Law Faculty Ethics Committee and been given favourable ethical opinion.

**Thank you**

Thank you for taking time to read this information sheet and for considering volunteering for this research. If you do agree to participate, your consent will be sought; please see the accompanying consent form. You can keep the copy of the information sheet or print it out and please make a copy of your signed consent form, to keep.
Survey Questionnaire

Title of Project: Intentions transformation of Arab ethnic minority entrepreneurs in Israel

Name and Contact Details of Researcher(s):
Inas Said; Phone: +972-(0)256977140; Email: inas.said@myport.ac.uk

Name and Contact Details of Supervisor:
Name: Vijay Vyas; Senior Lecturer; Strategy Enterprise and Innovation Subject Group; Faculty of Business & Law; Telephone: +44-(0)2392844027; Email: vijay.vyas@port.ac.uk

Invitation
Thank you for reading this. I would like to invite you to take part in my research study by completing this questionnaire. It is entirely up to you whether you participate but your responses would be valued.

You have been identified as a potential respondent by me based random selection of close to 600 hundred Arab minority entrepreneurs. The list of Arab minority business owners has been obtained from the Israel corporation authority/Ministry of Economy.

My study focuses primarily on investigating the entrepreneurial intentions of the transitioning and transforming Arab entrepreneur as part of an ethnic economy in the global era.

I neither need your name nor any identifying details; the questionnaire can be completed anonymously, and all reasonable steps will be taken to ensure confidentiality. Responses from completed questionnaires will be collated for analysis; once this is complete, the original questionnaires will be retained until the successful completion of my doctoral program. Up to this stage, completed questionnaires will be stored on a dedicated Google Drive with password protection and access privileges to the supervisors.

Questionnaire instructions
I will appreciate if all questions in the questionnaire be completed.

The Questionnaire
Title of Project: Intentions transformation of Arab ethnic minority entrepreneurs in Israel

Name and Contact Details of Researcher(s):
Inas Said; Phone: +972-(0)256977140; Email: inas.said@myport.ac.uk

Name and Contact Details of Supervisor:
Name: Vijay Vyas; Senior Lecturer; Strategy Enterprise and Innovation Subject Group; Faculty of Business & Law; Telephone: +44-(0)2392844027; Email: vijay.vyas@port.ac.uk

Consent:

1. I confirm that I have read and understood the information sheet dated 12/03/2018 (version 2.0) for the above study. I have had the opportunity to consider the information, ask questions and have had these answered satisfactorily.

2. I understand that my participation is voluntary and that I am free to withdraw at any time prior to the submission of my filled-out questionnaire.

3. I understand that data collected during this study, could be requested and looked at by regulatory authorities. I give my permission for any authority, with a legal right of access, to view data which might identify me. Any promises of confidentiality provided by the researcher will be respected.

4. I understand that the results of this study may be published and / or presented at meetings or academic conferences and may be provided to research commissioners or funders. I give my permission for my anonymous data, which does not identify me, to be disseminated in this way.

5. I agree to the data I contribute being retained for any future research that has been approved by a Research Ethics Committee.

I consent and agree to take part in the above study □ Yes

I. Mark on a 0-6 scale your intention to pursue one of the following career paths.

<table>
<thead>
<tr>
<th></th>
<th>Not at all interested</th>
<th>Moderately interested</th>
<th>Very much interested</th>
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</thead>
<tbody>
<tr>
<td>I1</td>
<td>Create your own business (being an entrepreneur).</td>
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<tr>
<td>I2</td>
<td>Develop your career in a private company.</td>
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<tr>
<td>I3</td>
<td>Work in the public sector (being a civil servant).</td>
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<tr>
<td>I4</td>
<td>Work in a non-profit organization (NGO).</td>
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</table>

V. Here we briefly describe some people. Please read each description and think about how much each person is or is not like you. Put an X in the box to the right that shows how much the person in the description is like you:

How much like you is this person?

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Somewhat disagree</th>
<th>Somewhat agree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>

166
V1a Thinking up new ideas and being creative is important to me.

V1b I like to do things in my own original way.

V2a It is important to me to be rich.

V2b I want to have a lot of money and expensive things.

V3a I think it is important for every person in the world to be treated equally.

V3b I believe everyone should have equal opportunities in life.

V4a It's very important to me to show my abilities.

V4b I want people to admire what I do.

V5a It is important to me to live in secure surroundings.

V5b I avoid anything that might endanger my safety.

V6a I think it is important to do lots of different things in life.

V6b I always look for new things to try.

V7a I believe that people should do what they're told.

V7b I think people should follow rules at all times, even when no-one is watching.

V8a It is important to me to listen to people who are different from me.

V8b Even when I disagree with them, I still want to understand them.

V9a I think it's important not to ask for more than what I have.

V9b I believe that people should be satisfied with what they have.

V10a I seek every chance I can to have fun

V10b It is important to me to do things that give me pleasure.

V11a It is important to me to make my own decisions about what I do.

V11b I like to be free to plan and to choose my activities for myself.
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<tbody>
<tr>
<td>V12a</td>
<td>It's very important to me to help the people around me.</td>
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<tr>
<td>V12b</td>
<td>I want to care for the well-being of people around me.</td>
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<tr>
<td>V13a</td>
<td>Being very successful is important to me.</td>
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<tr>
<td>V13b</td>
<td>I like to impress other people.</td>
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<tr>
<td>V14a</td>
<td>It is very important to me that my country be safe</td>
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<tr>
<td>V14b</td>
<td>I think the state must be on watch against threats from within and without.</td>
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<tr>
<td>V15a</td>
<td>I like to take risks.</td>
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<tr>
<td>V15b</td>
<td>I am always looking for adventures.</td>
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<td>V16a</td>
<td>It is important to me always to behave properly.</td>
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<td>V16b</td>
<td>I want to avoid doing anything people would say is wrong.</td>
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<tr>
<td>V17a</td>
<td>It is important to me to be in charge and tell others what to do.</td>
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<tr>
<td>V17b</td>
<td>I want people to do what I say.</td>
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<tr>
<td>V18a</td>
<td>It is important to me to be loyal to my friends.</td>
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<tr>
<td>V18b</td>
<td>I want to devote myself to people close to me.</td>
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<tr>
<td>V19a</td>
<td>I strongly believe that people should care for nature.</td>
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<tr>
<td>V19b</td>
<td>Looking after the environment is important to me.</td>
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<tr>
<td>V20a</td>
<td>Religious belief is important to me.</td>
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<tr>
<td>V20b</td>
<td>I try hard to do what my religion requires.</td>
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<tr>
<td>V21a</td>
<td>It is important to me that things be organized and clean.</td>
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<td>V21b</td>
<td>I really do not like things to be a mess.</td>
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<tr>
<td>V22a</td>
<td>I think it's important to be interested in things.</td>
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<tr>
<td>V22b</td>
<td>I like to be curious and to try to understand all sorts of things.</td>
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<tr>
<td>V23a</td>
<td>I believe all the world's people should live in harmony.</td>
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<tr>
<td>V23b</td>
<td>Promoting peace among all groups in the world is important to her/him.</td>
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<tr>
<td>V24a</td>
<td>I think it is important to be ambitious.</td>
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</tbody>
</table>
V24b I want to show how capable I am.

V25a I think it is best to do things in traditional ways

V25b It is important to me to keep up the customs I have learned.

V26a Enjoying life’s pleasures is important to me.

V26b I like to ‘spoil’ myself.

V27a It is important to me to respond to the needs of others.

V27b I try to support those I know.

V28a I believe I should always show respect to my parents and to older people.

V28b It is important to me to be obedient.

V29a I want everyone to be treated justly, even people I don’t know.

V29b It is important to me to protect the weak in society.

V30a I like surprises.

V30b It is important to me to have an exciting life.

V31a I try hard to avoid getting sick.

V31b Staying healthy is very important to me.

V32a Getting ahead in life is important to me.

V32b I strive to do better than others.

V33a Forgiving people who have hurt me is important to me.

V33b I try to see what is good in them and not to hold a grudge.

V34a It is important to me to be independent.

V34b I like to rely on myself.

V35a Having a stable government is important to me.

V35b I am concerned about the social order being protected.

V36a It is important to me to be polite to other people all the time.

V36b I try never to disturb or irritate others.
V37a I really want to enjoy life.  
V37b Having a good time is very important to me.  
V38a It is important to me to be humble and modest.  
V38b I try not to draw attention to myself.  
V39a I always want to be the one who makes the decisions.  
V39b I like to be the leader.  
V40a It is important to me to adapt to nature and to fit into it.  
V40b I believe that people should not change nature.  
V41a Being an entrepreneur is important for me.  
V41b I like taking risks and initiating my own projects and ideas.

A. For you, starting a new business (being an entrepreneur) would involve...

<table>
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<tr>
<th></th>
<th>Highly unlikely</th>
<th>Neutral</th>
<th>Highly likely</th>
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<td>6</td>
<td>7</td>
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</table>

A1 Facing new challenges.  
A2 Creating jobs for others.  
A3 Being creative and innovative.  
A4 Having a high income.  
A5 Taking calculated risks.  
A6 Being my own boss (independence).

E. Please, indicate to what extent you would be able to effectively perform the following tasks:

<table>
<thead>
<tr>
<th></th>
<th>Strongly ineffective</th>
<th>Moderately effective</th>
<th>Fully effective</th>
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<tbody>
<tr>
<td>1</td>
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</table>

E1 Defining my business idea  
E2 Defining my new business strategy.  
E3 Keeping under control the new-venture creation process  
E4 Negotiating and maintaining favourable relationships with potential investors.
E5 Negotiating and maintaining favourable relationships with banks.  

E6 Recognizing opportunities in the market for new products and/or services.  

E7 Interacting with key people to raise capital to create a new venture.  

E8 Creating and putting into operation a new venture  

C. Please, think now about your family and close friends. To what extent would they agree if you decide to become an entrepreneur and start your own business?  

<table>
<thead>
<tr>
<th></th>
<th>Strongly disagree</th>
<th>Moderately agree</th>
<th>Strongly agree</th>
</tr>
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<tbody>
<tr>
<td>1</td>
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</table>

C1 My immediate family (parents and siblings).  

C2 My close friends.  

C3 My colleagues or mates  

C4 My friends  

D. ... and how do you value the opinion of these people in this regard? I think it is...  

<table>
<thead>
<tr>
<th></th>
<th>Not at all important</th>
<th>Moderately important</th>
<th>Very important</th>
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<td>7</td>
<td></td>
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</tr>
</tbody>
</table>

D1 That of my immediate family (parents and siblings).  

D2 That of my close friends.  

D3 That of my colleagues.  

D4 That of my mates.  

F. Please, state your level of intention with respect to the following statements:  

<table>
<thead>
<tr>
<th></th>
<th>Strongly disagree</th>
<th>Moderately agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
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<td>2</td>
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<td></td>
</tr>
<tr>
<td>7</td>
<td></td>
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</tr>
</tbody>
</table>
It is very likely that I will start a venture someday
I am willing to make any effort to become an entrepreneur
I have serious doubts whether I will ever start a venture
I am determined to start a business in the future
My professional goal is to be an entrepreneur

G. Indicate your level of agreement with the following statements from 1 (total disagreement) to 7 (total agreement) either for your current business or when considering starting a new business

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Moderately agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>6</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

G1 Access to knowledge is crucial
G2 Information Technology is crucial
G3 Access to global financing (angles, venture capital, Crowd Sourcing, etc.) is crucial
G4 Availability of government financing programs is crucial
G5 Access to global markets is crucial
G6 Access to global resources is crucial (HR, Expertise, supply chain, etc.)

G7 In your initial entrepreneurial attempt, which target market do/did you envision as your target market
H. If you finally decided to create your own business, you would mainly do it due to …:

Or when you decided to create your own business, it was it due to…

Lack of a better alternative employment
Taking advantage of a business opportunity

DENOMOGRAPHIC DATA

1a. gender:  ☐ Male  ☐ Female
1b. age:  ☐ 20-30  ☐ 30-40  ☐ 40-50  ☐ 50-60  ☐ 60+

2. Indicate the University degree/diploma obtained (i.e., Bachelor's degree in psychology):

3. Have you contacted an entrepreneur's support centre in the last few months?

4. Select the option that best suits your current work situation (only one):

4.1 Employee:
☐ Private company
☐ Public sector
☐ NGO or association

4.2 Self-employed:
☐ Independent worker
☐ Entrepreneur with partners
☐ Starting up a new venture

4.3. Not working:
☐ Unemployed
☐ Student
☐ Other

5. Do you have any experience as an employee?

☐ No, I have never worked  ☐ Yes, I have _____ years of experience

6. Have you ever been a self-employed/entrepreneur?

☐ No, never  ☐ Yes, for _____ years.

7. Indicate your country and region of origin: ____________________________.

8. Indicate the region in which you live: ______________________________.

9. How long have you lived in this region?

☐ I've always lived here  ☐ I've been living here for _____ years.

10. What is the highest study-level reached by your parents?

Father:  ☐ Primary  ☐ Secondary  ☐ Vocational training  ☐ University  ☐ Others
11. What socio-economic group would you say you belong to?

- Low (<5000NIS)
- Medium-low (5000-6500 NIS)
- Medium (6500-9000 NIS)
- Medium-high (9000-14500 NIS)
- High (14500 – 20000 NIS)
- Very High (>20000 NIS)

12 Are any of your close family members, or have they been, an entrepreneur or business-owners (parents, siblings, grandparents, uncles and aunts or cousins)?

- No
- Yes

If yes, what kind of business? ____________________

Contact data

The completion of these data will allow a follow-up of further progress, although it is optional. You can contact the researcher regarding the results at the following contact information.

**Name:** Inas Said

**E-mail:** inassaid99@gmail.com  **Telephone1:** 0526977140

Contact address: Habishop Hajjar 3, App 43

Location: Haifa, Israel  Post code: 3537903

Thank you very much for your cooperation

Thank you for completing the questionnaire please return it by using the posted addressed enveloped provided with the questionnaire.
If you have any concerns regarding this research, please contact me or my supervisor in the first instance. If you are not entirely happy with a response, please contact

Head of Department: Professor Paul Trott, Department / School of Strategy, Enterprise and Innovation Telephone +44 (0) 2392844245, paul.trott@port.ac.uk.

If the complaint remains unresolved, please contact: The University Complaints Officer, Telephone +44 (0)23 9284 3642; complaintsadvice@port.ac.uk
النسخة 2.0

ورقة معلومات للمشاركين
01/10/2018
نسخة 2.0

عنوان المشروع: تحول النوايا لدى أصحاب المشاريع/المبادرات من الأقلية الأثنيّة العربية في إسرائيل

اسم الباحث ومعلومات اتصاله: إيناس سعيد
رقم الهاتف: 0256977140
البريد الإلكتروني: inas.said@myport.ac.uk

اسم المشرف ومعلومات اتصاله

لئاس: فيجاس فياس (محاضر أول / محاضر أساسي)
القسم: استراتيجية المؤسسة والابتكار / كلية الأعمال والقانون
رقم هاتف: +972-44+(0)239284027
البريد الإلكتروني: vijay.vyas@port.ac.uk

اللجنة المرجعية للأخلاق: E492
دعوة

أود دعوتكم للمشاركة في دراسة بحثي. المواقع المقابلة على ذلك هو أمر راجع لكم، لكن قبل أن تقرر ذلك دعني أوضح لك أهمية بحثي، وماذا سوف يعني بالنسبة لك. من فضلكا قراءة pwًا للمعلومات المرفقة، فمهمك أن تقوم بذلك للمشاركة في دراسة البحث. أتوقع أن لا تتطلب الأمر أكثر من 5 دقائق لا جرح في التحدث مع الآخرين عن هذه الدراسة، لا تتردد بسؤال أي أمر غير واضح.

في الوقت الحالي، أنا طالب دكتوراة في جامعة بورتسموث، لدي خبرة تفوق العشرين عامًا في مجال Hi-Tech (Hi-Tech)، تشمل خبرة عملية في ألمانيا، أمريكا وإسرائيل. نظرًا لتواجد 5 شركات ثانية من المبادرين على حقل فرص عمل طلاب الجامعات للعربي، وجهت تأسيسها خاصة بتاريخ خريجي وطلاب وما الذي سيعني بالنسبة لك.

أقدم في السنوات الأخيرة، خدمات استشارية أعمال لأصحاب المشاريع والمبادرات الشباب من الأقلية العربية وأنا على علم بالتحديات التي يواجهونها، باستخدام السطوح عند صياغة تأسيس شركاتهم الناشئة (Start-Up).

إن شغفي بتنمية المشاريع والمبادرات في المجتمع العربي، بصفته أقلية إثنية، دفعني لأقوم بعمل دراسة الدكتوراة في نفس المجال، خاصة في إسرائيل، دفعني لأقوم بعمل دراسة الدكتوراة في نفس المجال.

ملخص الدراسة

إن الهدف من هذا البحث هو الاستكشاف والتحقيق في تحول النوايا لدى رجال الأعمال والمبادرين من الأقلية العربية في إسرائيل.

تعتبر نوايا الرؤية المبادرة أفضل مؤشر لقياس سلوكي رجال الأعمال والمبادرين بناء على إبحاث أكاديمية، مع ذلك، لم يتم ابتداء ببحث يتعلق بعوائد الأعمال الخاصة بالأنشطة العربية في إسرائيل.

بالإضافة إلى ذلك، تشهد الأدوار الاجتماعية للإبحارات على اختلاف المجتمع العربي في مجالات الصناعة غير التقليدية مثل Hi-Tech، من خلال المبادرات ونهج التحول المجتمعي، استهداف سوق المبادرات، استغلال خدمات الدعم المتاحة من خلال خريجات Hi-Tech، ومشاريع VC وصناديق الاستثمار المختلفة.

المخصص لتشجيع الإبداع والتحولات، اقتراحات السوق الاجتماعية للإبحارات على اختلاف المجتمع العربي، نموذج مبادرين الرؤية، التحول المجتمعي في إسرائيل، تأثير التعديلات الإقتصادية والتحديات الثقافية.

ما هو الهدف الأساسي من هذه الدراسة؟

جاءت هذه الدراسة استكمالًا للأبحاث الموجودة في هذا الموضوع، تركز هذه الدراسة بشكل أساسي على تحول النوايا لدى رجال الأعمال والمبادرين العرب وتحويلهم كجزء من اقتصاد الأقلية العربية في عصر العالم الجديد.

لماذا كنت متحمسًا للمشاركة في البحث؟

بصفتك رجل أعمال/مبداء عربي، تم اختيارك من بين 600 رجل أعمال/مبداء عربي للمشاركة في صناديق الاستثمارات المرتفعة؟ بلغ عدد رجال الأعمال والمبادرات في المجتمع العربي في إسرائيل أكثر من 20,000 رجل أعمال ومبادرة، تم اختيار المشاركين في الاستثمارات بشكل عشوائي.

هل يجب علي أن أشارك؟
المشاركة في بحث تطوعي. الأمر يرجع إليك إن كنت تريد أن تكون متطوعاً في ذلك أو لا. سنقوم بوصف الدراسة بالتفصيل في هذه الوثيقة، إن كنت توافق على المشاركة، سنطلب منك تعبئة القسم المقابل لـ "الموافقة على الاستبيان".

ماذا سيحدث إن شاركت؟
إذا قررت الموافقة على المشاركة في البحث، سوف تتلقى استبياناً، إما عبر الإنترنت أو عن طريق البريد كنسخة مطبوعة، وسيطلب منك تعبئته ثم إرجاعه للباحث. كنت حرية اختيار الوقت والمكان لملء الاستبيان، أؤكد لك أنني سأحافظ على خصوصيتك وعلى سرية هويتك في حالة النشر.

النفقات والمدفوعات
لا يتوقع حصصك على أي مدفوعات أو تكبدك لأي نفقات نتيجة المشاركة في هذا البحث. في حال اختياركم البريد كطريقة للتسليم، سوف يتم تسليمك الاستبيان مرفقاً بظرف مختوم معنون لإعادته بعد إتمامه.

هل هناك شيء آخر مطلوب مني؟
لا شيء آخر مطلوب منك.

ما هي البيانات التي سيتم جمعها و/أو القياسات التي سيتم أخذها؟
خلال الاستبيان، سنقوم بالإجابة على بعض الأسئلة حول جنسك، مستوى تعليمك، قطاعك الصناعي، المحفزات، المؤثرات والخبرات في بداية عملك. لن نطلب أي بيانات أخرى، لا يوجد "إجابة صحيحة" لهذه الأسئلة.

ما هي السلبيات، الأعباء والمخاطر المحتملة للمشاركة في الاستبيان؟
سيأخذ منك هذا الاستبيان نصف ساعة من الزمن، في الوقت والزمان اللذين تختارهما. سيتم التكلم على معلوماتك دون الإمكان، أنت لن تشعر ببعضًا من الخوف أو المخاوف المحتملة. لن تكن هناك أي مخاطر. لن يوجد أي خسائر أو برهانات للمشاركة في هذا البحث.

ما هي الفوائد المحتملة للمشاركة في الاستبيان؟
على الرغم من أنك لن تتلقى منافع مباشرة أو شخصية من المشاركة في هذا الاستبيان، إن النتائج التي نصل إليها من خلال الدراسة أو تطوير العمل، من خلال الوصول لهم أعظم لها، يمكن أن تكون مفيدة للباحثين والمبدعين في الأقلية العربية الإثنياً في إسرائيل.
بالإضافة إلى ذلك، ننظر في البحث بعين التقدير والاحترام لجهدك في الوقت الذي قدمته في تعبئة هذا الاستبيان، سيكون الباحث جاهزاً لمشاركتك نتائج البحث وقت الطلب.

معلومات الاتصال الخاصة بالباحث:
Inassaid99@gmail.com

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هل ستكون مشاركتي في هذه الدراسة سرية؟

بما أن الطريقة المستخدمة عبارة عن استبيان وبما أن الاستبيان لا يتضمن أي بيانات شخصية، سوف يتم الحفاظ على سرية هويتك. علاوة على ذلك، سيتم الحفاظ على سرية الطرق غير المصرح به. ومع ذلك، سيكون لديك إمكانية الوصول إلى البيانات لضمان تنفيذ عملية تحليل سليمة.

يمكن استخدام نتائج هذه الدراسة كنتائج مجهرية المصدر في مؤتمرات أكاديمية، أو نشرها كتقرير مشروع لجامعة أو أطروحة في دورات وصحح أكاديمية. يمكن أن يتم استخدام البيانات المجهرية (التي لا تعطي أي دليل على شكلها ولا تعزف هويتك) في الأبحاث المستقبلية المعتمدة من لجنة الأخلاقيات البحثية المناسبة.

يرجى الانتباه: لا يتطلب منك الاستبيان أي معلومات شخصية تتعلق باسمك أو أي شيء آخر يمكن استخدامه للتعرف عليك، سنطلب منك فقط تعبئة بعض المعلومات تتعلق بسيرتك الذاتية (مثل: الجنس، الدرجة العلمية، مجال الدراسة) هذه المعلومات تساعدنا على إنتاج إحصائيات موجزة، لكننا لن نستخدمها لمعرفة الهوية منك.

تتمتع بإدارة البيانات الباحثين على المشاركة المعلومات التي قاموا بجمعها خلال عمليتهم البحثية، يتم الحفاظ على هذه المعلومات لمدة طويلة يصل لـ10 سنوات أو أكثر. لكننا لن نقوم بمراجعة أي معلومة تخصك لا حتى شخص ممكن أن يحدد هو أي نوع من الأشكال إلا بعد إذن صريح منك.

سيتم الاحتفاظ بالبيانات وفق سياسة UoP. كما سيتم الاحتفاظ بجميع بيانات ووثائق دراسة البحث لمدة عشر سنوات، حيث قد تتم دراسة في مع كلمة مرور للحماية وصلاحيات الوصول Google Drive إلى المشرفين.

ماذا سيحصل إن لم أرغب في الاستمرار في الدراسة؟

باستخدام الإنترنت، إذا تم الانتهاء من ذلك، سوف تتلقى نسخة من الاستبيان، وسوف تقوم بمراجعة تطبيقك على الإنترنت، لكن لا يمكن أن يتم استخدام البيانات بعد أن تم تفريغها، لأنه بالأساس لا يوجد طريقة لربط الاستبيان، مع الشخص الذي قدمت تطبيقه.

ماذا لو كان هناك مشكلة؟

إذا كان لديك استفسار أو قلق، يمكنك الاتصال بنا للمستند في صفحة بروفيسور. يمكنك الاتصال بنا بروفيسور بول تروت، للحصول على معلومات تفصيلية.

إذا كنت تعقد أن استفسارك لا سيما إذا كانت مشكلتك لا تزال عائلة، تواصل مع مسؤول الشكاوى في الجامعة. الهاتف: +44 (0) 23 9284 3642 البريد الإلكتروني: complaintsadvice@port.ac.uk

من هو الممول للبحث؟

هذا البحث غير ممول من أي جهة خارجية، جميع المصاريف التابعة للبحث تقع على عاتقي.
من قام بتقييم الدراسة؟

يتم مراجعة البحوث التي يشارك فيها الأشخاص من قبل لجنة أخلاقيات لضمان احترام حرية وكرامة الأشخاص المشاركين، بالنسبة لدراستي، تم مراجعتها من قبل لجنة الأخلاقيات التابعة لكلية القانون والأعمال، وتم إعطاؤها رأيا مؤيدا.

شكراً

نشكرك على تخصيص جزء من وقتك لقراءة هذا المستند والتزامك في المشاركة في البحث. إن كنت قد وافقت بالفعل على المشاركة، فسوف نطلب منك تعبئة نموذج الموافقة المرفق مع المستند، يمكن الاحتفاظ بنسخة من هذا المستند أو طباعتها، والرجاء تقديم نسخة من نموذج موافقتك الموقعة، للحفاظ عليها.

عنوان المشروع: تحول النوايا لدى أصحاب المشاريع المبادر من الأقلية العربية الإثنية في إسرائيل

اسم الباحث ومعلومات الاتصال الخاصة به:

inas.said@myport.ac.uk

اسم المشرف ومعلومات الاتصال الخاصة به:

فيجاس فياس: محاصر أول - مجموعة المشاريع الاستراتيجية والابتكار - كلية الأعمال والقانون

Survey Questionnaire
A message of invitation

Thank you for reading this. I invite you to participate in my research through filling out the survey. Participation in the research is a decision fully yours, but your response will be valuable.

I have chosen you to answer the survey randomly from among 600 businessmen/businesswomen from the Arab minority. The list of businessmen/businesswomen has been obtained from the Ministry of Economy and Authority of Israeli Companies.

The focus of my study will be on exploring business intentions among Arab businessmen/businesswomen as a part of the ethnic minority in the era of globalization.

I do not need your name or any other specific information; you can fill out the survey without revealing your identity and all steps will be taken to ensure confidentiality.

The answers from the completed surveys will be collected for analysis, once completed the original surveys will be kept until successful completion of the PhD program. Until this stage, I will store the completed surveys on Google Drive with password protection, and share the appropriate permissions with the supervisors.

Questionnaire Instructions:

I will be grateful if you complete all the questions in full.

The Questionnaire

Report title: Business Intentions Among Arab Businessmen/Businesswomen of the Ethnic Minority in Israel:

Name: Inas Said, Telephone: +972-(0)256977140, Email: inas.said@myport.ac.uk

Supervisor Name: Vijay Vyas, Senior Lecture, Strategic Projects and Innovation Group, Faculty of Law and Business:

I confirm that I have read and understood this revised document dated 12/03/2018 (version 2.0) for the study mentioned above. I have been given the opportunity to review the information and ask questions, and I have answered the questions in a satisfactory way.

I understand that my participation is voluntary, and I can withdraw at any time I wish, provided that I withdraw before submitting the survey.

I have read and understood the approval of this document dated 03/03/2018 (version 2.0) for the study mentioned above.

I have been given the opportunity to review the information and ask questions, and I have answered the questions in a satisfactory way.

I understand that my participation is voluntary, and I can withdraw at any time I wish, provided that I withdraw before submitting the survey.

I have read and understood the approval of this document dated 03/03/2018 (version 2.0) for the study mentioned above.

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I understand that my participation is voluntary, and I can withdraw at any time I wish, provided that I withdraw before submitting the survey.
أنا أعرف أنه من الممكن استخدام واطلاع على البيانات التي تم جمعها خلال العمل على الدراسة، من قبل السلطات التنظيمية.

أنا أعطي الإذن لأي سلطة "ديها الحق القانوني للوصول" أن تطلع على بعض المعلومات التي من الممكن أن تدل علي. سيتم الالتزام بجميع الوعود والالتزامات التي قطعتها الباحث على نفسه ووضعها ضمن هذه الوثيقة.

أنا أفهم أن نتائج الدراسة من الممكن أن تنشر أو تعرض في لقاءات أو مؤتمرات أكاديمية، ويمكن تقديمها إلى مفوضي البحث أو مموليه. أنا أعطي الإذن لنشر بياناتي المجهولة التي لا تعرف عن هذه الطريقة.

أوافق أن يتم الاحتفاظ بهذه البيانات لأبحاث مستقبلية تم الموافقة عليها من قبل لجنة أخلاقية البحث.

أقر وأوافق على المشاركة في الدراسة المذكورة أعلاه □ نعم
I. Mark on a 1-7 scale your intention to pursue one of the following career paths.

أختار مقياسا من (1-7) لليعبر عن رغبتك لمتابعة أحد المسارات المهنية التالية:

<table>
<thead>
<tr>
<th>Not at all interested</th>
<th>Not interested</th>
<th>Somewhat interested</th>
<th>Neutral</th>
<th>Somewhat interested</th>
<th>Interested</th>
<th>Very interested</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
</tbody>
</table>

Create your own business (being an entrepreneur).

11 إنشاء مشروعك الخاص (أن تكون مبادر(رائد أعمال)).

Develop your career in a private company.

12 تطوير مسيرتي المهنية في شركة خاصة

Work in the public sector (being a civil servant).

13 العمل في القطاع الحكومي (موظف حكومي)

Collaborate in a non-profit organization (NGO).

14 المشاركة في المنظمات غير الربحية - غير الحكومية (NGO)

V. Here we briefly describe some people. Please read each description and think about how much each person is or is not like you. Put an X in the box to the right that shows how much the person in the description is like you:

سوف نقوم هنا بوصف بعض الشخصيات بشكل مختصر، يرجى منك قراءة كل وصف وتحديد مدى النزاهة بينك وبين هذا الشخص عن طريق وضع إشارة X في المربيع المناسب.

How much like you is this person?

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Somewhat disagree</th>
<th>Neutral</th>
<th>Somewhat agree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
</tbody>
</table>
V1a Thinking up new ideas and being creative is important to me.

V1b I like to do things in my own original way.

V2a It is important to me to be rich.

V2b I want to have a lot of money and expensive things.

V3a I think it is important for every person in the world to be treated equally.

V3b I believe everyone should have equal opportunities in life.

V4a It's very important to me to show my abilities.

V4b I want people to admire what I do.

V5a It is important to me to live in secure surroundings.

V5b I avoid anything that might endanger my safety.
V6a  I think it is important to do lots of different things in life.

أعتقد أنه من المهم القيام بأنشطة متنوعة في الحياة.

I always look for new things to try.

V6b  أنا دائم البحث عن أشياء جديدة لتجربتها.

V7a  I believe that people should do what they're told.

أنا أعتقد أن الأشخاص يجب أن يفعلوا ما يُملّى عليهم.

V7b  I think people should follow rules at all times, even when no-one is watching.

أعتقد أن الأشخاص يجب أن يتبعوا التعليمات طوال الوقت حتى لو لم يكونوا تحت الرقابة.

V8a  It is important to me to listen to people who are different from me.

من المهم بالنسبة لي أن استمع للأشخاص الذين يختلفون عنني.

Even when I disagree with them, I still want to understand them.

أريد أن أفهم الآخرين حتى وإن كنت معارضا لهم في الرأي.

V9a  I think it's important not to ask for more than what I have.

أعتقد أنه من المهم ألا يستمر الإنسان في طلب المزيد.

V9b  I believe that people should be satisfied with what they have.

أنا أعتقد أن الأشخاص يجب أن يصبحوا راضيين بما أثمره عليهم.
I seek every chance I can to have fun

It is important to me to do things that give me pleasure.

It is important to me to make my own decisions about what I do.

I like to be free to plan and to choose my activities for myself.

It’s very important to me to help the people around me.

I want to care for the well-being of people around me.

Being very successful is important to me.

I like to impress other people.

It is very important to me that my country be safe.
I think the state must be on watch against threats from within and without.

I like to take risks.

I am always looking for adventures.

It is important to me always to behave properly.

I want to avoid doing anything people would say is wrong.

It is important to me to be in charge and tell others what to do.

I want people to do what I say.

It is important to me to be loyal to my friends.
I want to devote myself to people close to me.

أود أن أكرس نفسي لخدمة الأشخاص المقربين مني

I strongly believe that people should care for nature.

أعتقد بقوة أن الأشخاص يجب أن يهتموا لأمر الطبيعة

Looking after the environment is important to me.

من المهم لدي أن أهتم بالبيئة

Religious belief is important to me.

المعتقدات الدينية أمر مهم جدا بالنسبة لي

I try hard to do what my religion requires.

أحاول جاهداً أقوم بما يتطلب ديني

It is important to me that things be organized and clean.

من المهم بالنسبة لي أن تكون الأشياء منظمة ونظيفة

I really do not like things to be a mess.

لا اطيق العيش في جو من الفوضى

I think it's important to be interested in things.

أعتقد أنه من المهم أن يكون لدي اهتمام في الأشياء

I like to be curious and to try to understand all sorts of things.

أحب أن أكون問いًا و_tagspace__أحاول فهم جميع أنواع الأشياء.
أحب أن أكون فضوليا وأحاول معرفة وفهم تفاصيل الاامور الغامضة

V23a I believe all the worlds’ people should live in harmony.

أؤمن بأنه على جميع سكان الأرض العيش بانسجام

V23b Promoting peace among all groups in the world is important to her/him.

أحب أن يعم السلام بين جميع الناس بغض النظر عن تقسيماتهم

V24a I think it is important to be ambitious.

من المهم أن أكون طموحا

V24b I want to show how capable I am.

أريد أن أظهر للناس قدراتي ومهاراتي

V25a I think it is best to do things in traditional ways

أعتقد بأنه من الأفضل أن تنجز المهام بالطريقة التقليدية

V25b It is important to me to keep up the customs I have learned.

من المهم لدي أن أحافظ على العادات التي تعلمتها

V26a Enjoying life’s pleasures is important to me.

الاستمتاع بمتع الحياة أمر مهم بالنسبة لي

V26b I like to ‘spoil’ myself.

أحب أن أدلل نفسي

V27a It is important to me to respond to the needs of others.

من المهم أن أجيب على احتياجات الآخرين
I try to support those I know.

I believe I should always show respect to my parents and to older people.

It is important to me to be obedient.

I want everyone to be treated justly, even people I don’t know.

It is important to me to protect the weak in society.

I like surprises.

It is important to me to have an exciting life.

I try hard to avoid getting sick.

Staying healthy is very important to me.
V32a Getting ahead in life is important to me.

من المهم لدي التقدم في الحياة

V32b I strive to do better than others.

أسعى دائماً للقيام بعمل أفضل من الآخرين

V33a Forgiving people who have hurt me is important to me.

من المهم لدي مسامحة الناس الذين أخطئوا بحقني

V33b I try to see what is good in them and not to hold a grudge.

حاول أن أرى الخير في الناس ولا أحمل في قلبي أي حقد أو ضغينة

V34a It is important to me to be independent.

من المهم لدي أن أكون مستقلاً

V34b I like to rely on myself.

أحب أن أعتمد على نفسي

V35a Having a stable government is important to me.

الاستقرار السياسي والحكومي أمر مهم بالنسبة لي

V35b I am concerned about the social order being protected.

أنا معنٍ بحماية استقرار المجتمع الذي أعيش فيه

V36a It is important to me to be polite to other people all the time.

هنيئي جداً الحفاظ على صحتي

V36b

V36c

V36d

V36e

V36f

V36g

V36h

V36i

V36j

V36k

V36l
V36b I try never to disturb or irritate others.

V37a I really want to enjoy life.

V37b Having a good time is very important to me.

V38a It is important to me to be humble and modest.

V38b I try not to draw attention to myself.

V39a I always want to be the one who makes the decisions.

V39b I like to be the leader.

V40a It is important to me to adapt to nature and to fit into it.

V40b I believe that people should not change nature.
A. For you, starting a new business (being an entrepreneur) would involve…

<p>| | | | | | | | |</p>
<table>
<thead>
<tr>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Highly Unlikely</td>
<td>Unlikely</td>
<td>Somewhat Unlikely</td>
<td>Neutral</td>
<td>Somewhat Likely</td>
<td>Likely</td>
<td>Highly Likely</td>
</tr>
<tr>
<td>A1</td>
<td>Facing new challenges.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A2</td>
<td>Creating jobs for others.</td>
<td></td>
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</tr>
<tr>
<td>A3</td>
<td>Being creative and innovative.</td>
<td></td>
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<tr>
<td>A4</td>
<td>Having a high income.</td>
<td></td>
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</tbody>
</table>

V41a Being an entrepreneur is important for me.

V41b I like taking risks and initiating my own projects and ideas.
A5  Taking calculated risks.  

B. Now please state to what extent these are desirable for you generally in your life...

<table>
<thead>
<tr>
<th></th>
<th>Very undesirable</th>
<th>Undesirable</th>
<th>Somewhat Undesirable</th>
<th>Neutral</th>
<th>Somewhat Desirable</th>
<th>Desirable</th>
<th>Very desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td>B1</td>
<td>Facing new challenges.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>B2</td>
<td>Creating jobs for others.</td>
<td></td>
<td></td>
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<td></td>
<td></td>
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</tr>
<tr>
<td>B3</td>
<td>Being creative and innovative.</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>B4</td>
<td>Having a high income.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>B5</td>
<td>Taking calculated risks.</td>
<td></td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>B6</td>
<td>Being my own boss (independence).</td>
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<td></td>
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<td></td>
</tr>
</tbody>
</table>

الآن، يرجى تحديد ما تتمده (ترغب الحصول عليه) عموماً في حياتك:
E. Please, indicate to what extent you would be able to effectively perform the following tasks:

رجاءا حدد لأي مدى يمكنك تنفيذ المهام التالية بفاعلية:

<table>
<thead>
<tr>
<th>Task</th>
<th>Strongly Ineffective</th>
<th>Ineffective</th>
<th>Somewhat Ineffective</th>
<th>Neutral</th>
<th>Somewhat Effective</th>
<th>Effective</th>
<th>Fully Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>E1 Defining my business idea</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E2 Defining my new business strategy</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E3 Keeping under control the new-venture creation process</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E4 Negotiating and maintaining favourable relationships with potential investors</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E5 Negotiating and maintaining favourable relationships with banks</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E6 Recognizing opportunities in the market for new products and/or services</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>E7 Interacting with key people to raise capital to create a new venture</td>
<td></td>
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<tr>
<td>E8 Creating and putting into operation a new venture</td>
<td></td>
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</tr>
</tbody>
</table>
C. Please, think now about your family and close friends. To what extent would they agree if you decide to become an entrepreneur and start your own business?

من فضلك، فكر الآن بعائلتك وأصدقائك المقربين. إلى أي مدى سيوافقونك إذا قررت أن تصبح رائد أعمال وأن تبدأ مشروعك الخاص؟

<table>
<thead>
<tr>
<th>S.</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Somewhat disagree</th>
<th>Neutral</th>
<th>Somewhat agree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>C1</td>
<td>My immediate family (parents and siblings).</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>C2</td>
<td>My close friends.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>C3</td>
<td>My colleagues</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>C4</td>
<td>My friends</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

D. ... and how do you value the opinion of these people in this regard? I think it is...

كيف تقيم رأي هؤلاء الناس في هذا السياق (ما قيمة رأي الناس)؟ أنا أعتقد أن:

<table>
<thead>
<tr>
<th>S.</th>
<th>Not at all important</th>
<th>Not Important</th>
<th>Somewhat Not Important</th>
<th>Neutral</th>
<th>Somewhat Important</th>
<th>Important</th>
<th>Very Important</th>
</tr>
</thead>
<tbody>
<tr>
<td>D1</td>
<td>That of my immediate family (parents and siblings).</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>
F. Please, state your level of intention with respect to the following statements:

من فضلك، حدد مستوى نتتك بالنسبة للمقولات التالية:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Somewhat disagree</th>
<th>Neutral</th>
<th>Somewhat agree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>F1 It is very likely that I will start a venture someday</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>F2 I am willing to make any effort to become an entrepreneur</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>F3 I have serious doubts whether I will ever start a venture</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>F4 I am determined to start a business in the future</td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>F5 My professional goal is to be an entrepreneur</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

196
G. Indicate your level of agreement with the following statements from 1 (total disagreement) to 7 (total agreement) either for your current business or when considering starting a new business

حدد مدى موافقتك على العبارات التالية، من 1 (أرفض بشدة) حتى 7 (أوافق بشدة)، سواء بالنسبة لعملك الحالي، أو عملك المستقبلي عندما تفكر في إنشاء مشروع جديد.

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Somewhat disagree</th>
<th>Neutral</th>
<th>Somewhat agree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>لا أوافق بشدة</td>
<td>لا أوافق</td>
<td>بعض الشيء</td>
<td>محايد</td>
<td>أوافق بعض الشيء</td>
<td>أوافق</td>
<td>أوافق بشدة</td>
</tr>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
</tbody>
</table>

Access to knowledge is crucial

الوصول للمعرفة/المعلومات أمر بالغ الأهمية

G2 Information Technology is crucial

تكنولوجيا المعلومات أمر بالغ الأهمية

G3 Access to global financing ((angles, venture capital, Crowd Sourcing, etc.)) is crucial

الوصول للتمويل العالمي ((المستثمرين الأوليين، رأس المال الاستثماري، التمويل الجماعي، الخ)) أمر بالغ الأهمية

G4 Availability of government financing programs is crucial

وجود برنامج تمويل حكومي أمر بالغ الأهمية

G5 Access to global markets is crucial

الوصول للأسواق العالمية أمر بالغ الأهمية

G6 Access to global resources is crucial

(人力资源، خبرة، سلسلة العرض، الخ)
In your initial entrepreneurial attempt, which target market did you envision as your target market

☐ Arab minority  ☐ Larger Israeli Market  ☐ International market

Did/would your target market change over time  ☐ Yes  ☐ No

If the answer is YES, which became/is likely to become your new target market

☐ Arab minority  ☐ Larger Israeli Market  ☐ International market

H. If you finally decided to create your own business, you would mainly do it due to ...

Or when you decided to create your own business, it was it due to...

أخيرا، إذا قررت إنشاء مشروعك الخاص، فإن قرارك بشكل رئيسي عاد إلى:

1 2 3 4 5 6 7

☐ Lack of a better alternative employment
☐ Taking advantage of a business opportunity

Datos demográficos
1a. gender:  ☐ Male    ☐ Female
الجنس:  ☐ ذكر    ☐ أنثى

1b. age:
العمر
☐ 20-30  ☐ 30-40  ☐ 40-50  ☐ 50-60  ☐ 60+

2. Indicate the University degree/diploma obtained (i.e., Bachelor's degree in psychology):
حدد درجتك العلمية التي حصلت عليها من الجامعة (مثلا، بكالوريوس/لقب أول في علم النفس)
________________________________________

3 Have you contacted an entrepreneur’s support centre in the last few months? ☐ No  ☐ Yes
هل تواصلت مع مركز دعم المبادرين في الأشهر القليلة الماضية.
لا ☐ نعم ☐

4. Select the option that best suits your current work situation (only one):
حدد أفضل خيار يصف وضع عملك الحالي (اختار واحد فقط)

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<tbody>
<tr>
<td>☐ Private company شركة خاصة</td>
<td>☐ Independent worker مستقل</td>
<td>☐ Unemployed عاطل عن العمل</td>
</tr>
<tr>
<td>☐ Public sector قطاع عام</td>
<td>☐ Entrepreneur with partners مع شركاء</td>
<td>☐ Student طالب</td>
</tr>
<tr>
<td>☐ NGO or association منظمة غير حكومية (NGO) أو جمعية</td>
<td>☐ Starting up a new venture أبدأ مشروع جديد</td>
<td>☐ Other آخر</td>
</tr>
</tbody>
</table>

5. Do you have any experience as an employee?
هل لديك أي خبرة كموظف
☐ No, I have never worked  ☐ Yes, I have _____ years of experience
لا، لم أعمل سابقا  ☐ نعم، لدي …….. سنوات خبرة  لا آدي، لم عمل سابقا

6. Have you ever been a self-employed/entrepreneur?
هل سبق وان كنت صاحب عمل حر/مباشر
☐ No, never  ☐ Yes, for _____ years.
لا أبدا  ☐ نعم، لمدة …….. سنوات  لا أبدا

7. Indicate your country and region of origin: ____________________________.
اذكر بلدك ومنطقة نشأتك.
8. Indicate the region in which you live: ______________________________
حدد المنطقة التي تعش فيها (الجليل، المثلث، النقب)

9. How long have you lived in this region? منذ متى وأنت تعيش في هذه المنطقة
☐ I've always lived here ☐ I've been living here for _____ years.
أعيش هنا منذ ولادتي.

10. What is the highest study-level reached by your parents?
Father: ☐ Primary ☐ Secondary ☐ Vocational training ☐ University ☐ Others
Mother: ☐ Primary ☐ Secondary ☐ Vocational training ☐ University ☐ Others
ما هو المستوى التعليمي الذي حصل عليه والداك.
الأب: ☐ أساسي ☐ ثانوي ☐ تدريب مهني ☐ تعليم جامعي ☐ شيء آخر
الأم: ☐ أساسي ☐ ثانوي ☐ تدريب مهني ☐ تعليم جامعي ☐ شيء آخر

11. What socio-economic group would you say you belong to?
ما هي المجموعة الاجتماعية- الاقتصادية التي تعتقد أنك تنتمي إليها
☐ Low (<5000NIS) ☐ Medium-low (5000 – 6500NIS) ☐ Medium (9000-14500NIS)
☐ Medium-high (14500-20000NIS) ☐ High
منخفض (<5000 شاقل) ☐ منخفض-متوسط (5000-6500 شاقل) ☐ متوسط عالي (9000-14500 شاقل)
متوسط-متوسط (5000-6500 شاقل) ☐ متوسط-عالي (9000-14500 شاقل)

12 Are any of your close family members, or have they been, an entrepreneur or business-owners (parents, siblings, grandparents, uncles and aunts or cousins)? هل كان أو ما زال أحد من أفراد من عائلتك المقربة من أصحاب المشاريع/المبادرات أو رواد الأعمال (والديك، أشقاءك، جدك، أعمامك أو أخوائك، عمك وخالكت، أولاد أعمامك أو أولاد أخوائك)
☐ No ☐ Yes If yes, what kind of business? ____________________
لا ☐ نعم في حال كان الجواب نعم، ما هو نوع إعمال العمل

END
Contact data

The completion of these data will allow a follow-up of further progress, although it is optional. You can contact the researcher regarding the results at the following contact information.

إتمام تعبئة هذه المعلومات سوف يساعدنا على التقدم، على الرغم من كونه اختياريا. يمكنك التواصل مع الباحث من أجل النتائج على معلومات الاتصال التالية.

Name: Inas Said

E-mail: inassaid99@gmail.com     Telephone1: 0526977140

Contact address: Habishop Hajjar 3, App 43
Location: Haifa, Israel     Post code: 3537903

Thank you very much for your cooperation

شكرا جزيلا على تعاونك معنا

Thank you for completing the questionnaire please return it by using the posted addressed enveloped provided with the questionnaire.

If you have any concerns regarding this research, please contact me or my supervisor in the first instance. If you are not entirely happy with a response, please contact

Head of Department: Professor Paul Trott, Department / School of Strategy, Enterprise and Innovation
Telephone +44 (0) 2392844245; paul.trott@port.ac.uk.

If the complaint remains unresolved, please contact: The University Complaints Officer,
Telephone +44 (0)23 9284 3642; complaintsadvice@port.ac.uk

شكرا على إنهائك لهذا الاستبيان، من فضلك، أعد إرسال هذا الاستبيان من خلال البريد الإلكتروني المرفق مع الاستبيان أو باستخدام المغلف المعنون المرفق مع الاستبيان.

إذا كان لديك أي تساؤل أو شك أو شكوى فيما يتعلق بهذا البحث، لا تتردد في الاتصال بي أو بمشرفي في المقام الأول. إذا لم تكن راضيا أبدا عن الإجابة، من فضلك اتصل برئيس القسم: البروفيسور بول تروت، رئيس قسم الاستراتيجيات/ قسم الإبداع، هاتف رقم 2392844245، paul.trott@port.ac.uk.

إذا تكررت شكاوى، ولم يستجب لك أحد، اتصل بمكتب الشكاوى التابع للجامعة.

+44 (0)23 9284 3642; complaintsadvice@port.ac.uk
Dear Inas

Study Title: Intentions transformation of Arab ethnic minority entrepreneurs in Israel

Ethics Committee reference: BAL/2018/E492/SAID

Thank you for submitting your documents for ethical review. The Ethics Committee was content to grant a favourable ethical opinion of the above research on the basis described in the application form, protocol and supporting documentation, revised in the light of any conditions set, subject to the general conditions set out in the attached document, and with the following stipulation:

The favourable opinion of the EC does not grant permission or approval to undertake the research. Management permission or approval must be obtained from any host organisation, including University of Portsmouth, prior to the start of the study.

Summary of any ethical considerations:

-
Documents reviewed
The documents reviewed by Dechuan Li [LCM] + BaL Ethics Committee

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<thead>
<tr>
<th>Document</th>
<th>Version</th>
<th>Date</th>
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<tr>
<td>Application Form</td>
<td>1</td>
<td>15/02/18</td>
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<tr>
<td>Participant Information sheets</td>
<td>1</td>
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<tr>
<td>Consent Forms</td>
<td>1</td>
<td>15/02/18</td>
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<tr>
<td>Peer/independent review</td>
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<td>Supervisor email confirming application</td>
<td>1</td>
<td>15/02/18</td>
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<tr>
<td>Questionnaire</td>
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<td>15/02/18</td>
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<tr>
<td>Application Form</td>
<td>2</td>
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</tr>
<tr>
<td>Questionnaire</td>
<td>2</td>
<td>12/03/18</td>
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Statement of compliance
The Committee is constituted in accordance with the Governance Arrangements set out by the University of Portsmouth.
After ethical review

Reporting and other requirements

The attached document acts as a reminder that research should be conducted with integrity and gives detailed guidance on reporting requirements for studies with a favourable opinion, including:

- Notifying substantial amendments
- Notification of serious breaches of the protocol
- Progress reports
- Notifying the end of the study

Feedback

You are invited to give your view of the service that you have received from the Faculty Ethics Committee. If you wish to make your views known please contact the administrator, Christopher Martin.

Please quote this number on all correspondence:   BAL/2018/E492/SAID

Yours sincerely and wishing you every success in your research
Chair

Email:

Enclosures: “After ethical review – guidance for researchers”

Copy to: Vijay Vyas,
Andreas Hoecht
1. Study Title and Key Dates

1.1 Title

Intentions transformation of Arab ethnic minority entrepreneurs in Israel

1.2 Key Dates

Date of submission: 12.03.2018
Version Number: 2
Ethics Committee Reference Number:
Intended Start Date of Data Collection: 01.04.2018
Projected Finish Date of Data Collection: 31.12.2018

Applicant Details

2.1 Principal Investigator

Name: Inas Said  Title /Role /Course of study: DBA Student

Department: Strategy Enterprise and Innovation  Faculty: Faculty of Business & Law
Telephone: +972526977140  Email: inas.said@myport.ac.uk

Has the principal investigator attended the graduate school (for students) or researcher development programme (for staff) research ethics training session?

Ethics forms a major part of the taught stage of the DBA program. I have received ethical training as part of my DBA taught stage in year 1.

No
2.2 Supervisor (if Principal Investigator is a student)

Name: Dr Vijay Vyas  
Title /Role: Senior Lecturer  
Department: Strategy, Enterprise and Innovation  
Faculty: Faculty of Business & Law  
Telephone: 02392844027  
Email: vijay.vyas@port.ac.uk  

Names and email of any other supervisors:

Name: Dr Andreas Hoecht  
Title /Role: Principal Lecturer  
Department: Strategy Enterprise and Innovation  
Faculty: Faculty of Business & Law  
Telephone: 02392844052  
Email: andreas.hoecht@port.ac.uk  

Contribution to the project: Supervision

Dr Vyas is also co-author of a publication submitted to the “7th Annual International Conference on Innovation & Entrepreneurship (IE-2017), Singapore  
Paper Title: “Intentions transformation of Arab ethnic minority entrepreneurs in Israel: A literature review”

Has the supervisor attended the researcher development programme research ethics training session?  

Vijay Vyas  
Andreas Hoecht  

NO  
YES  

2.3 Others involved in the work/research including students and/or external collaborators (name, organisation/course, role in the project)

N/A  

Details of Peer Review

The research proposal in its current form was submitted to the board of examiners in May 2017 and was granted “progress” status in July 2017 with the outcome of “Excellent Work”. All comments made by the BOE, namely, Valerie Anderson, DBA Director and Dr Vijay Vyas as my mentor in the first year of study, have been reworked. Dr Vyas and Dr Andreas Hoecht, my supervisors, have reviewed reworked version. See peer reviewer statement in Appendix D.

Funding Details

The research will be self-funded.

Sites/Locations

The researcher intends to collect the data by means of a questionnaire. The questionnaire will be mailed to one group of participants and will be provided online to another group of participants. No Site/location is foreseen for this activity. The researcher in intending to pilot the questionnaire and as a part of that
procedure, the researcher will meet two randomly selected entrepreneurs from the target population. The location of the meetings will be the researcher’s corporate office in a hi-tech office space (Business Development Centre). Address: Derech HaAtsma’ut 65, Haifa, Israel. The business development centre complies with Israeli standards for office space and researcher has verified that the centre possesses the necessary insurance coverage. The entrepreneurs are also Israeli citizens living in Israel proper and there are no travel restrictions or risk beyond the ones incurred in normal course of events, which are covered by Israeli insurance law (car, public transportation, workplace, etc.)

Insurance/indemnity Arrangements

N/A

Aims and Objectives/Hypothesis

7.1 Aims

The aim of this research is to investigate the Intentions transformation of Arab ethnic minority entrepreneurs in Israel.

The Arab ethnic economy has gone through transition from an ethnic enclave to a mixed economy and has opened up towards the primary economy in recent years. This characterization and such trend have already been observed in native and old immigrant ethnic minorities in the US and UK for example.

Arab minority entrepreneurs have gone through transition as well. Being fully embedded in their ethnic enclave in early years, they have moved to a mixed embedded state in recent two decades by utilizing vacancy chain openings. This trend is also observed in ethnic minority entrepreneurs in native and old immigrant ethnic minorities in the US and UK for example.

Entrepreneurial intentions are the best predictor of entrepreneurial behaviour (N. F. Krueger, 2008; N. F. Krueger et al., 2000). Yet, no research explored the entrepreneurial intentions of the Arab minority entrepreneurs. As such, the following question is raised:

Research Question 1: What are the (micro, meso and macro) factors that influence the intention formation process of the Arab ethnic minority entrepreneurs in Israel?

New generation Arab minority entrepreneurs are going through significant transition. This is attested by pursuit of entrepreneurial activities in non-traditional industry segments (Hi-Tech and Bio-Tech, pharma, medical devices etc.), opening up to consultation in form of incubators and business accelerators, new forms of financing in form of venture capital and investment funds targeted to the Arab entrepreneurial community, and targeting new market opportunities nationally and internationally.

Yet, this transition of the new Arab minority entrepreneurs and how disruptive it is, remains unstudied. Further, the impact of globalization and transition in the economy on their entrepreneurial intentions remains unexplored. As such, the following questions are raised:
Research Question 2: How do entrepreneurial intentions of new generation Arab ethnic minority entrepreneurs differ from those of classic Arab ethnic minority entrepreneurs?

Research Question 3: What is the effect of globalization on the entrepreneurial intentions of the new generation Arab ethnic minority entrepreneurs and on those of the classic Arab ethnic minority entrepreneurs?

Complementing existing research on this topic, this research proposal focuses primarily on the agent and specifically on the (antecedents of the) entrepreneurial intentions of the transitioning and transforming Arab entrepreneur as part of an ethnic economy in the global era and proposes specific and targeted further research to answer the above research questions.

7.2 Primary Objective

To explore influences on the intention formation process of the Arab ethnic minority entrepreneur in Israel and to understand the differences between intentions of new generation Arab ethnic minority entrepreneurs and those of classic Arab ethnic minority entrepreneurs within an evolving globalization milieu

7.3 Secondary Objective(s)

N/A

Study Summary

8.1 Justification/Summary of Study (no more than one side)

Internationally, the study and research on entrepreneurial intentions of ethnic and/or immigrant communities has a long history and it is a well-developed strand of research (Bates, 2011; Jones, Mascarenhas-Keyes, & Ram, 2012; Jones & Ram, 2013; Kloosterman, 2010; Lofstrom & Bates, 2007; Waldinger, Aldrich, & Ward, 1990). Israel is significantly lagging behind in research concerning its Arab ethnic minority and their peripherality in general (Schnell, Greenberg, Arnon, Shamai, 2015; Mayer & Baumgartner, 2014). The unique characteristics of peripheral enterprises and of the peripheral entrepreneurial environment in Israel, is not well-understood (Schnell et al., 2015). More specifically, there is lack of comprehensive research in Israel that examines and establishes the antecedents of entrepreneurial intentions of the Arab entrepreneur at the agent level. Schnell et al. (2015) indicate that further research is required to understand the factors that influence the behaviour of the entrepreneurs. Further, despite increased importance of entrepreneurship in the global and local economy there is lack of research both globally and locally to the extent to which global factors affect entrepreneurial intentions (Freeman, 2013; Soriano & Dobon, 2009).

Drawing on previous international literature, and national literature that focus primarily on macro level and structural embeddedness of the Arab entrepreneurs as the agent, this research proposal focuses primarily on entrepreneurial intentions of the Arab entrepreneurs in Israel.

8.2 Anticipated Ethical Issues
This research will be conducted by means of a questionnaire. Two groups of entrepreneurs are identified. One of the groups will receive the questionnaire by mail and the other group will receive it online.

Both methods guarantee anonymity as in neither case, name, phone number, or personal address of participant is proposed to be recorded. Demographic data would be collected in such a way that participants are not identified.

Further, researcher is not planning to offer any payments, rewards, or gifts in-kind.

Lastly, as the questions do not seek to collect sensitive data, i.e. organizational or very personal data, researcher is not expecting ethical concerns.

### 8.3 Anticipated other Risks or Concerns

Risks to participants: I expect no risk to participants as no sensitive data is recorded and the anonymity of participants is ensured. This is guaranteed by the sample size, method used (questionnaire, non-intrusive), delivery method, and the fact that no personal data is recoded.

Reputational risks: I expect no reputation risk as no sensitive data is recorded and the anonymity of participants is ensured. This is guaranteed by the sample size, method used (questionnaire, non-intrusive), delivery method, and the fact that no personal data is recoded.

Health & Safety risks: As the researcher lives and works in Israel and as the research is delivered by means of questionnaire, no additional security risks are expected.

As to piloting phase, a specific city has been selected as location to conduct the interviews with two candidates, namely, Haifa, which resides in Israel proper (not occupied territories or areas of political tension) and is considered safe with no political instability. The two candidates are Israeli citizens and come from Israel proper and there are no travel restrictions or risk beyond the ones incurred in normal course of events, which are covered by Israeli insurance law (car, public transportation, workplace, etc.)

Risks to researchers: No risk foreseen for the researcher. Interviews will be conducted at the candidates’ offices in Haifa, which are considered secure and are on par with generally accepted standards in Hi-Tech & Biotech industries and comply with safety regulations for office space in Israel. Data collection will be conducted via questionnaire with anonymity guaranteed.

### 8.4 Medical Cover (if applicable)

N/A

### Description of Method/ Protocol

**Methodology:**

Epistemologically, the researcher is a post-positivist. Hence, the methodology followed in the research is explanatory and quantitative and is based on a survey by means of a standard questionnaire. The researcher, deductively, will learn from a concrete experience, reflect, conceptualize, and test his hypothesis (Kolb, 1984) by addressing research questions formulated in the literature review process (Anderson, 2013).
By using this approach, namely, articulating the research hypothesis and deriving the research questions from literature and using standard questionnaire administered on a sample of Arab minority entrepreneurs, focusing on entrepreneurial intentions only, the researcher aims at independence, hypothesis testing, objectivity, and generalizability.

Drawing from the literature review, Arab minority entrepreneurs in Israel were classified in three groups. Namely, the classic fully embedded entrepreneurs, the classic mixed-embedded entrepreneurs (characterized with inter-ethnic businesses and networks dominated by dependence and weak access to the external market), and the new generation emerging entrepreneurs (Schnell, Greenberg, et al., 2015). There are over 20000 such businesses in the Arab ethnic minority economy in Israel (the population), divided unevenly though. Namely, the new generation entrepreneurs’ group is estimated at 200 (the population), the mixed embedded group is estimated at 200 (the population), while the largest fully embedded group is estimated at 20000 businesses. Hence, the need for a method, namely a survey, which allows data capture of large sample size and the need for standardized data to facilitate the comparison.

The Arab minority population is concentrated in three geographic areas, distant from one another, in addition to their presence in large mixed cities. Thus, accessing them is a challenge. Hence, the need for an appropriate method, in this case a questionnaire survey, to allow for ease of access, partially through electronic means, to compress space and time.

To combat potential shortcomings of the method suggested, the following measures will be taken.

First, extra care will be given to the sampling process so that the researcher guarantees proper representation of the all three groups of entrepreneurs identified in the literature. Samples will be selected from each group and sample size will be calculated for each sample group. Random selection method will be implemented in selecting the sample in each group.

Second, the researcher will pilot the data collection process by delivering the survey online to one randomly selected entrepreneur and by post to a second randomly selected entrepreneur. Once the questionnaires are completed and returned, the researcher will analyse the potential outcomes and decide if the questions are appropriate or require amendments. The purpose is to check if the respondents understand the questions and can complete the questionnaire. Further, it is intended for testing the diverse methods that would be used to administer the questionnaire. The questions will be reworked based on the feedback.

To achieve a good level of understanding of the questions as to whether they convey what the researcher intends to ask, researcher will interview the two entrepreneurs who would have completed the pilot questionnaire and review with them each question in the questionnaire. The researcher will further seek the review of the questionnaire by a local professor who is familiar with conducting research in the Arab community in Israel. Both instruments will address any language issues arising from the translation process as well. Further feedback regarding the length of the questionnaire and suitability of delivery methods will be sought from the interviewees.

**The Survey: (For the Survey, please refer to Appendix C)**

A questionnaire will be developed to collect primary data directly from the entrepreneurs.
Secondary data will be collected and compared from Israel Central bureau of Statistics, the ministry of Economy and Industry, and Israel Corporations Authority. Specifically, list of businesses, their industry affiliation, and geographic distribution will be sought (Vyas, 2014).

The baseline questionnaire will combine individual and contextual variables. It will constitute of the following categories, highlighted by extant literature, namely, the dimensions of the theory of planned behaviour, demographic characteristics, personal attitudes, psychological characteristics, individual skills and prior knowledge, social structure and network, organizational support, environmental support, and environmental influence.

The questionnaire will be developed based on synthesis of prior validated questionnaires with associated scales and measures, derived from the reviewed literature. It will also include newly formulated questions. Items used to capture the central elements of the entrepreneurial intention model are included in the Appendix C (Liñán & Chen, 2009). Once a baseline questionnaire is created, it will be augmented with a new category of questions focusing on globalization factors to measure its effects on entrepreneurial intentions of the ethnic minority entrepreneurs. Based on the literature review, a list of identified and carefully formulated questions to capture the globalization factors and effects has been developed by the researcher, Appendix C.

Note: The questionnaire in Appendix C is considered work in progress and a final version will be reviewed and approved by my two supervisors before the survey is conducted.

All constructs are Likert-Type scales. In order to give a more precise presentation of the survey responses, a range of 1-7 was given to each question with 1 being total disagreement and 7 being total agreement, similar to the scale used in Linen and Chen (2009). For the personal values section, a range of 1-6 was given, in line with (Schwartz et al., 2001) To validate the amended questions, the researcher will conduct a thorough review of the returned pilot questionnaires regrading completeness, clarity and understanding, and will conduct interviews with the pilot entrepreneurs to check understanding and interpretation of each question. Further, researcher will have a tenured professor from the relevant community review this section more critically.

To classify respondents in three groups, a list of industry segments will be provided in the demographics section of the survey and entrepreneurs will be asked to select one industry segment that represents their business. The list is obtained from the ministry of economy in Israel and is cross-checked with the list of industry segments form the central bureau of statistics.

Probability sampling will be used with simple random sampling in each of the three groups. A sample of 383 classic entrepreneurs representing the embedded economy (population of 2000), 150 transitional entrepreneurs representing the mixed-embedded economy (population of 200), and 150 transformational entrepreneurs (population of 200) will be administered with the questionnaire allowing for an above 95% confidence level (M. N. K. Saunders et al., 2015). Data collected from the three groups will be triangulated and contrasted to build the basis for the reliability and validity checking as well (Vyas, 2014).

The method of administration of the questionnaire will depend on the characteristics of each group. The third group, namely, the new generation entrepreneurs are young, well educated, and internet savvy. The
questionnaire delivery method for this group will be via online survey using Google Forms with email including cover letter and a link to the survey. The second group, the mixed embedded entrepreneurs, is acquainted with technology but will need some assistance. The questionnaire delivery method for this group will be via post as well but a phone number will be provided with a statement to the participants to feel free to call for clarifications regarding the instructions. The first group, the fully embedded entrepreneurs, is internet technology inexperienced. The delivery method will be via the post, but a phone number will be provided with a statement to the participants to feel free to call for clarifications regarding the instructions. All surveys delivered by post will be accompanied with cover letter as well.

The questionnaire will be translated to Arabic by the researcher, will go through a linguistic review, and a review by a local professor who is an expert in the field in Israel, translated back to English, and compared to the original version for sanity check. A small-scale field pre-test in form delivering an online version and a post version to a select sample of entrepreneurs will be administered. Six entrepreneurs, two of each group, will be randomly selected and administered with the questionnaire based on the methods of delivery explained in above paragraph.

Compliance With Codes, Guidance, Policies and Procedures

Although the data collection will be undertaken in Israel UK, International and University standards of research ethics and integrity will be applied. Therefore, this research will be completed in accordance with the University of Portsmouth policies on ethics and research data management. This study complies, and at all times will comply, with the Concordat to Support Research Integrity, the RCUK policy, and the Guidelines on Governance of Good Research Conduct.

In practice this means that the researcher will comply with and follow all the guidelines for the promotion of good research conduct including integrity, appropriate research design and frameworks, highest level of research ethics, ethical approval procedures, and will avoid any unacceptable research conduct including fabrication, falsification, plagiarism, misrepresentation, and breach of duty of care. The commitment is to conduct the research with the highest levels of honesty, rigour, transparency, and care & respect for all participants.

Recruitment of Participants

11.1 Who are the Research/Participant Population?

Based on the literature review, Arab minority entrepreneurs in Israel are classified in three groups. Namely, the classic fully embedded entrepreneurs, the classic mixed-embedded entrepreneurs (characterized with inter-ethnic businesses and networks dominated by dependence and weak access to the external market), and the new generation emerging entrepreneurs (Schnell, Greenberg, et al., 2015). There are over 20000 such businesses in the Arab ethnic minority economy in Israel (the sample population), divided unevenly though. Namely, the new generation entrepreneurs’ group is estimated at 200, the mixed embedded group is estimated at 200, while the largest fully embedded group is estimated at 20000 businesses.

11.2 Inclusion/Exclusion Criteria

Probability sampling will be used with simple random sampling in each of the three groups.

Inclusion Criteria: Any founder or owner of a business from the Arab community in any of the three groups will be considered as member of the target population.
**Exclusion Criteria:** None

### 11.3 Number of participants (include rationale for sample size)

A sample of 383 classic entrepreneurs representing the embedded economy, 150 transitional entrepreneurs representing the mixed-embedded economy, and 150 transformational entrepreneurs will be administered with the questionnaire allowing for an above 95% confidence level (M. N. K. Saunders et al., 2015). Data collected from the three groups will be triangulated and contrasted to build the basis for the reliability and validity checking as well (Vyas, 2014).

### 11.4 Recruitment Strategy (including details of any anticipated use of a gatekeeper in host organizations to arrange/distribute participant invitations)

The list of businesses will be acquired from the Israel corporation authority/Ministry of Economy and will be cross checked with similar list form the Israel central bureau of statistics as in many cases the data pertaining address, phone number, email, web address, or contact person might not be up to date (Vyas, 2014).

### 11.5 Payments, rewards, reimbursements or compensation to participants

N/A

### 11.6 What is the process for gaining **consent** from participants?

Information sheet will be distributed to participants; see Appendix A. Written consent will be obtained. Consent form was added in the beginning of the questionnaire and a check box was added to gain consent of participants.

No feedback is provided to participants.

### 11.7 Has or will consent be gained from other organisations involved (if applicable)?

N/A

### 11.8 Arrangements for translation of any documentation into another language (if applicable)?

The target population is non-native English speaking, the researcher will translate the questionnaire and all related associated documents to the Arabic language. The researcher will seek the review of an Arab language expert for translation equivalence of the Arabic language. A back translation will be conducted for sanity check as well (Brislin, 1970).

### 11.9 Outline how participants can withdraw (if applicable), and how data collected up to this point will be handled. Also stop criteria for specific tests (if applicable)?

Participants can simply withdraw by not replying to the questionnaire. Once participants send out their filled-out questionnaire, either by mail or online, they will not be able to withdraw as the method used does not allow for recognition of the participant and association to a specific filled out questionnaire.

### 11.10 Outline details of re-consent or debrief (if applicable)?

N/A
## Data Management

### 12.1 Description of data analysis

A software package, Statistical Package for the Social Sciences (SPSS), will be used to evaluate the questionnaire utilizing the common set of measures in the evaluation process. First, a set of valid questionnaires will be identified by first eliminating anomalous cases through distance calculation and then questionnaires with missing data will be excluded. The empirical analysis will be then performed on the valid questionnaires by means of either one sample T test or by non-parametric test. Following a general test, if data is normally distributed, then a one sample T test will be conducted. On the other hand, if the data is not normally distributed, then a non-parametric test will be conducted. Generally, Run test of sample randomness will be applied, and model fit will be examined using confirmatory factor analysis. Factor analysis will be used to test for the validity of the data.

The industry segments, gender and education in the demographic variables will be used as the control variables. The analysis of the data will be conducted first in each group and then between the groups, which will allow for addressing the research questions in determining the entrepreneurial intentions of each group, the differences and similarities of the intentions between the groups and how strong the influence, if any, of the globalization factors is on each group. The later can explain how disruptive the transformation of the intentions of the new generation entrepreneurs is. Further, data will be split into files for each demographic variable and tests will be run on each file with corresponding demographic variable being the control variable as well.

### 12.2 Where and how will data be stored?

Data will be collected either via mail resulting in hard copies of the filled out questionnaire or online. Hard copies will be scanned and electronically stored together with the online data. The researcher will be responsible for the management of the data throughout all stages of the study, including sharing, disseminating, storing, preserving and destruction of data associated with the research project. All research study data and documentation (e.g., ethical approval statement) will be retained for ten years, as the study may ultimately contribute to the confirmation of an academic degree (DBA). After this ten years period further retention will be reviewed but may be destroyed at the end of this period in accordance with the University of Portsmouth project records retention schedule. Data will be stored at Google Drive dedicated directory with password protection and accessess granted to the supervisors.

### 12.3 Destruction, Retention and Reuse of Data

Data retention will be handled in line with UoP research data management policy. Data will be stored on the university N drive with password protection and will be retained for a period of 10 years. After this ten-year retention period, further retention will be reviewed.

Participants will give written consent for future use of data. Please see written consent form in beginning of the questionnaire.

### 12.4 Personal Data – How will confidentiality be ensured (for instance will anonymisation be used)?

Data will be collected via questionnaire. Participants will not reveal their name or personal address or personal identification details. Return envelops will not have the address of the participant sending them.
Finally, survey data will be analysed in block form rather than individually – this again will help ensure anonymity and confidentiality.

The On-line data will be collected via Google Forms and will be anonymous. Google forms does keep IP addresses of survey participants as well.

All respondents will be given an ID number that will used to refer to the information they provide.

<table>
<thead>
<tr>
<th>12.5 How will organisational data (publicly unavailable data) be handled (if applicable)?</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>12.6 How will security sensitive data be handled (if applicable)?</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
</tr>
</tbody>
</table>

**Publication / Impact / Dissemination Plans**

As indicated before, researcher already submitted an article to the “7th Annual International Conference on Innovation & Entrepreneurship (IE-2017), Singapore and the article was accepted. Researcher presented the study at the conference and article was published in the conference journal.

Paper Title: “Intentions transformation of Arab ethnic minority entrepreneurs in Israel: A literature review”

Researcher plans to publish additional articles before the end of the DBA program. One such article will be based on the results and findings of the research.

Researcher intends to make his publications open access and intends to upload them to Pure.

**References**


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Appendices

<table>
<thead>
<tr>
<th>Put N/A in version Number column if necessary</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Document</strong></td>
</tr>
<tr>
<td>Application Form</td>
</tr>
<tr>
<td>Invitation Letter</td>
</tr>
<tr>
<td>Participant Information Sheet(s) (list if necessary)</td>
</tr>
<tr>
<td>Consent Form(s) (list if necessary)</td>
</tr>
<tr>
<td>Advertisement</td>
</tr>
<tr>
<td>Peer / Independent Review</td>
</tr>
<tr>
<td>Supervisor Email Confirming Application</td>
</tr>
<tr>
<td>Evidence From External Organisation Showing Support</td>
</tr>
<tr>
<td>Terms of Reference for Steering / Advisory Group</td>
</tr>
<tr>
<td>Survey Instrument</td>
</tr>
<tr>
<td>Interview Questions / Topic List</td>
</tr>
<tr>
<td>Focus Group Questions / Topic List</td>
</tr>
<tr>
<td>Focus Group Ground Rules</td>
</tr>
<tr>
<td>Script for Oral Consent</td>
</tr>
<tr>
<td>Questionnaire</td>
</tr>
<tr>
<td>Observational Data Collection Form</td>
</tr>
<tr>
<td>Risk Assessment Form(s)</td>
</tr>
<tr>
<td>Other – please describe</td>
</tr>
</tbody>
</table>
Declaration by Principal Investigator and Supervisor (if applicable)

1. The information in this form is accurate to the best of my/our knowledge and belief and I/we take full responsibility for it.

2. I/we undertake to conduct the research/ work in compliance with the University of Portsmouth Ethics Policy, UUK Concordat to Support Research Integrity, the UKRIO Code of Practice and any other guidance I/we have referred to in this application.

3. If the research/ work is given a favourable opinion I/we undertake to adhere to the study protocol, the terms of the full application as approved and any conditions set out by the Ethics Committee in giving its favourable opinion.

4. I/we undertake to notify the Ethics Committee of substantial amendments to the protocol or the terms of the approved application, and to seek a favourable opinion before implementing the amendment.

5. I/we undertake to submit annual progress reports (if the study is of more than a year’s duration) setting out the progress of the research/ work, as required by the Ethics Committee.

6. I/we undertake to inform the Ethics Committee when the study is complete and provide a declaration accordingly.

7. I/we am/are aware of my/our responsibility to be up to date and comply with the requirements of the law and relevant guidelines relating to security and confidentiality of personal data, including the need to register, when necessary, with the appropriate Data Protection Officer. I/we understand that I/we am/are not permitted to disclose identifiable data to third parties unless the disclosure has the consent of the data subject.

8. I/we undertake to comply with the University of Portsmouth Data Management Policy.

9. I/we understand that records/data may be subject to inspection by internal and external bodies for audit purposes if required.

10. I/we understand that any personal data in this application will be held by the Ethics Committee, its Administrator and its operational managers and that this will be managed according to the principles established in the Data Protection Act 1998.

11. I understand that the information contained in this application, any supporting documentation and all correspondence with the Ethics Committee and its Administrator relating to the application:

    Will be held by the Ethics Committee until at least 30 years after the end of the study

    Will be subject to the provisions of the Freedom of Information Acts and may be disclosed in response to requests made under the Acts except where statutory exemptions apply.

    May be sent by email or other electronic distribution to Ethics Committee members.

Principal Investigator……………………………………………….. Date 12/03/2018

Supervisor (if applicable)………….. ……………………………….. Date 12/03/2018
PARTICIPANT INFORMATION SHEET

12/03/2018

Version 2.0

Title of Project: Intentions transformation of Arab ethnic minority entrepreneurs in Israel

Name and Contact Details of Researcher(s): Inas Said
Phone: +972-(0)256977140
Email: inas.said@myport.ac.uk

Name and Contact Details of Supervisor:
Name: Vijay Vyas
Title /Role: Senior Lecturer
Department: Strategy Enterprise and Innovation
Faculty: Faculty of Business & Law
Telephone: +44 (0) 2392844027
Email: vijay.vyas@port.ac.uk

Ethics Committee Reference Number:

Invitation

I would like to invite you to take part in my research study. Joining the study is entirely up to you, before you decide I would like you to understand why the research is being done and what it would involve for you. Please read this information sheet, to help you decide whether you would like to take part. I would suggest this should take about 5 minutes. Please feel free to talk to others about the study if you wish. Do ask if anything is unclear.

Currently, I am a Doctoral student at the University of Portsmouth. I have over 20 years background in the Hi-Tech sector with work experience in Germany, USA, and Israel. Since my return to Israel, I have established 5 start-ups with focus on creating employment opportunities for Arab undergraduates and graduates who suffer from high levels of unemployment. I gave special attention to employment of Arab females in my business considerations.

In recent years I have been providing business consulting services to Arab minority young entrepreneurs and I am aware of the challenges they face on the various fronts when trying to establish their start up.
My interest in entrepreneurial development in the Arab sector as ethnic minority in Israel is leading me in my doctoral research studies.

Study Summary

The aim of this research is to investigate the Intentions transformation of Arab ethnic minority entrepreneurs in Israel.

Entrepreneurial intentions are the best predictor of entrepreneurial behaviour based on academic research. Yet, no research has so far explored the entrepreneurial intentions of the Arab minority entrepreneurs in Israel.

Further, new generation Arab minority entrepreneurs are going through larger scale transition. This is attested by pursuit of entrepreneurial activities in non-traditional industry segments (Hi-Tech and Bio-Tech, pharma, medical device), opening up to consultation in form of incubators and business accelerators, new forms of financing in form of venture capital and investment funds targeted to the Arab entrepreneurial community, and targeting new market opportunities nationally and internationally. Yet, entrepreneurial intentions and the transition of the new Arab minority entrepreneurs and how disruptive it is, remain unstudied. Further, the impact of globalization and transition in the economy on their entrepreneurial intentions remains unexplored. The study will be performed by means of questionnaire that you are asked to complete.

What is the purpose of the study?

Complementing existing research on this topic, this study focuses primarily on the entrepreneurial intentions of the transitioning and transforming Arab entrepreneur as part of an ethnic economy in the global era.

Why have I been invited?

As an Arab entrepreneur, you have been selected amongst close to 600 other entrepreneurs to participate in this study by means of completing the research questionnaire. In the Arab community there are over 20000 business and the participants in the research sample have been selected randomly.

Do I have to take part?

Taking part in this research is entirely voluntary. It is up to you to decide if you want to volunteer for the study. We will describe the study in this information sheet. If you agree to take part, we will then ask you to check the box next to the consent section in the questionnaire.

What will happen to me if I take part?

You will receive a questionnaire either online or via mail as hard copy, which you will fill out and return to the researcher. Time and location to fill out the questionnaire is at your convenience but should be ideally within 4 weeks from the time of receiving the questionnaire. The time needed to fill out the questionnaire is approximately 30min.

The results of this study will be published, and I assure you that in case of its publication, your anonymity will remain safeguarded.

Expenses and payments

No payments or expenses are expected in this research process. A stamped addressed envelope is provided together with the questionnaire in case you opt to take the mail delivery method.

Anything else I will have to do?

Nothing else is required from you.
What data will be collected and / or measurements taken?

In the questionnaire, you will answer some questions about your gender, education, industry sector motivations, influencers, and experiences in starting your business. No other data will be collected. There are no ‘right answers’ to these questions.

What are the possible disadvantages, burdens and risks of taking part?

This research will require half hour of your time and will take place at time and location of your selection. Your anonymity will be safeguarded as far as this is possible and there is no requirement for you to reveal any sensitive data (either personal or about your organization). I envisage no disadvantages to you from this project except for the commitment of half hour of your time.

What are the possible advantages or benefits of taking part?

Although you will not receive any direct personal benefits from participating in this study, I hope that our society may benefit from the results of this work through having a better understanding of entrepreneurial trends in the Arab ethnic economy in Israel.

Further, the researcher greatly appreciates the effort and time put by you and as such is willing to share with you the results upon request.

The researcher’s contact information is as follows:

Inassaid99@gmail.com

Cell: 0 526977140

Will my taking part in the study be kept confidential?

As the method used is a questionnaire and the questionnaire does not include any personal data, your anonymity is safeguarded. Further, data will be securely kept under the researcher’s protection and will not be transferred to any unauthorised third party although my academic supervisor, based in UK, will have access to the data to ensure a robust analysis process is undertaken.

Anonymised findings from the study, may be presented to others at academic conferences, or published as a project report, academic assignment, and dissertation or in academic journals or book. Anonymous data, which does not identify you, may be used in future research approved by appropriate research ethics committee.

Please note, this survey does not require you to include your name or any other information that will identify you. We will ask you for some biographical details [e.g. gender, grade, subject area] to help us produce summary statistics but these will not be used in any attempt to reveal your identity. Data Management principles encourage researchers to share information they collect in the course of research and that information can be held for 10 years or more, but we will never share anything with any other person that names you or identifies you in any way, without your explicit consent.

Data retention will be handled in line with UoP policy. As such, all research study data and documentation will be retained for ten years, as the study may ultimately contribute to the confirmation of an academic degree (DBA). These data will be securely stored on a dedicated Google Drive with password protection and access privileges to the supervisors.

What will happen if I don’t want to carry on with the study?

You can withdraw at any time by simply not completing the questionnaire and not sending it back. Once the filled-out questionnaire has been sent to submitted online, it will not be possible for you to withdraw your data as there will be no means to associate any filled-out questionnaire to a specific participant.
What if there is a problem?

If you have a query, concern or complaint about any aspect of this study, in the first instance you should contact me if appropriate. You can also contact my supervisor. My contact details and those of my supervisor are included on page 1 of this information sheet.

If you believe your concern or complaint is not resolved by me or my supervisor, you should contact the Head of Department: Professor Paul Trott, Department / School of Strategy, Enterprise and Innovation. Telephone +44 (0) 2392844245, paul.trott@port.ac.uk.

If the complaint remains unresolved, please contact: The University Complaints Officer, Telephone +44 (0)23 9284 3642; complaintsadvice@port.ac.uk

Who is funding the research?

This research is not supported by external funding and I am responsible for all expenses incurred.

Who has reviewed the study?

Research involving human participants is reviewed by an ethics committee to ensure that the dignity and well-being of participants is respected. This study has been reviewed by the Faculty of Business & Law Faculty Ethics Committee and been given favourable ethical opinion.

Thank you

Thank you for taking time to read this information sheet and for considering volunteering for this research. If you do agree to participate, your consent will be sought; please see the accompanying consent form. You can keep the copy of the information sheet or print it out and please make a copy of your signed consent form, to keep.

Contact data

The completion of these data will allow a follow-up of further progress, although it is optional. You can contact the researcher regarding the results at the following contact information.

Name: Inas Said

E-mail: inassaid99@gmail.com Telephone1: 0526977140

Contact address: Habilia Hajjar 3, App 43
Location: Haifa, Israel Post code: 3537903

Thank you very much for your cooperation

Thank you for completing the questionnaire please return it by using the posted addressed enveloped provided with the questionnaire.
If you have any concerns regarding this research, please contact me or my supervisor in the first instance. If you are not entirely happy with a response, please contact

Head of Department: Professor Paul Trott, Department / School of Strategy, Enterprise and Innovation Telephone +44 (0) 2392844245, paul.trott@port.ac.uk.

If the complaint remains unresolved, please contact: The University Complaints Officer, Telephone +44 (0)23 9284 3642; complaintsadvice@port.ac.uk.

Appendix D

Peer Review Statement

Dear Inas,

I have carefully reviewed the feedback provided to you by the Faculty Ethics Committee and the amendments you have made to your application to address the issues they have raised.

I am pleased to see that you have taken account of the comments of the Faculty Ethics Committee and added further clarity – especially in relation to issues of security, data retention and management, demographic data, and online survey method.

Dr Vijay Vyas
Supervisor

Ethic Committee amendment table

We would be grateful if you could indicate on the revised documentation, or in an accompanying commentary, where the changes are, for ease of reference

**Ethical Review Application Amendment Commentary**

**Project title:** Intentions transformation of Arab ethnic minority entrepreneurs in Israel

**Principal Researcher:** Inas Said

All amendments on the ethics form and corresponding documents have been written in red.

<table>
<thead>
<tr>
<th>Amendment</th>
<th>Action Taken</th>
</tr>
</thead>
</table>

230
| **Ethics Form** | 2.1 has been changed such that the principal investigator declares having received ethical training as an integral part of the of the first year DBA taught program.  
"Ethics forms a major part of the taught stage of the DBA program. I have received ethical training as part of my DBA taught stage in year 1."
Information regarding ethical training of the supervisors has been moved to 2.2 |
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>4. If you mean it is self-funded, please say so.</strong></td>
<td>Prior text in section 4 was replaced with the following text “The research will be self-funded.”</td>
</tr>
</tbody>
</table>
| **8.2. and 8.3 - see below Also 8.3. The main travel risk comes from the visit to the entrepreneurs in Haifa for piloting purposes. Regardless of whether you live in Israel, please check UK Foreign and Commonwealth Office travel advice on Israel and check the insurance position with the University’s insurance officer.** | The text has been modified as to the following “As to piloting phase, a specific city has been selected as location to conduct the interviews with two candidates, namely, Haifa, which resides in Israel proper (not occupied territories or areas of political tension) and is considered safe with no political instability. The two candidates are Israeli citizens and come from Israel proper and there are no travel restrictions or risk beyond the ones incurred in normal course of events, which are covered by Israeli insurance law (car, public transportation, workplace, etc.)
Risks to researchers: No risk foreseen for the researcher. Interviews will be conducted at the candidates’ offices in Haifa, which are considered secure and are on par with generally accepted standards in Hi-Tech & Biotech industries and comply with safety regulations for office space in Israel. Data collection will be conducted via questionnaire with anonymity guaranteed.”
UK foreign travel advice is relevant to UK citizens and nothing is the publications relates to Israeli citizens (Both researcher and entrepreneurs are Israeli citizens with Israel as their primary residence. |
| **11.9 - see below.** | Contact details of participants has been replaced with the following text, so candidates don’t reveal their contact info. Rather they can contact the primary investigator per contact details below, which are amended to the end of the questionnaire and as such will appear both in print and on-line versions of the questionnaire.

**Contact data**

The completion of these data will allow a follow-up of further progress, although it is optional. You can contact the researcher regarding the results at the following contact information.

**Name:** Inas Said

**E-mail:** inassaid99@gmail.com  
**Telephone1:** 0526977140

**Contact address:** Habishop Hajjar 3, App 43

**Location:** Haifa, Israel  
**Post code:** 3537903 |
<p>| <strong>12.2 It is probably preferable to use Google Drive for storage rather than the University N:</strong> | Text has been adjusted accordingly in 12.2 |</p>
<table>
<thead>
<tr>
<th>Drive. (Some remote access difficulties have been reported with the N: drive in the past, too.)</th>
<th>“Data will be stored at Google Drive dedicated directory with password protection and accessess granted to the supervisors.”</th>
</tr>
</thead>
<tbody>
<tr>
<td>12.4 - see below.</td>
<td>Text has been adjusted accordingly in 12.4 “The On-line data will be collected via Google Forms and will be anonymous. Google forms does keep IP addresses of survey participants as well.”</td>
</tr>
<tr>
<td>Participant documentation generally. You need to present UK phone numbers in the form they would be accessed from Israel. At least one (on p.15) has slipped through the net.</td>
<td>Multiple UK contact details appear clearly in multiple sections including Appendix A (invitation letter), Appendix C (Questionnaire)</td>
</tr>
<tr>
<td>Information sheet - the 'Purpose' section - as well as some of the other text - is presented in rather a technical format, e.g. you don't need to lay out all your research questions as if it were an academic paper. Same applies in the frontispiece to the questionnaire itself.</td>
<td>Research questions have been removed</td>
</tr>
</tbody>
</table>
| In the 'advantages / benefits' section of the information sheet you say you will send participants a report of the findings. However, 8.2. and 8.3, 11.9 and 12.4 of the form, and the preamble to the questionnaire itself (and you should check for any other instances), said no personal information was being collected and anonymity was guaranteed. Similarly, Appx. B is a consent sheet for the questionnaire, which participants are being asked to sign. There is no obvious way for this to be returned without compromising anonymity. If you really are planning to contact participants after the study is finished, you will need to ask for and keep their contact details. This needs better thinking through, as to which you intend and how you will do it. | Text has been changed as to participants being able to contact the primary investigator. Contact details section of participants have been replaced with contact details of primary investigator.  
**Contact data**  
The completion of these data will allow a follow-up of further progress, although it is optional. You can contact the researcher regarding the results at the following contact information.  
**Name:** Inas Said  
**E-mail:** inassaid99@gmail.com  
**Telephone:** 0526977140  
**Contact address:** Habishop Hajjar 3, App 43  
**Location:** Haifa, Israel  
**Post code:** 3537903 |
| How is consent being sought for the online version of the questionnaire? We appear only to have been supplied with the hard copy version of the questionnaire and its preamble. Nothing more seems to be said about the online version after 8.2. and we have no documentation for this. You need to administer the online version using a platform that does not collect IP addresses. | Consent form has been removed and an amendment added at the beginning of the questionnaire with the same content (See appendix C). A check box was added so participants can indicate their consent.  
“I consent and agree to take part in the above study  
[ ] Yes”  
This way, it is available both in print and on-line versions of the questionnaire without compromising the anonymity of the participant. See changes to 11.6, 12.3, and to appendix C (the questionnaire) |
| Questionnaire draft. Demographic data might be better at the end of the questionnaire. Do you really need to know participants' exact ages? | Demographic data moved to the end of the questionnaire.  
Age variable was replaced with 5 age groups  
“1b. age: [ ] 20-30  
[ ] 30-40  
[ ] 40-50  
[ ] 50-60  
[ ] 60+”  
“...”  
... |
<table>
<thead>
<tr>
<th>Personal Attitude</th>
<th>Facing new challenges</th>
<th>Creating jobs for others</th>
<th>Being creative and innovativ e</th>
<th>Having a high income</th>
<th>Taking calculated risks</th>
<th>Being my own boss (independenc e)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nomenclature</td>
<td>PA1</td>
<td>PA2</td>
<td>PA3</td>
<td>PA4</td>
<td>PA5</td>
<td>PA6</td>
</tr>
<tr>
<td>Perceived Behavioural Control</td>
<td>Defining my business ide</td>
<td>Defining my new business strategy</td>
<td>Keeping under control the new-venture creation process</td>
<td>Negotiatin g and maintainin g favourable relationships with potential investors</td>
<td>Negotiatin g and maintainin g favourable relationships with banks</td>
<td>Recognizing opportunities in the market for new products and/or services</td>
</tr>
<tr>
<td>Nomenclature</td>
<td>PBC1</td>
<td>PBC2</td>
<td>PBC3</td>
<td>PBC4</td>
<td>PBC5</td>
<td>PBC6</td>
</tr>
<tr>
<td>Subjective Norms</td>
<td>My immediate family (parents and siblings)</td>
<td>My close friends</td>
<td>My colleagues</td>
<td>My friends</td>
<td>That of my immediate family (parents and siblings)</td>
<td>That of my close friends</td>
</tr>
<tr>
<td>Nomenclature</td>
<td>SN1</td>
<td>SN2</td>
<td>SN3</td>
<td>SN4</td>
<td>SN5</td>
<td>SN6</td>
</tr>
<tr>
<td>Entrepreneurial Intention</td>
<td>It is very likely that I will start a venture someday</td>
<td>I am willing to make any effort to become an entrepreneur</td>
<td>I have serious doubts whether I will ever start a venture</td>
<td>I am determined to start a business in the future</td>
<td>My professional goal is to be an entrepreneur</td>
<td></td>
</tr>
<tr>
<td>Nomenclature</td>
<td>EI1</td>
<td>EI2</td>
<td>EI3</td>
<td>EI4</td>
<td>EI5</td>
<td></td>
</tr>
<tr>
<td>Self-Direction</td>
<td>Thinking up new ideas and being creative is important to me</td>
<td>I like to do things in my own original way</td>
<td>It is important to me to make my own decision about what I do</td>
<td>I like to be free to plan and to choose my activities for myself</td>
<td>I think it's important to be interested in things</td>
<td>I like to be curious and to try to understand all sorts of things</td>
</tr>
<tr>
<td>Nomenclature</td>
<td>SelfD1</td>
<td>SelfD2</td>
<td>SelfD3</td>
<td>SelfD4</td>
<td>SelfD5</td>
<td>SelfD6</td>
</tr>
<tr>
<td>Stimulation</td>
<td>I think it is important to do lots of different things in life</td>
<td>I always look for new things to try</td>
<td>I like to take risks</td>
<td>I am always looking for adventure s</td>
<td>I like surprises</td>
<td>It is important to me to have an exciting life</td>
</tr>
<tr>
<td>Nomenclature</td>
<td>Stim1</td>
<td>Stim2</td>
<td>Stim3</td>
<td>Stim4</td>
<td>Stim5</td>
<td>Stim6</td>
</tr>
<tr>
<td>Hedonism</td>
<td>I seek every chance I can to have fun</td>
<td>It is important to me to do things that give me pleasure</td>
<td>Enjoying life's pleasure is important to me</td>
<td>I like to 'spoil' myself</td>
<td>I really want to enjoy life</td>
<td>Having a good time is very important to me</td>
</tr>
<tr>
<td>Nomenclature</td>
<td>Hed1</td>
<td>Hed2</td>
<td>Hed3</td>
<td>Hed4</td>
<td>Hed5</td>
<td>Hed6</td>
</tr>
<tr>
<td>Benevolence</td>
<td>It's very important to me to help the people around me</td>
<td>I want to care for the well-being of people around me</td>
<td>It is important to me to be loyal to my friends</td>
<td>I want to devote myself to people close to me</td>
<td>It is important to me to respond to the needs of others</td>
<td>I try to support those I know</td>
</tr>
<tr>
<td>Nomenclature</td>
<td>Benv1</td>
<td>Benv2</td>
<td>Benv3</td>
<td>Benv4</td>
<td>Benv5</td>
<td>Benv6</td>
</tr>
<tr>
<td>-------------</td>
<td>------</td>
<td>------</td>
<td>------</td>
<td>------</td>
<td>------</td>
<td>------</td>
</tr>
<tr>
<td><strong>Universalism</strong></td>
<td>I think it is important for every person in the world to be treated equally</td>
<td>I believe everyone should have equal opportunities in life</td>
<td>It is important to me to listen to people who are different from me</td>
<td>Even when I disagree with them, I still want to understand them</td>
<td>I strongly believe that people should care for nature</td>
<td>Looking after the environment is important to me</td>
</tr>
<tr>
<td>Nomenclature</td>
<td>U1</td>
<td>U2</td>
<td>U3</td>
<td>U4</td>
<td>U5</td>
<td>U6</td>
</tr>
<tr>
<td>-------------</td>
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<td>------</td>
</tr>
<tr>
<td>I want everyone to be treated justly, even people I don’t know</td>
<td>It is important to me to protect the weak in society</td>
<td>It is important to me to adapt to nature and to fit into it</td>
<td>I believe that people should not change nature</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Achievement</strong></td>
<td>It’s very important to me to show my abilities</td>
<td>I want people to admire what I do</td>
<td>Being very successful is important to me</td>
<td>I like to impress other people</td>
<td>I want to show how capable I am</td>
<td>I think it is important to be ambitious</td>
</tr>
<tr>
<td>Nomenclature</td>
<td>Ach1</td>
<td>Ach2</td>
<td>Ach3</td>
<td>Ach4</td>
<td>Ach5</td>
<td>Ach6</td>
</tr>
<tr>
<td>-------------</td>
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<td>------</td>
<td>------</td>
<td>------</td>
<td>------</td>
<td>------</td>
</tr>
<tr>
<td>It is important to me to be rich</td>
<td>I want to have a lot of money and expensive things</td>
<td>It is important to me to be in charge and tell others what to do</td>
<td>I want people to do what I say</td>
<td>I always want to be the one who makes the decisions</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Power</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nomenclature</td>
<td>Pow1</td>
<td>Pow2</td>
<td>Pow3</td>
<td>Pow4</td>
<td>Pow5</td>
<td>Pow6</td>
</tr>
<tr>
<td>-------------</td>
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<td>------</td>
<td>------</td>
<td>------</td>
<td>------</td>
<td>------</td>
</tr>
<tr>
<td>I believe that people should do what they’re told</td>
<td>I think people should follow rules at all times, even when no-one is watching</td>
<td>It is important to me to behave properly</td>
<td>I want to avoid doing anything people would say is wrong</td>
<td>I believe I should always show respect to my parents and to older people</td>
<td>It is important to me to be obedient</td>
<td></td>
</tr>
<tr>
<td><strong>Conformity</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nomenclature</td>
<td>Con1</td>
<td>Con2</td>
<td>Con3</td>
<td>Con4</td>
<td>Con5</td>
<td>Con6</td>
</tr>
<tr>
<td>-------------</td>
<td>------</td>
<td>------</td>
<td>------</td>
<td>------</td>
<td>------</td>
<td>------</td>
</tr>
<tr>
<td>I think it’s important not to ask for more than what I have</td>
<td>I believe that people should be satisfied with what they have</td>
<td>Religious belief is important to me</td>
<td>I try hard to do things in traditional ways</td>
<td>It is important to me to keep up the customs I have learned</td>
<td>It is important to me to be humble and modest</td>
<td>I try not to draw attention to myself</td>
</tr>
<tr>
<td>Nomenclature</td>
<td>Tra1</td>
<td>Tra2</td>
<td>Tra3</td>
<td>Tra4</td>
<td>Tra5</td>
<td>Tra6</td>
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</tbody>
</table>
## Security

<table>
<thead>
<tr>
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<th>Sec1</th>
<th>Sec2</th>
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<th>Sec4</th>
<th>Sec5</th>
<th>Sec6</th>
<th>Sec7</th>
<th>Sec8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Having a stable government is important to me</td>
<td>I am concerned about the social order being protected</td>
<td>I avoid anything that might endanger my safety</td>
<td>I think the state must be on watch against threats from within and without</td>
<td>It is very important to me that my country be safe</td>
<td>It is important to me that things be organized and clean</td>
<td>I really do not like things to be a mess</td>
<td>I try hard to avoid getting sick</td>
<td>Staying healthy is very important to me</td>
</tr>
</tbody>
</table>

## Globalization

<table>
<thead>
<tr>
<th>Nomenclature</th>
<th>G1</th>
<th>G2</th>
<th>G3</th>
<th>G4</th>
<th>G5</th>
<th>G6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access to knowledge is crucial</td>
<td>Informatio n Technology is crucial</td>
<td>Access to global financing (angles, venture capital, Crowd Sourcing, etc.) is crucial</td>
<td>Availability of government financing programs is crucial</td>
<td>Access to global markets is crucial</td>
<td>Access to global resources is crucial (HR, Expertise, supply chain, etc.)</td>
<td></td>
</tr>
</tbody>
</table>
The purpose of this chapter is to reflect on my personal and professional development during my 4-year journey I took in preparing this thesis. By completing this Doctorate as partial fulfilment of the requirements for the award of the degree of Doctor of Business Administration of the University of Portsmouth I am bringing together all the learning from the formal and informal development I have undertaken, as well as my professional development in the area of entrepreneurship as researcher and actor.

Introduction

The professional development module is an integral part of the DBA program. It provides a unique opportunity, a framework, and the ability for the DBA candidate to reflect on the personal development encountered in one’s life journey on personal, professional, and academic level. More importantly, it allows the candidate to face one’s own truth regarding one’s strengths, weaknesses, opportunities, and threats and to derive from that a personal development plan to be implemented throughout the DBA program. For it to be effective, one may want to be true to one’s self, in my opinion.

In this chapter, I intended to longitudinally reflect on my personal development journey. Then, I analysed the taxonomy of first year DBA, including the rationalization why I chose the DBA program, my learning style and preferences, the key resources I used. I then take stock of my personal experience and accomplishments.

Based on a Self-SWOT, I derived a plan for my further development and growth on personal, professional, and academic level throughout the next phase of the DBA program and beyond, sharpening the saw, (Covey, 2004). I then took stock of the execution of my personal development plan throughout and up until the submission of my thesis.

Setting the stage

In reflection on my personal journey since adulthood, I came to realise that two characteristics of my path dominate my rational, intentions, behaviour, values, major transitions, junctions, and decisions I encountered or made. Namely, my pursuit of knowledge on the one hand, and being an Arab, belonging to the Arab minority in Israel on the other hand.

Both characteristics resulted so far in intrinsic and extrinsic motivations and consequences.

Personal Journey

It all starts in the family. Having grown up in a family were both parents are teachers, made the pursuit of education obvious, and even mandatory. Interestingly, the caring & loving, tolerant, democratic, educational, and consultative environment at home made learning, continuous learning, and life-long learning feel a personal choice for us in the family.

Lifelong learning is `characterized by an emphasis on the development of experiential knowledge; the dissolution of boundaries between formal and informal schooling; the designation of the life course as a continuous and never-ending opportunity for learning; and the development of the continually changing self in response to ever changing environments’, (McNair, 1997b).

The fact that I come from a small Arab town, Nahef, did not stop me to pursue the best education I could get. In the early 80s and at the age of 16 I pursued my high school education at the best Arab high school at that time in Haifa, a 75min commute in each direction, to graduate with honours. In mid 80s, I pursued
undergraduate degree in Electrical Engineering at the Technion Institute of Technology of Israel, to find out that as an Arab engineer, my chances of landing a job in the Israeli Hi-Tech sector back then are very slim to impossible.

The endless and unconditional support of my family paved the way for my major transition in life, namely moving to Germany in 1988 to pursue a M.Sc. in electronics engineering. Upon graduation with honours from TU Braunwshweig in early 90s, I landed my first job at one of Siemens R&D centres in Germany, a significant milestone in life, considering my background and motive behind the move to Germany. Two years later, I started a Ph.D. program in engineering at the same research centre to break it up 9 months later when I received an offer from Nokia Inc. to join a newly established R&D centre, in Düsseldorf, Germany as a team leader. It is that time that I realised that I have an opportunity that goes beyond landing a job as a foreigner in a foreign country allowing me to start thinking of a career ladder.

After spending 11 years in Germany, I was expatriated to the newly established Nokia R&D centre in Boston. The next years were just a rich development of technical and managerial capacity, capability, and positions. At senior level, seeing the big picture, made me realise how much knowledge is needed in order to solve the complex problems at hand. I attended various part-time programs at Northeastern University and Bentley University in telecommunications and Marketing. In later years, I joined a start-up in the Boston corridor, got married to my Canadian wife who comes from Montreal and brought to the world wonderful two kids.

After 9 years in Boston, we decided to move back to Israel. In 1996, back in Israel, I started an Executive MBA program, a joint degree of Tel Aviv Recanati business school and Northwestern University Kellogg business school. In parallel, I started my new path as a serial entrepreneur. Since then I established four start-ups in the areas of software, finance, and medical device, and lastly artificial inelegance. Common thread to all companies is the social by-product of creating 10s of jobs for Arab minority unemployed undergraduates with focus on diversity.

In reflection, the executive MBA was right to the point in terms of choice made. The skills needed as an entrepreneur are significantly augmented with a formal educational program at that level. Indeed, the acquired skills were put to work instantaneously.

Lifelong learning is a mantra for me both at professional and personal level.

**Member of Ethnic Minority**

Being a member of a minority group shapes your personality in many different ways. In reflection on my personal journey, I realise how strong this influence is. While it dictated key decisions I made regarding leaving the country of origin, and later on, moving even further away, before returning back, It also shaped the way I viewed things along the journey in many ways, including in recent years as a serial entrepreneur.

First, I realised that I had the urge to prove the unfairness of the situation by showing my personal success, achievements, continued education. I wanted to demonstrate the unfairness by showing that the problem in not me but rather the discriminatory system and the glass ceiling.

Second, every transition I made was for a good cause and as such, I was strengthened through the experience and encouraged by the success that proved that in these places were, presumably, there is equal opportunity, members of the minority group can excel as well. Being innovative and at the cutting edge, excelling at what I do, almost to perfection, and disruptive, are just some of the characteristics/skills I acquired to justify the cause.

**Self-Assessment**
Having worked for large multinational organizations provided me with the opportunity to take part in several self-assessment programs that are summarized in Table 58.

The self-awareness of my weaknesses, the realization and willingness to seek mentoring and coaching played a central role in my personal development. It allowed me to grow in a genuine way and not just through titles, Integrator, according to Adizes self-assessment. Today I feel that I am true to myself. I have one personality at work and luckily, the same personality in my private life, living in harmony.

In reflection on importance on mentoring on my personal development, I became, in recent years, a mentor to young Arab entrepreneurs whom I consult in their early years of marsh in the entrepreneurial jungle.

<table>
<thead>
<tr>
<th>Year</th>
<th>Self-Assessment Tool</th>
<th>Major Characteristics</th>
<th>Major results</th>
<th>Reflection</th>
</tr>
</thead>
<tbody>
<tr>
<td>1999</td>
<td>Seven Habits Profile (Covey)</td>
<td>– Emotional Bank Account, P/PC Balance, Be proactive, Begin with the end in mind, put first thing first, think win-win, seek first to understand, then to be understood, synergize, sharpen the saw</td>
<td>In all categories scored over 80% except for “seek first to understand, then to be understood”. Perceived self—very good, 7 feedback scores - fair.</td>
<td>Sought perfection so could not understand why people do not understand and disagree! Personal mentor at Nokia provided the guidance – a tedious process.</td>
</tr>
<tr>
<td>2002</td>
<td>Myers-Briggs</td>
<td>16 Personality Types Where you focus your attention – extraversion (e) or introversion (i) The way you take in information – sensing (s) or intuition (n) How you make decisions – thinking (t) or feeling (f) How you deal with the world – judging (j) or perceiving (p)</td>
<td>ENTJ PERSONALITY (“THE COMMANDER”). For the first time - Who I am.</td>
<td>Leadership is responsibility. Work hard on weakness – seek first to understand, team building. Mentorship.</td>
</tr>
<tr>
<td>2013</td>
<td>Adizes</td>
<td>4 Personality Types Integrator, Administrator, Entrepreneur</td>
<td>“I” was identified as a weakness by me in earlier self-assessments.</td>
<td></td>
</tr>
</tbody>
</table>
Table 58: Self-Assessment programs

<table>
<thead>
<tr>
<th>Entrepreneur, Producer</th>
<th>Significant departure from that position</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Free to focus on vision, strategy, building capacity, social contribution</td>
</tr>
</tbody>
</table>

DBA – First Year

Why DBA

On a personal level, the desire to attend a doctoral program is not new to me. It is now, in this chapter of my life that I can claim basic satisfaction and the desire for self-actualization, a journey to discover my potential at the highest level (Maslow, 1943). Being in harmony with all dimensions of my life is a privilege and responsibility that I am exercising in my pursuit of self-fulfilment, (Schultz & Schultz, 2012), and carrying to fruition my deepest desires and worthiest capacities, (Gewirth, 2009).

At a professional level, providing consultancy to young entrepreneurs requires a deep theoretical background that goes beyond the personal experience as an entrepreneur. It also goes beyond the practical education within the framework of an executive MBA. The need for higher skills and knowledge is detrimental in the knowledge based economy to reach higher levels of economic activity, (McNair, 1997a). Further, DBA thesis focuses on research that has direct practical implications in the professional life.

Lastly, lifelong learning is a mantra for me in order to achieve sustainability, (Aspin & Chapman, 2012).

Global Competence Inventory

Personal development is essential part of the DBA program. Building on previous self-assessment tools, the Global Competence Inventory (GCI) provided one additional insight into the self and required self-reflection. Carried out in the first year of the DBA, the GCI results provided orientation to me as to focus areas for improvement. As Global Trotter, having identified relationship interest and relationship management, defined as “the awareness of and interest in other people, especially those who are different from you or who come from other cultures”, resulted in actionable plan for the short term and long term.

In the short term, I decided to turn an assignment for qualitative research methods into a pilot study, when the by-product is to build relationships with Arab female entrepreneurs, who were the subject of my study. The methodology I used was face-to-face interviews, which aside form the need to fulfil the assignment provided me with the opportunity to build new relationships with people who I would not approach in normal life.

In reflection, having listened to their motivations and challenges as Arab female entrepreneurs, suffering from dual discrimination, namely, ethnic and cultural, added significant knowledge to my area of research as well, a new dimension that I have ignored so far in my knowledge acquisition in the area of entrepreneurship because assumed that I do understand it.

Learning Cycle

According to Kolb’s learning cycle, Figure 17, the most widely used and cited learning style model, effective learning is seen when a person progresses through a cycle of four stages. (1) having a concrete experience
followed by (2) observation of and reflection on that experience which leads to (3) the formation of abstract concepts (analysis) and generalizations (conclusions) which are then (4) used to test hypothesis in future situations, resulting in new experiences, (Kolb, 1984).

Figure 17: Kolb’s Learning Cycle

Mark K. Smith (2001) critics Kolb’s model and claims it relies on weak empirical evidence and fails to acknowledge how different experiences and cultures may affect the learning process.

Other models have been developed and adapted as well, i.e., Gibb’s reflection model (Gibbs & Great Britain. Further Education Unit., 1988), Neil Fleming’s VARK model (Fleming & Mills, 1992), Mumford’s learning cycle (Mumford & Honey, 1992).

Critic was also expressed regarding the numerous models developed and claims that some of the best known and widely used instruments have such serious weaknesses (e.g. low reliability, poor validity and negligible impact on pedagogy (Coffield, Moseley, Hall, & Ecclestone, 2004).

Contrasting the models described above and despite the critic on the Kolb’s model, I found myself adapting the Kolb’s model going forward. It allowed me to contrast experiences and reflect by utilizing my core strengths of thinking, abstracting and conceptualizing, and deploying into practice my key finding.

This approach is grounded in past experience where I saw myself following the Kolb’s cycle through the various phases of major transitions in my life. It all started with a personal experience, i.e., the move from small town to the big city in Israel and attending a Hebrew speaking university when my first language is Arabic. Then moving to German to learn German language and then attend a German university, starting my career working with German engineers upon my graduation. Then moving to Boston to realise once
again that now my whole life is guided by English language and American corporate culture. Then moving back to Israel and reintegrating both language wise and culturally.

Reflecting on all these transitions, I found myself learning from specific experiences, defining what is needed for me to excel in the new environment, put a plan in place that included elements of my core strengths, cultural adaptation elements, continuing education elements, and personality growth elements.

Part of the reflection was also the realization of the importance of mentorship to address some of either my weaknesses that resulted from my self-awareness or the self-assessments I took. In all phases I built a relationship to a mentor, a person of trust and a guru, either within the organization I worked at or outside. The last experience was a mentor who was the chairperson of the board of directors of one of the start-ups I built.

**Personal Inventory – SWOT**

For the learning cycle to be effective, it was imperative for me to understand my core strengths and weaknesses. This approach allowed me to reflect through the learning cycle in concrete way on how situations & experiences correlate to my strengths and weaknesses. It further allowed me to understand opportunities and threats that might arise. With this in mind, I performed a self-SWOT analysis, Figure 18. This SWOT constituted the basis for the derivation basis of my personal development plan going forward.

![Figure 18: Self-SWOT](image)
Accomplishments

Reflecting on the first year of the DBA program and with the underpinnings of the Self-SWOT, and being an impact driven person, I accomplished sever key milestones. Mostly, those milestones have been identified as weaknesses, opportunities, or threats in my self-SWOT. Further, I capitalized on some my strengths, i.e., quick learner, innovator, organized, detail oriented, to set ambitious goals and achieved them. I detailed hereunder the major ones, although there are other minor ones as well.

First, I conducted formal research project “Entrepreneurial Intentions and Gender Discrimination of Arab ethnic minority female entrepreneurs in Israel – A pilot study”. In reflection, a very enriching experience through which, I applied qualitative research techniques – contrary to the methods I will use in my primary research. I also addressed GCI personal development goal of initiating contacts with people who are different, got acquainted with the ethical concerns and consideration and standards applied in research, and learned first-hand about a topic of personal and research interest from people I do not know – female Arab entrepreneurs.

Second, at the academic development level, I got acquainted with quantitative methods, SPSS; even applied learned material in a consulting project using SAS package. I applied quantitative methods learned in a real research project, including conducting formal interviews, data gathering, audio recording, transcribing, Nvivo analysis, and writing a research paper, and learned the ethical approval process by applying to the ethics committee and getting ethical approval to conduct the designated field project.

Third, on the personal development level, through the research project, I initiated contacts with 10 Arab female entrepreneurs and got approval of six of them to participate in the research. Usually I will not take such action as I assume that I know the material - Arab women are discriminated on both cultural and gender bases. It has been enlightening process by opening up and listening to the concerns first-hand from those affected by this discrimination - Very moving personal stories. I developed a deeper understanding of the entrepreneurial motives of Arab female entrepreneurs, which will aid the formulation of the questionnaire in my primary research.

Lastly, much of the success in accomplishing my goals during this period is attributed to good mentorship. In relatively short period, I managed to establish a very good work relationship with my mentor. Most important, he became personally interested in the subject matter of the primary research. He was supportive and available for me and already formally indicated his wish to become my supervisor going forward. Further, I learned to use university resources to address my weak areas, i.e. referencing (Mendeley) by utilizing library personnel, Academic writing by utilizing academic writing department, very positive encounters.

During the next phase of the DBA program and building on the positive learning and personal development achievements of the first year, I developed high expectations and set ambitious goals to accomplish for my personal and professional development as depicted in Table 59. During the process of developing the plan and the action items required to achieve the goals, and in reflection, I put emphasis on the measurements, utilizing an area of my strengths.
<table>
<thead>
<tr>
<th>No.</th>
<th>Learning Objective</th>
<th>Action Plan</th>
<th>Measure</th>
<th>Accomplishments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Build New Relationships both in professional &amp; Academic milieus</td>
<td>Develop one new relationship in professional sphere and one new relationship in academic sphere</td>
<td>Exchange experiences either in business or academic artefacts</td>
<td>Established contacts and exchanged ideas with lead figures in my area of research, i.e. Prof. Liñán, F.</td>
</tr>
<tr>
<td>2</td>
<td>Develop deep understanding of research methods and research tools</td>
<td>Develop a strong ontological and epistemological position pertaining current and future research</td>
<td>Rationalize choice made in current research in writing</td>
<td>Affirmed my core strength in positivistic quantitative methods and approach</td>
</tr>
<tr>
<td>3</td>
<td>Develop academic writing skills</td>
<td>Consult with academic writing unit &amp; mentors Intensify reading of academic literature with focus on academic writing</td>
<td>At least one Peer reviewed presentation or publication Present at a conference on entrepreneurship</td>
<td>Presented one paper at a conference. Authored two papers Authored the dissertation in full</td>
</tr>
<tr>
<td>4</td>
<td>Become key opinion leader in the field of ethnic minority entrepreneurship</td>
<td>Intensify and widen literature review process on entrepreneurship and specifically ethnic minority entrepreneurship</td>
<td>At least one publication in reputable magazine Engage in one activity in Israel promoting the development of Arab minority entrepreneurship</td>
<td>Submitted two papers for lead journals. Attended several conferences on Arab economic development. Conducted multiple lectures at 3 universities both in Israel and the Westbank</td>
</tr>
</tbody>
</table>

Table 59: Personal Development Plan

Conclusion

Having attended multiple universities and obtained multiple undergraduate and graduate degrees, I found doctoral research to be significantly different and distinguished. It is the mere fact that a doctoral degree incorporates an innovative approach to study the area of relevance and with that contribute to the body of knowledge. Much of it is done by significant independent search for the truth, autonomous learning, acquiring new skills and leaving the comfort zone. Skills that are good for life.
# F – UPR16 Ethical Conduct Declaration

## FORM UPR16

**Research Ethics Review Checklist**

Please include this completed form as an appendix to your thesis (see the Research Degrees Operational Handbook for more information)

<table>
<thead>
<tr>
<th>Postgraduate Research Student (PGRS) Information</th>
<th>Student ID: UP800673</th>
</tr>
</thead>
<tbody>
<tr>
<td>PGRS Name:</td>
<td>Inas S. Said</td>
</tr>
<tr>
<td>Department:</td>
<td>PBS-Strategy</td>
</tr>
<tr>
<td></td>
<td>Enterprise and</td>
</tr>
<tr>
<td></td>
<td>Innovation</td>
</tr>
<tr>
<td>First Supervisor:</td>
<td>Dr. Vijay Vyas</td>
</tr>
<tr>
<td>Start Date:</td>
<td>October 2016</td>
</tr>
<tr>
<td>Study Mode and Route:</td>
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<td>PhD ☒</td>
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<td>Professional Doctorate ☒</td>
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<tr>
<td>Title of Thesis:</td>
<td>An examination of entrepreneurial intentions of Arab entrepreneurs in Israel</td>
</tr>
<tr>
<td>Thesis Word Count: (excluding ancillary data)</td>
<td>34281</td>
</tr>
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</table>

If you are unsure about any of the following, please contact the local representative on your Faculty Ethics Committee for advice. Please note that it is your responsibility to follow the University’s Ethics Policy and any relevant University, academic or professional guidelines in the conduct of your study. Although the Ethics Committee may have given your study a favourable opinion, the final responsibility for the ethical conduct of this work lies with the researcher(s).

## UKRIO Finished Research Checklist:

(If you would like to know more about the checklist, please see your Faculty or Departmental Ethics Committee rep or see the online version of the full checklist at: [http://www.ukrio.org/what-we-do/code-of-practice-for-research/](http://www.ukrio.org/what-we-do/code-of-practice-for-research/))

| a) Have all of your research and findings been reported accurately, honestly and within a reasonable time frame? | YES ☒ NO |
| b) Have all contributions to knowledge been acknowledged? | YES NO |
| c) Have you complied with all agreements relating to intellectual property, publication and authorship? | YES NO |
| d) Has your research data been retained in a secure and accessible form and will it remain so for the required duration? | YES NO |
| e) Does your research comply with all legal, ethical, and contractual requirements? | YES NO |

## Candidate Statement:

I have considered the ethical dimensions of the above named research project, and have successfully obtained the necessary ethical approval(s)

**Ethical review number(s) from Faculty Ethics Committee (or from NRES/SCREC):** E492

If you have not submitted your work for ethical review, and/or you have answered ‘No’ to one or more of questions a) to e), please explain below why this is so.

**Signed (PGRS):** 

**Date:** 26.09.2019
END