

Hybrid and inclusive entrepreneurship as the determinants of self-employment: The mediating role of entrepreneurial atmosphere

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Abstract

This study examines how hybrid entrepreneurship and inclusive entrepreneurship elucidate self-employment. In addition, consider the entrepreneurial atmosphere as a mediator. Using 118 country cases from Global Entrepreneurship Monitor and World Economic Forum Growth and Development Index employs a fuzzy-set qualitative comparative analysis (fsQCA) configuration approach embracing the phenomenon's complexity. This study advances the set-theoretic configuration by examining powerful, evocative terms. The findings of the analysis are as follows. First, both hybrid and inclusive entrepreneurship elucidate an important relationship with self-employment. Second, the elucidation of the terms varies according to the dissimilar economic context. Third, social norms and culture toward self-employment are a dominant influence to play a significant elucidation enabling hybrid entrepreneurship and inclusive entrepreneurship. This study distinguishes several valuable implications for academia, practitioners, and policymakers.

Keywords

hybrid entrepreneurship; inclusive entrepreneurship; entrepreneurial atmosphere; self-employment; advanced and emerging economies

INTRODUCTION

The phenomenon called hybrid entrepreneurship and inclusive entrepreneurship are predominant in countless economies. A hybrid and inclusive approach allows entrepreneurs to decrease uncertainties and exploit opportunities concerning the viability of their ventures in relation to self-employment as an entrepreneurial process. That is, associated with the early stages of venture development (Aladejebi, 2020; Raffiee and Feng, 2014; Folta et al., 2010). Entrepreneurship as an economic function is closely linked to the emergence of opportunities because working in self-employment makes a difference in how an individual feels concerning their own doing and in the meaning of the relation to others in society (Bogenhold, 2019a, 2019b). In other words, the entrepreneurs create expectations concerning the future, where the entrepreneurial atmosphere is performative regarding whether and how entrepreneurs deploy cultural resources to legitimate their new ideas and ventures (Gehman and Soubliere, 2017). Research has started to focus on the novel phenomenon of hybrid entrepreneurship and inclusive entrepreneurship (hereafter HE and

IE) recently gaining attraction in a global context as more encompassing novel terms concerning to create better conditions in our societies particularly for those considered disadvantaged groups about the entrepreneurial activity that exist in all sectors tending to be mainly micro or small ventures located in both advanced and emerging economies that has, over recent years welcomed to further explain the phenomenon (Ferreira, 2020; Kurczewska et al., 2020; Pollack et al., 2019; Szaban and Skrzek, 2018).

HE and IE, opposite to traditional viewpoint reflect the truthfulness of nature a valuable pursuit and importance that benefit society (Aladejebi, 2020; Alberti and Varon, 2017), creating unfamiliar groupings of actions for which a helpful system may not yet exist. Thus, keeping a careful eye on the enlarging elucidation of the terms represent a critical basis of entrepreneurial opportunities associated with the stages of venture development. Fostering entrepreneurship implies fostering self-employment, that is, entrepreneurship is counted as being the number of individuals in self-employment. With the shift to a knowledge economy, entrepreneurship will gain a growing role as an agent of change (Bogenhold, 2019b;

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Parastuty and Bogenhold, 2019; Drescher, 2018), in which entrepreneurs serve as an epitome of frugally essential works of economic change having the task to innovate the economy. HE and IE provide a promising way to become self-employed and lead a business; thus, individuals must choose whether entrepreneurship matches them (Drescher, 2018; Thorgren et al., 2014; Folta et al., 2010). HE and IE deal with multiple jobs where self-employment is labeled to refer to those terms that self-employment is becoming leading in a global sphere, yet it remains under exploration (Zhao et al., 2021; Demir et al., 2020; Bogenhold, 2019c; Thorgren et al., 2014).

Looking solely at prototypes of self-employment, concern about convergent as well as dissimilar growths within economies; within self-employment, we face a rise of blurred (Brandle and Kuckertz, 2021; Bogenhold, 2019a), where HE and IE have become a cardinal issue when delivering ways to disseminate job creation and growth. Taking self-employment as a proxy for HE and IE, one comprehends that the majority of individuals are associated with micro ventures, their work circumstances show a hybrid status (Folta et al., 2010), and inclusiveness begins with the well-defined enunciation of its community development interacted mission, vision, and values (Shaheen, 2016). Nonetheless, little work has been done to investigate mainly those considered disadvantaged groups: self-employment comprises very favored and negligible ones, coexisting simultaneously (Bogenhold, 2019c). The literature about HE and IE has emerged in recent years. While studies have enlarged our understanding, they remain silent (Brandle and Kuckertz, 2021; Zhao et al., 2021); a slight is recognized about it thus far (Demir et al., 2020).

Views of HE and IE oscillate between very care, mainly always interpreted in relation to precarious work, and analogously since low incomes (Bogenhold, 2019a). Nonetheless, self-employment offers an opportunity to dignify the value of individuals to maximize their living: a hybrid or inclusive form of self-employment mainly as a bridge from one form to work to another (Solesvik, 2017). Occupations and the actors who hold those gatherings must be comprehended dynamic concerning the sense delivered to those activities (Bogenhold, 2019c). The state of

literature in economics and entrepreneurship gives the impression that the relationship between the theoretical and the empirical side is not fully balanced and that both HE and IE sides may be better integrated (Bogenhold, 2019b), as a promising setting to study (Dufays and Huybrechts, 2016).

It is necessary to come up with preferences regarding acknowledging the terms. There is a need to expand a greater breadth of the terms, given that entrepreneurship takes on significantly dissimilar features in economies (Bruton et al., 2018; Shulz et al., 2016). The intimate link concerning these forces should receive more excellent care to enhance understanding of its financial, social, and even political inferences, seeking to enlarge the definite economic impact made by these job makers (Ferreira, 2020; Solesvik, 2017; Thorgren et al., 2014; Folta et al., 2010; Wang et al., 2010).

In the end, both scenarios, which are more suitable to confront with genuine life, have not been elucidated by works. Information is scarce concerning HE and IE on self-employment. A well-defined embodiment concerning what is known and what is needed to be known has not arisen (Demir et al., 2020; Solesvik, 2017; Patel and Thatcher, 2014), insufficient studies acknowledge and comprehend the complexity aid and visibility in the literature (Ferreira, 2020; Shepherd et al., 2019; Caines et al., 2019; Xi et al., 2017; Shulz et al., 2016).

Motivated by these gaps in the literature, this propitiates a starting point for works on HE and IE. Therefore, the purpose of this study is to elucidate the relationship between HE and IE on self-employment to seek and offer further understanding of the state and propose latent avenues for future investigation by building on perspectives that facilitates HE and IE from an institutional viewpoint. Dissimilar economies have dissimilar settings making it almost impossible to generalize self-employment. Nonetheless, the striking dissimilarities between economies must be analyzed and explored. The borders concerning self-employment can be more rigid or fluid, degrees of informality fluctuate, and procedures of social mobility have their confess rules (Kurczewska et al., 2020; Parastuty and Bogenhold, 2019; Bogenhold, 2019c). This study attempt to deliver

knowledge focused on examining a visible approach to self-employment as data on HE and IE is relatively rare (Ferreira, 2020; Bogenhold, 2019a; Parastuty and Bogenhold, 2019). There is still a lot to be done in these emerging fields concerning new forms of self-employment concealing dissimilar and countless forms of economic and social reality. When the push for a scarcity of alternatives is not the prelude to substantial growth in jobs; nonetheless is the manifestation of a shortfall in the labor market. In this vein, entries to self-employment reflect altering compositions concerning the necessity and the motivation of self-realization (Bogenhold, 2019c).

Different socioeconomic circumstances can be found concerning, driven by dissimilar social logic. Self-employment creates a difference in how an individual thinks about their own work, and the way we establish our relationships to others in society allows us to interpret new markets and get a comprehension of how change may be a source of creativity. It is essential to discuss the novel category of individuals considered to be a significant sign labeling the economy in the labor market, including self-employment. In other words, HE and IE are very important for individuals' survival, mainly in emerging economies (Thomas and Okunbanjo, 2021; Zhao et al., 2021; OECD, 2021), helping individuals comfortably meet their daily needs. This study presents a research framework to depict the relationship between HE and IE by considering the entrepreneurial atmosphere as a mediator. In addition, the study's approach is rooted in the perspective of policy development concerning new forms of entrepreneurship. This study adds to the current literature in three ways.

First, it is one of the initials emphasizing the relationships concerning HE and IE in the literature. Such heterogeneity in entrepreneurship has not been fully addressed. In this vein, the study can shed light on comprehending HE and IE in theory and practice. Second, as one of the first studies examining the connection between a broader exploration of measures drivers about, HE and IE, previous studies are limited to empirical views. Studies do not account for HE or IE not only strictly undervalue entrepreneurial entry nonetheless might neglect a highly pertinent type of entry (Shulz et al., 2016), and, therefore, our

understanding of the motives, behaviors, and intentions of HE or IE is limited (Solesvik, 2017). By unearthing underlying mechanisms from measures' drivers utilizing the entrepreneurial atmosphere, this study contributes to the literature. Third, this study improves the literature on measures by providing empirical evidence in facilitating HE and IE among dissimilar economic contexts. To the best understanding of the researcher, this study is one of the initials to employ a fuzzy-set qualitative comparative analysis (fsQCA) study in this research field, which contributes to paving the way for qualitative research methodology in hybrid and inclusive entrepreneurship literature.

The remainder of this paper is established as follows. The next section delivers a comprehensive literature review of HE and IE and presents the research framework, including hypotheses. After that, I articulate the research method, including fsQCA. The next section presents the results, discussion, and last section provide conclusion and implications for future investigations.

LITERATURE REVIEW AND HYPOTHESES DEVELOPMENT

The relationship between hybrid entrepreneurship and self-employment

Hybrids despise the taken-for-granted statement that the market needs rising and unrestricted economic growth, as well as favor the nature of a stable business that will sustain optimistic change and economic viability far into the future (Alberti and Varon, 2017). It is evident that entrepreneurship as a socioeconomic subject is much broader than a simply single universal process, where hybrid forms relate from embryonic entrepreneurship concerning stable entrepreneurial ventures as labor markets are intimately attached to the settings of societies confronts and affect the composition in particular self-employment (Bogenhold, 2019a), a more optimistic view of HE is just one manifestation of current trends of work profiles embodying various forms of social and occupational practices that in principle as asymmetric exists concerning HE and self-employment (Kurzewska et al., 2020; Bogenhold, 2019b), where markets are always in episode, they come up, they go down, and they change nowadays, we even speak

concerning HE (Folta et al., 2010), in clarifying the conditions under which individuals are more likely to favor hybrid situations (Pollack et al., 2019), for those who lessen socioeconomic status backgrounds (Brandle and Kuckertz, 2021), HE involves individuals by means of self-employment (Raffiee and Feng, 2014).

In other words, we can comprehend HE as those individuals/entrepreneurs running new forms of business motivated by the potential advantages of work in self-employment, nonetheless working as remunerated employees. HE describes individuals who engage in self-employment activity while holding a primary job in wage work (Kurczewska et al., 2020; Xi et al., 2017; Folta et al., 2010), overlooked recently in the entrepreneurship literature (Ferreira, 2020; Pollack et al., 2019) as a worthy topic of study confronts traditional entrepreneurship. Nonetheless, evidence confirms that groups of individuals entering HE is driven more by opportunity than a necessity: hybridity may stem from the opportunity practiced (Dufays and Huybrechts, 2016), from the context in which the entrepreneurial process takes place (Zahra et al., 2014), the intention is a significant driver for suitable active with an entrepreneurial opportunity (Drescher, 2018; Thorgren et al., 2016) mainly inspire latent entrepreneurs who are sensitive to hazardous decisions and make this type of self-employment in a more attractive light.

HE is a more inclusive term (Demir et al., 2020; Drescher, 2018; Folta et al., 2010) appealing to individuals who are not knowledgeable about their entrepreneurial competence and wish to gather more proof around it. HE keeps an excellent context to discover the analytical decision points of practicing venture launch when entrepreneurs may touch, they have inward (Pollack et al., 2019; Raffiee and Feng, 2014). That is, individuals reflect personal and environmental factors when on the path in instants of the agency and self-reflection foresee constraints and enablers, the greater the insight that suitable an entrepreneur is a promising option, the more likely to take on demanding steps employing self-employment (Brandle and Kuckertz, 2021). Individuals do not continuously counter in the same way when facing dissimilar and occasionally contradictory logic (Dufays and Huybrechts, 2016; Shepherd et al., 2019). This means connecting institutional logic

gives an informational reward that may be altered into an entrepreneurial opportunity and may shape or sustain hybridity. Then, it may be dominated by one logic distinctiveness, constituting HE. The theory underpinning the examination of HE needs a richer rise of the domain rather than discussing its dominant features (Bruton et al., 2018). Then, the consensus is to disseminate HE, for example, by enlarging individuals' meaning to enter self-employment (Parastuty and Bogenhold, 2019), crucial to promoting growth in an economy (Patel and Thatcher, 2014), a determinant practice to reduce the rate of poverty mainly in emerging economies (Thomas and Okunbanjo, 2021). However, the possibly dissimilar response of HE is not yet undertaken. Therefore:

Hypothesis 1: Hybrid entrepreneurship elucidates self-employment through the mediation of the entrepreneurial atmosphere.

The relationship between inclusive entrepreneurship and self-employment

IE was first intended by the OECD and the European Commission in a book titled 'The missing entrepreneurs: Policies for inclusive entrepreneurship in Europe' in 2013 (OECD, 2013). It was conceived when an inquiry about the relationship between entrepreneurship and inequality continued to emerge in the early 2010s. Conventionally, entrepreneurship has been encouraged to drive economic growth and shape how each nation allocates the benefits of growth (Dabla-Norris et al., 2015; Lloyd-Ellis and Bernhardt, 2000). Nonetheless, the last three decades have witnessed that economic inequality becomes the continuance of a wide spreading of economic outcomes, and the levels of economic inequality around the world have radically risen (Bapuji et al., 2020; Piketty, 2014; OECD, 2011) although entrepreneurship has become a worldwide phenomenon. For instance, in India, pre-existing economic inequality has deteriorated since 1980 as highly successful entrepreneurs in the nation have 30 times more growth in what they own than individuals in the bottom 50% of the economic distribution (Alvaredo et al., 2018). Economies are understood to consist of two dissimilar formal and informal sectors – each

with dissimilar institutional drivers. Entrepreneurship occurs primarily in the formal sector since a conservative view might result in more exclusionary institutions and enlarge inequality. That is why alternative entrepreneurship has received more attention, which occurs in the informal sector to help decrease inequality (Bruton et al., 2021).

IE is complex, dynamic, and multidimensional, with actors interconnected for new shapes of long-standing ventures (Pilkova et al., 2016). Its concepts and definitions from several studies, scholars, and institutions are subtle differences according to their emphasis and context. Nonetheless, there is a common way to comprehend this phenomenon: the engagement of under-represented or disadvantaged groups in entrepreneurial activities. For instance, the OECD proposes that IE is an entrepreneurial philosophy that gives all individuals equal opportunities to start a business and support its development, targeting relegated and susceptible groups in entrepreneurship counting youth, women, seniors, ethnic minorities, immigrants, and the disabled (OECD, 2017; Qiang et al., 2016). It is in line with relevant and aid concepts, including BoP and social entrepreneurship, which aim to speak and deliver equal opportunities and participation for low-income groups abandoned by the typical labor market and remove the complexities and social exclusion of these susceptible groups (Zhao et al., 2021; Weidner et al., 2010; Prahalad, 2009).

Therefore, this study conceptualizes IE as the signifying engagement of under-represented or disadvantaged actors of society in entrepreneurial processes unleashing their creative potential of work in self-employment, leading to the necessity of opportunities in venture creation, and enhancing the quality of start-ups to become long-standing, innovative, and employable. The ultimate purpose of IE is to relieve and solve the exclusion and inequality problems that society confronts as the result of interaction between multiple actors. From this perspective, both process and result are appointed to a skillful cycle concerning inclusiveness. As expected, it pursues economic self-sufficiency beneficial to under-represented actors and society. In terms of start-ups, micro, and small enterprises, businesses make economic and social value

essentially because enterprises are synonymous with profit (de Sousa and Comini, 2012), linking the low-income sector to the labor market to improve the living conditions of the under-represented actors. As a novel entrepreneurial pattern, IE is a novel shape of entrepreneurship dealing with multifaceted social problems (Zhao et al., 2021). Hence, it is vital studying the driving factors of IE; as long as each region finds its unique advantage, it will have the opportunity to develop its unique IE. Therefore:

Hypothesis 2: Inclusive entrepreneurship elucidates self-employment through the mediation of the entrepreneurial atmosphere.

The mediating role of the entrepreneurial atmosphere

Individuals interact with the identification of broader socio-cultural understandings, where processes deploy an atmosphere in the sense that HE and IE entail those exertions to legitimate a promising venture by stitching concurrently available cultural bits and pieces into a well-defined and convincing identity. Individuals may rise and fall or play fluid positions permitting those ventures to include materiality that may play a crucial role in shaping these processes (Gehman and Soubliere, 2017). In this sense, comprehending the venture creation process and a social perspective on an entrepreneurial attitude opens up the opportunity to better comprehend performance in entrepreneurship (Gruber and McMillan, 2017). From this perspective, culture is an essential aspect of any entrepreneurial domain, e.g., HE and IE, whether and how individuals/entrepreneurs deploy cultural resources to legitimate their novel ideas and ventures (Gehman and Soubliere, 2017). Therefore, the society's entrepreneurial culture and atmosphere influence HE and IE. For example, entrepreneurial culture is cultivated by means of a dynamic process of disseminating entrepreneurial success stories and how entrepreneurship ranks among young entrepreneurs. Accordingly, entrepreneurial culture is affected by the tendency concerning failure risk, uncaring social attitudes concerning entrepreneurship, and an informal economy. That is where the pathway to decent work intersects with an

entrepreneurial culture. Individuals are more willing to transform their business beliefs into reality where social and cultural norms on self-employment matter (Wang and Richardson, 2021; Wry et al., 2011; Lounsbury and Glynn, 2001).

An institutional lens argues that institutions primarily drive key dissimilarities among economies, particularly emerging and grown-up economies (Acemoglu and Robinson, 2012; Webb et al., 2010). Even within emerging economies, institutional contexts vary extensively, each with its institutional features, which in turn constitute dissimilarities in the base for HE or IE (Bruton et al., 2021; Prahalad, 2004). For instance, the two distinct formal and informal sectors widely used to characterize economies typically shape entrepreneurial activity. The formal sector is branded primarily by market-supporting institutions occupied by privileged actors, while the informal sector signifies disadvantaged and susceptible groups whose economic activities focus primarily on survival (Bruton et al., 2021). The structure concerning the formal and informal sectors varies among economies, which might affect the effects concerning HE and IE because it shapes not only a person's work but also such factors as where someone lives and whom they interact with. Entrepreneurship dynamics are linked to economies' institutional conditions and economic development that support or hamper both HE and IE. Therefore:

Hypothesis 3: The entrepreneurial atmosphere mediates the elucidation of hybrid entrepreneurship and inclusive entrepreneurship about self-employment.

Self-employment

Self-employment is becoming a progressively leading phenomenon in global labor markets (Bogenhold, 2019c); this phenomenon has strengthened and reiterated the sensed role of social norms on entrepreneurship (Wang et al., 2010). Contingent on their specific individual perspective, and on the side of inspiration and entrepreneurial opportunities or, on the side of social policy issues, and problems of labor market flexibility evince a critical aspect. Enlarging self-employment and business start-ups are continuous due to dissimilar factors (rationality of pushing

versus pulling), poverty, or lacking options in the labor market (Parastuty and Bogenhold, 2019; Patel and Thatcher, 2014). Overall, most of the self-employed are working as a one-man or one-woman venture, which raises the need to confront recognized sights on self-employment and entrepreneurship. In order to comprehend remarkable dissimilarities concerning economies, it is necessary to speak concerning their specific institutional settings. It seems to be satisfactory to turn from research on entrepreneurship to research on self-employment, nonetheless even here one has to disaggregate and to find dissimilar patterns of occupational beings.

Dissimilar studies have initiated the idea that rising unemployment ratios push self-employment ratios (Bogenhold, 2019a). They could evince the same cycles to self-employment nonetheless in dissimilar intensities. The general labor market situation is of central significance among dissimilar institutional factors affecting intentions and concrete entries to self-employment (Parastuty and Bogenhold, 2019). In a nutshell, the better labor market conditions, the lower the intentions to self-employment, and vice versa, the worse the labor market data prove to be, and the higher the consistent unemployment figures are rising, the greater the intentions to self-employment. Self-employment has enlarged significance in today's global labor markets, enlarging attention in the entrepreneurial side of this form of employment (Szaban and Skrzek, 2018).

The historical weakening of self-employment has come to a comparative stop or even a slight revival since the 1980s, self-employment is very problematic to describe, makes it problematic to conduct comprehensive analyses, indistinct positions and imbrication phenomena are very frequently deserted (Bogenhold, 2019a; 2019b; Szaban and Skrzek, 2018; Thorgren et al., 2014), self-employment in the named digital age has dissimilar colors and contours, that is, become extremely broad and manifold, if we want to comprehend the economic system sufficiently, we have to arrive at a better, comprehending of worries and consistent zones of intricacies requiring the integration of a sizable set of factors, and giving due respect concerning variability. However, when dissimilar economies seem eager to incentive entrepreneurial activities,

investigations persist in inspecting this dissimilarity (Bruton et al., 2018; Wang et al., 2010). They miss a crucial aspect because they do not presume whether self-employment is designated as the primary job. Hence, they do not make a dissimilarity concerning individuals who sense self-employment as their main job (Demir et al., 2020). Because self-employment has primarily been studied as an economic or sociological phenomenon, scarce studies have investigated the character of individual attributes on self-employment (Patel and Thatcher, 2014). What seems from this literature is the condition to engage in self-employment? Whereas a scarcity of self-employment experience clues to a preference for an entry, individuals with more experience also seem to desire self-employment entry (Folta et al., 2010). If entrepreneurship is to be fortified via government exertion, policy exertions might enable activity, which is presently vigorously dissuaded. This dependency results from mindful investment, as individuals planning to become entrepreneurs, try numerous roles to gain the knowledge and skills necessary to start their business (Kurczewska et al., 2020).

Nonetheless, to realize the economic benefits of self-employment, individuals must not only choose to become self-employed nonetheless also persist in self-employment. Entrance into self-employment is the decision to become a recipient of residual income by means of functioning participation in a trade or business rather than working for someone else (Patel and Thatcher, 2014; Raffiee and Feng, 2014). Thus, by being suitably aware of the optimistic effects of individual attributes on self-employment exertions, individuals may be able to run their actions and behaviors to enter into and persist because self-employment is endogenous to HE and IE. When potential entrepreneurs examine, assess, confront, and achieve their motivations for self-employment, the viability of their product or services to be provided in their delineated marketplace needed to apply the business and sustain it, they are better able to make an informed, objective choice to pursue or not to pursue self-employment (Shaheen, 2016; Shepherd et al., 2019; Zhao et al., 2021). It is valuable to speak about the motivational ambitions from self-employment, considering the connection concerning economic growth and the level of

development, and enlargement in the number of self-employments of the total workforce of a national economy, in which self-employment seems like a ground in less emerging economies.

So, we know that about a quarter of the population in such countries is attracted to self-employment (Solesvik, 2017). Nonetheless, the European Commission acknowledges self-employment as a solution to realizing intelligent, sustainable, and inclusive growth thus, declare the promotion of self-employment as a novel and vital method of creating new jobs and improving labor market opportunities (OECD, 2021; 2017; Szaban and Skrzek, 2018). In this vein, self-employment means entrepreneurship because the self-employed run their own businesses. In addition, self-employment is the consequence of regulatory and normative powers (Wang et al., 2010). Thus, social norms may encourage self-employment.

Although very scarce studies have examined the relationships concerning, HE and IE on self-employment. In this vein, this study presents a research framework to explore the terms from a recognized viewpoint by cultivating the entrepreneurial atmosphere as a mediator presented in Figure 1.

METHODS

Fuzzy-set qualitative comparative analysis (fsQCA)

This study runs fuzzy-set qualitative comparative analysis (fsQCA), which recently has received more care in the field of innovation and entrepreneurship (Chen and Tian, 2022; Kraus et al., 2018). In addition, the researcher uses fsQCA for some reasons. First, QCA is appropriated for studying complex causality and multiple interactions derived from set theory and fuzzy

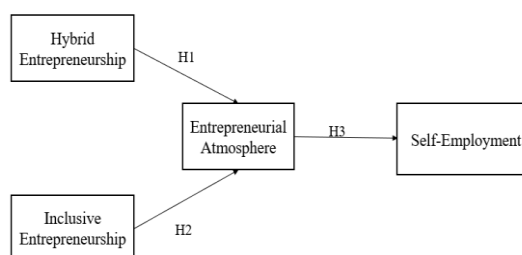


Figure 1.
Research framework

Table 1.
Summary of statistics and calibration

Variable (code)	Mean	S.D	Min.	Max.	No. of cases	Missing
Hybrid entrepreneurship (HE)	0.95	0.20	0.03	1	118	0
Inclusive entrepreneurship (IE)	0.83	0.35	0.03	1	118	0
Entrepreneurial atmosphere (EA)	1	0	1	1	118	0
Self-employment (SEMP)	1	0	1	1	118	0

Note: Table shows numerical scores for measures, which range from 0 to 100 following the Baldrige criteria. That is, setting 95,50, and 5 scores as anchors for full in, a crossover, and full out, respectively for the set of high performance.

Table 2.
FsQCA truth table global context

HE	IE	EA	Number	SEMP	Cases	Raw consist.	PRI consist.	SYM consist.
1	1	1	93	1	cases	1	1	1
1	0	1	20	1	cases	1	1	1
0	1	1	5	1	cases	1	1	1

algebra (Ragin, 2008; Fiss, 2011), as well as comprises complexity related organizational phenomena examining how lower-level features configure to produce higher-level constructs (Misangyi et al., 2017), as is the case of HE, IE, and self-employment. Second, derived from an asymmetric data analysis technique, QCA has the compensations of both qualitative and quantitative analysis methods, combining the logic and empirical strength of qualitative approaches fertile in relative information with a quantitative approach that deals with sizable measures of cases to be greater generalizable (Ragin, 2008; 2006). Third, QCA is outcome-oriented, recognizing specific conditions necessary for achieving desirable outcomes (Du and Kim, 2021; Misangyi et al., 2017). In this vein, fsQCA is suitable to examine whether HE and IE are necessary or sufficient to achieve and/or elucidate a higher level of self-employment using sizable numbers of national level from the World Economic Forum Inclusive Growth and Development Index (WEF IDI 2017), and Global Entrepreneurship Monitor Adult Population Survey (GEM APS 2018) mainly.

Measurement and sample

This study presents two independent variables, one mediator and one dependent variable. The first independent variable HE was measured using six items from the WEF IDI. The second independent variable IE was

measured using nine items from WEF IDI, and GEM APS respectively. The mediator variable entrepreneurial atmosphere was measured using five items from the same sources, and finally the dependent variable self-employment was measured using eighth items correspondently. A sample was compiled from WEF IDI, and GEM APS datasets for a total of 118 economies categorized into four groups according to economic development status: advanced, upper-middle income, lower-middle income, and low-income economies. The details of measurements are presented in Appendix.

Calibration

Implicates transforming variables into set membership, reaching from full non-membership that matches 0 to full membership that matches 1; 0.5 is the crossover point and signifies maximum ambiguity (Ragin, 2008; Schneider and Wagemann, 2012; Kraus et al., 2018). This study employs a calibration method derived from the sample maximum, mean, and minimum (Fiss, 2011; Misangyi et al., 2017). As fsQCA, derived from fuzzy sets, the instrument captures conditions that are sufficient or necessary to clarify the outcome and inadequate on their own, nonetheless are necessary parts of solutions that can clarify the results (Fiss, 2011). The existent sample distribution deviated from the scale anchors, so the study settled the conceptual

Table 3.
Summary of the results and hypotheses test

Independent and mediating variable	Dependent variable (Self-employment)			Hypothesis
	Raw coverage	Unique coverage	Consistency	
Global context				
Hybrid entrepreneurship (HE)	0.958	0.171	1.000	H: Support [HE*EA, IE*EA]
Inclusive entrepreneurship (IE)	0.828	0.041	1.000	
Entrepreneurial atmosphere (EA)	1.000	1.000	1.000	
Overall solution coverage		1.000		
Overall solution consistency		1.000		
Advanced Economy				
Inclusive entrepreneurship (IE)	1.000	1.000	1.000	H2: Support H3: Support [IE*EA]
Entrepreneurial atmosphere (EA)	1.000	1.000	1.000	
Overall solution coverage		1.000		
Overall solution consistency		1.000		
Upper-Middle Income Economy				
Hybrid entrepreneurship (HE)	0.964	0.041	1.000	H: Support [HE*EA, IE*EA]
Inclusive entrepreneurship (IE)	0.959	0.035	1.000	
Entrepreneurial atmosphere (EA)	1.000	1.000	1.000	
Overall solution coverage		1.000		
Overall solution consistency		1.000		
Lower-Middle Income Economy				
Hybrid entrepreneurship (HE)	1.000	1.000	1.000	H1: Support H3: Support [HE*EA]
Entrepreneurial atmosphere (EA)	1.000	1.000	1.000	
Overall solution coverage		1.000		
Overall solution consistency		1.000		
Low-Income Economy				
Hybrid entrepreneurship (HE)	0.946	0.577	1.000	H: Support [HE*EA, IE*EA]
Inclusive entrepreneurship (IE)	0.423	0.054	1.000	
Entrepreneurial atmosphere (EA)	1.000	1.000	1.000	
Overall solution coverage		1.000		
Overall solution consistency		1.000		

anchors with the existent distribution of the sample (Fiss, 2011; Misangyi et al., 2017). In addition, the study set three anchor points (fully in, crossover point, and fully out). For example, the calibration consisted of 95% for the 'fully in' high-performance and 5% for 'fully out'. The crossover point was 50%. Moreover, the researcher added a small constant of 0.001, following recognized practices (Fiss, 2011; Ragin, 2008).

RESULTS AND DISCUSSION

This study used fsQCA 3.0 software to analyze the standardized data by means of

capturing conditions that are (1) sufficient or necessary to elucidate the outcome and (2) inadequate on their own, and (3) nevertheless are necessary parts of solutions that can elucidate the results. Pursuit suggestions of preceding studies, sufficient analysis led concerning using a minimum case occurrence benchmark ≥ 1 (De Crescenzo et al., 2020; Schneider and Wagemann, 2012) and raw consistency benchmark ≥ 0.8 (Du and Kim, 2021; Fiss, 2011) were executed. Moreover, this study applied a relational lessening in inconsistency (PRI) to filter remoter the truth table rows that are reliably linked to the

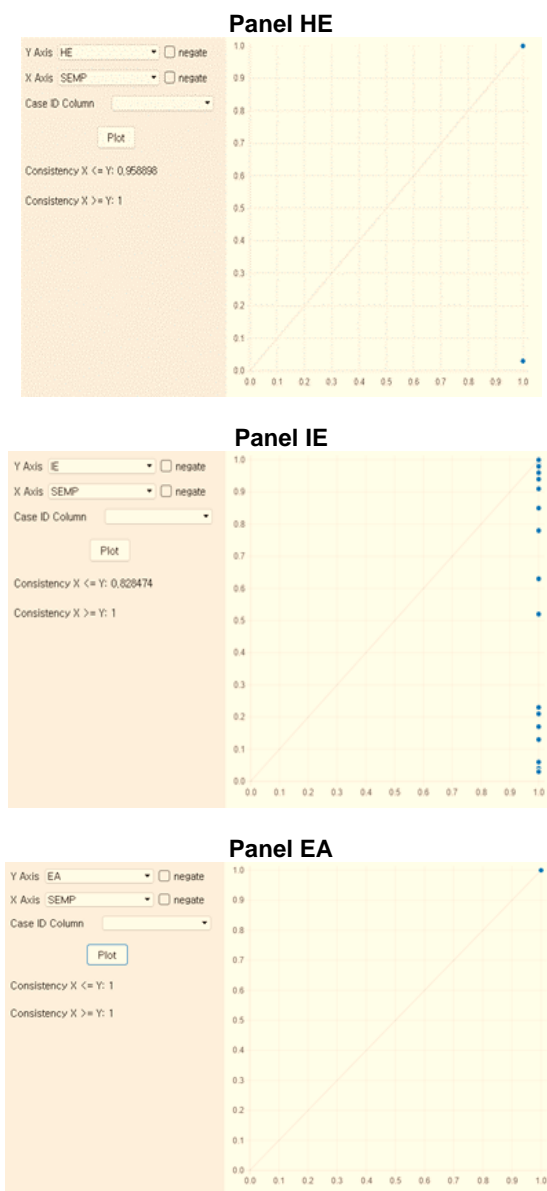


Figure 2.
Panels, Fuzzy-plot global context

outcome (Greckhamer et al., 2018). Then, conducting fsQCA: First, using set measures, fsQCA constructs a data metric of a truth table with 2k rows, where k act for a number of causal conditions, including the combination of (i.e., independent, mediator, and dependent variable). Each truth table row is associated with an exact combination of variables, and full table lists all likely combinations. Second, fsQCA removes rows according to sufficient, necessary, and inadequate solutions. Finally, a Boolean algebra algorithm logically lessens the truth table rows and evinces simplified and the most powerful combinations.

That is, algorithms derived from a counterfactual analysis of causal conditions lead to a classification of causal conditions on behalf of, core and peripheral causes of the variables (Ragin, 2008), differentiating parsimonious and intermediate solutions derived from 'easy' and 'difficult' counterfactuals, in where easy concern to conditions about a redundant causal condition added to a set of extant conditions, and difficult indicate conditions concerning a causal condition eliminated from the set of causal conditions. In other words, a core condition is a part of both parsimonious and intermediate solutions, where a peripheral condition is removed from the parsimonious solution and thus only performs in the intermediate solution (Fiss, 2011). Table 1 shows the summary of statistics and calibration, while Table 2 presents the fsQCA truth table corresponding to a global context.

This study used fsQCA to the sample of 118 economic cases to examine whether measures influence the relationship concerning HE and IE on self-employment. Moreover, the economies were separated in four dissimilar group contexts. Table 3 summarizes the results of a fuzzy-set solution, including all economies and the dissimilar group contexts. Derived from fsQCA solution, the study initially executed the hypotheses test examining HE and IE separately from the entrepreneurial atmosphere in relation to self-employment, and next examining all the constructs composed in relation with the outcome applying the same procedure for the rest of the group contexts. This study found evidence concerning a meaningful relationship of HE and IE on self-employment at least in a global context. For instance, the entrepreneurial atmosphere emerges as a presence of a condition, i.e., significant noted as (*EA) concerning the mediation on self-employment, which indicates that its effect may be valuable concerning dissimilar economic contexts derived from the relationship of social norms and culture linked to countless sides of social problems, thus HE and IE may vary in each group context.

Panel HE, IE, and EA show fuzzy-plot of the model in a global context (please see Figure 2); both consistency and coverage values are presented for the terms. The findings evince that the numbers below the

plot button show set-theoretic consistency scores (Ragin, 2018). In this study, HE 1, IE 1, and EA 1 indicate high consistency ($X \geq Y$), while 0.958898, and 0.828474 indicates coverage ($X \leq Y$). If one of these two numbers designates high consistency, the other can be understood as a coverage score (Pappas and Woodside, 2021), models with consistency above 0.80 are useful and can serve theory advancement (Woodside, 2017). Jointly, these results provide support for the hypotheses in a global context.

The results in the context of advanced economies indicate that IE is associated with self-employment by means of the significant mediation of the entrepreneurial atmosphere supporting the second and third hypotheses. In the context of upper-middle-income economies, HE and IE emerge in relation to the essential mediation of the entrepreneurial atmosphere, indicating that it plays a leading role in self-employment, supporting the hypotheses as predicted. Nonetheless, the findings for lower-middle income economies differ because HE rises in relation to the central character of the entrepreneurial atmosphere elucidating like that in this economic context that individuals and/or entrepreneurs concern with running new forms of business interested to the latent advantages of work in self-employment nonetheless working as compensated employees, not all individuals will serve upon their interest in self-employment mainly (Caines et al., 2019). Moreover, individuals entering HE is driven more by opportunity (Dufays and Huybrechts, 2016). Thus, supporting the first and third hypothesis. The similar results of upper-middle income economies were likewise found for low-income economies, where HE and IE appear concern the leading role of the entrepreneurial atmosphere, thus arriving to confirm the argument that self-employment seems like a ground, particularly in less emerging economies.

CONCLUSION

The findings indicate how HE and IE serve as an elucidation associated with self-employment outcomes. The entrepreneurial atmosphere is the most powerful driver in relation to HE and IE on self-employment. HE and IE, as open novel approaches to self-employment, has progressively received care to help and foster economic development.

Nonetheless, research on how to adequately elucidate and foster HE and IE in relation to self-employment is at its very early stage.

Through fsQCA using the WEF and GEM databases, the findings demonstrate that the effects of the institutional measures can vary according to, nonetheless exclusively to the status of a country's economy and multifaceted forces, i.e., legal, social, cultural, government, networks, and more important the purpose of individuals/entrepreneurs toward engage in self-employment mainly for those who are considered disadvantaged in our society. Thus, this is one of the initial studies on HE and IE clarifying numerous meaningful implications for academics, practitioners, and policymakers.

By examining the relationship concerning HE and IE on self-employment, this study makes numerous contributions to the literature. First, it is one of the initials exploring HE and IE. Both HE and IE had arisen as universal phenomenon with an enlarging belief to facilitate economic development, as labor markets are fully enclosed to the settings of societies in particular self-employment (Bogenhold, 2019a; OECD, 2021; 2017). Because very scarce academic works have spoken about these terms, this study sheds light on the active role. In other words, the research framework elucidates how HE and IE on self-employment can be enhanced.

Second, this study adds to extant entrepreneurship and economic development literature by combining numerous issues in labor markets conditions, legal structure, governments, property rights, business environment, and knowledge infrastructure and spillover into the research framework, which affect the intentions of individuals to insert in self-employment (Bogenhold, 2019a; Wang et al., 2010).

Third, the evidence elucidating the relationship between HE and IE on self-employment can keep a theoretical and empirical basis for progressive studies in the literature because this study corroborates that HE and IE on a condition for higher self-employment vary depending on dissimilar forces.

Fourth, the findings propitiate some promises for exact empirical studies on HE and IE. Works might face the complexity of a shortfall in plenty of sample cases, such as longitudinal panel data. This study's suitable

technical method is reliable for handling such research constraints.

Fifth, governments must devise acceptable environmental conditions and reform their entrepreneurial policies focused on HE and IE in a transparent, easy-to-access, and favorable way. In addition, it enlarge the dissemination of free flow knowledge and information of HE and IE education at schools and post-school, which are central in relation to cultivate the human capital mainly in less emerging economies.

Sixth, because there is a tendency variation concerning the effect of, HE and IE on both advanced and emerging economies, policies must be adequately considering the economy's status. Nonetheless, policies for emerging economies should focus on specific and practical measurements to efficiently deploy their power.

Seventh, the entrepreneurial atmosphere arises as a leading factor elucidating self-employment; thus, policymakers should build a basis for pro-self-employment social and cultural norms because individuals are willing to alter their business intentions into reality when such issues on self-employment matter.

This study is not free of limitations, thus suggesting directions for future investigations. First, there is a shortfall of theoretical background better to comprehend HE and IE, as well as self-employment. Future investigations should intricate a more critical literature review concerning the terms, valuable in the context of all economies as an instrument to improve conditions of individuals. Second, the field of HE and IE will continue, and exertions likewise will go on much as before and as long as a diverse audience persists in looking concerning to deliver statements and clarification. There might be a wide range of antecedent measures for HE and IE; thus, this study limits the aptitude to draw definite conclusions from the findings. Future investigations must incorporate and extend the proposed framework, including other reasonable explanations, theories, facts, and assumptions. Third, derived from the use of datasets gathered mainly from two sources, i.e., WEF and GEM, future investigations might gather datasets from countless other sources to put forward a greater context-specific central rich for this topic. Fourth, as one of the initial employing fsQCA examining these terms, the findings are limited in their

generalizability because missing sets of available data of 118 comparative cases of economies, there might be bias to the sensitivity of the calibration process. Thus, future investigations to prevent such bias, they should decide the anchors derived from existing theories and knowledge of the data and setting (Ragin, 2008).

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APPENDIX

Table 1A.
Variables, measures, and data sources

Variable (code)	Measure	Definition	Scale	Source
Independent variable				
Hybrid entrepreneurship (HE)	Education and skills	It gathers information about individuals' social and emotional skills, their attitudes towards learning and their well-being	Score	WEF IDI 2017
	Ease finding skilled employees	The extent to which companies can find individuals with the skills required to fill their vacancies	1-7	WEF IDI 2017
	Account used for business purpose	Denotes the percentages who use their accounts at a formal financial institution for business purpose	%	WEF IDI 2017
	Wage dispersion	The basis comparisons as it accounts for differences in earnings dispersion across countries	Unit	WEF IDI 2017
	Working poverty	The proportion of employed persons in a household whose members are living below the \$2 threshold	%	WEF IDI 2017
	Entrepreneurial employee activity	Rate of involvement of employees in entrepreneurial activities, such as developing or launching new goods or services, or setting up a new business unit, a new establishment or subsidiary	Rate	GEM APS 2014
Inclusive entrepreneurship (IE)	Entrepreneurial intention	% of 18-64 population who are latent entrepreneurs and who intend to start a business within three years	%	GEM APS 2014
	Total early-stage of entrepreneurial activity (TEA)	% of 18-64 population who are either a nascent entrepreneur or owner-manager of a new business	%	GEM APS 2014
	Motivational index	% of those involved in TEA that are improvement-driven opportunity motivated, divided by the % of TEA that is necessity-motivated	%	GEM APS 2014
	Female/Male TEA	% of female 18-64 population who are either a nascent entrepreneur or owner-manager of a new business, divided by the equivalent % for their male counterparts	%	GEM APS 2014
	Female/Male opportunity-driven TEA	% of those females involved in TEA who (i) claim to be driven by opportunity as opposed to finding no other option for work; and (ii) who indicate the main driver for being involved in this opportunity is being independent rather than	%	GEM APS 2014

		just maintaining their income, divided by the equivalent % for their male counterparts		
	Baby business owner	% of 18-64 entrepreneurs which manages their own business with incomes less than 3.5 years	%	GEM APS 2018
	Male setting-up firm	Male entrepreneurs who establish a start-up/nascent or manages a small business	%	GEM APS 2018
	Female setting-up firm	Female entrepreneurs who establish a start-up/nascent or manages a small business	%	GEM APS 2018
	New business registered	The number of new limited-liability corporations registered in a calendar year expressed per 1,000 working individuals (aged 15-64 years)	Number	WEF IDI 2017
Mediating variable				
Entrepreneurial atmosphere (EA)	Social and cultural norms	Expert's ranking on inclusion of entrepreneurship in the culture of a society	0-10	GEM Exert 2018
	Perceived opportunities	% of 18-64 population who see good opportunities to start a firm in the area where they live	%	GEM APS 2014
	High status to successful entrepreneurs	% of 18-64 population who agree with the statement that in their country, successful entrepreneurs receive high status	%	GEM APS 2014
	Entrepreneurship as a good career choice	% of 18-64 population who agree with the statement that in their country, most people consider starting a business as a desirable career choice	%	GEM APS 2014
	Attitude toward entrepreneurship failure	The extent to which people have an appetite for entrepreneurial risk	1-7	WEF IDI 2017
Dependent variable				
Self-employment (SEMP)	Unemployment rate	The share of the labor force that is without work but available for and seeking employment	%	WEF IDI 2017
	Youth unemployment rate	The share of the labor force aged 15-24 years old without work bur available for and seeking employment	%	WEF IDI 2017
	Vulnerable employment	Work by unpaid family workers and own-account workers	%	WEF IDI 2017
	Extent informal economy	The extent of economic activity estimated to be undeclared or unregistered	1-7	WEF IDI 2017
	Underemployment rate	The share of the labor force that is involved in involuntary part-time employment arrangement but available for and seeking full-time	%	WEF IDI 2017

employment				
Youth involved in establish business (18 ~ 34 years old)	Individuals business with income>3.5 years	owns-manages	%	GEM APS 2018
Adult involved in establish business (35 ~ 54 years old)	Individuals owner business with income>3.5 years	owns-manages	%	GEM APS 2018
Seniors involved in establish business (55 ~ 64 years old)	Individuals business with income>3.5 years	owns-manages	%	GEM APS 2018
