

CORRELATES OF ENTREPRENEURIAL PERSONALITY TRAITS, STRATEGIC COMPETENCIES, PSYCHOSOCIAL SUPPORT AND MENTAL HEALTH OF ENTREPRENEURS: A THEORETICAL CONCEPTUALIZATION AND RESEARCH DIRECTION

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Abstract – Entrepreneurship has propagated because of its usefulness in economic development and the connected commercialization of innovations that improves the standards of living. A proportion of the global population is therefore in the process of either starting or running a business without an understanding of its implications to mental health. Studies have therefore carried out to establish a link between entrepreneurship and psychological wellbeing of entrepreneurs so as to come up with programs germane to addressing risk factors and ameliorated dysfunction through treatment. However, current literature on sustainable entrepreneurship has pursued discussions on the construct of entrepreneurial personality traits separately from that of strategic competencies and psychosocial support, in spite of the inferred indications that the three can be assimilated in an integrated model to register an impact on the mental health of an entrepreneur. The purpose of this study then is to provide a review of pertinent literature on the perspectives associated with the psychological wellbeing of entrepreneurs as they passionately and creatively pursue business ideas from concept to actualization as per the needs in the market. This study has established that rivulets of research on entrepreneurship and the mental health of entrepreneurs have returned conflicting results. The study has identified emerging data gaps and came up with critical propositions for purposes of progressing knowledge and forming a basis for future studies on sustainable entrepreneurship that takes into account national and global economize as well as the emotional and relational wellbeing of the entrepreneurs.

Keywords: Entrepreneurial personality traits, Psychosocial work stressors, Strategic Competencies, Mental Health, Sustainable Entrepreneurship.

1. Background Information

Schumpeter (1934) has described entrepreneurship as the force of creative destruction whereby established ways of doing things are destroyed by the creation of new and better processes to get things done. As such, entrepreneurship, particularly in the context of small and medium enterprise sector, continues to be hailed globally as core in industrial transformation, job creation, income generation, poverty alleviation and enhanced standards of living (Banjoko, et.al, 2012; Haltiwanger, et al., 2010). Promoting entrepreneurship is thus seen as important because it helps to drive the global economy, allows entrepreneurs to bring creativity into the marketplace, creates businesses with the potential to hire millions of people and brings new products and / or services to the market place. Entrepreneurs also mobilize idle funds (their own and borrowed), which leads to capital formation, resulting in the creation of wealth that is very essential for economic development (Kreiser, et al., 2013). Additionally, impact entrepreneurship in which entrepreneurs pay attention to the economic, social and environmental impact parameters of their products and investments, aims to improve society and the environment (Gatukui&Gatuse, 2014). The different actors in an entrepreneurship ecosystem have continued to direct their efforts in creating a policy framework that promotes diversity and access to opportunity by empowering women, youth and informal business owners to pursue their entrepreneurial ambitions (Haltiwanger, et. al., 2010). Stakeholders have also been seeking ways of developing policies that keep barriers low, rewards innovation, protects private property and supports networking with other stakeholders for synergy towards the achievement of the 2030 global agenda that seeks to end poverty, protect the planet and ensure that all people enjoy peace and prosperity (De Clercq&Voronov,2011).

Taken wholesomely, entrepreneurship presents myriad opportunities and challenges for entrepreneurs and policymakers around the world. Opportunities include generation of value through the creation or expansion of economic activity, and by identifying and exploiting new products, processes or markets for the welfare of human beings as well as for self (Rauch &Frese, 2007). Challenges include business-related constraints as well psychological, relational and physiological wellbeing of the entrepreneurs especially those at the establishment phase of their business cycle (Freeman, et. al., 2019). For instance, surveys in many parts of the world have established that a third of businesses especially those in the micro, small and medium enterprise sector fail in the same year they became operational, as well as additional failures or closures of firms, started in previous years (Khrystyna, et al., 2010; Mead &Liedholm, 1998). All this coming in the face of other environmental constraints such as inaccessibility to appropriate financial products and services (Rahman, 2012); inability to access up-to-date, relevant, useful, timely and adequate information for the efficient performance of their enterprises in the local and overseas markets (Tuan & Yoshi, 2010; compliance costs related to the money spent while learning about and meeting the set government regulations and penalty costs (Bankable Frontier Associates, 2009); inability to access new technology due to inadequate financial base (Bigliardi, et. al., 2011); deficiencies in the level of technical skill to successfully manage their businesses (Haltiwanger, et. al., 2010; all this in the backdrop of heightened competition as a result of internationalization of trade that puts a lot of pressure on entrepreneurs especially those at the start-up phase (Freeman, et. al., 2019; Hu, Zheng & Wang, 2011; Rahman, 2012; Al-Shaikh, 1998).

But while studies have mainly focused on generating empirical data sets to support the performance of businesses and the wellbeing of national and global economies at the macro levels, little has been done to examine the malicious impact that entrepreneurship may have on the mental, physical and relational wellbeing of entrepreneurs at the micro-level. Since a proportion of the global population is in the process of either starting or running a business enterprise without an understanding of its full implications, there is a need for researchers to investigate the impact of entrepreneurship on the overall wellbeing of entrepreneurs so as to come up with programs to support sustainable entrepreneurship. The purpose of this study then is to provide a review of pertinent literature on the perspectives associated with the psychological wellbeing of entrepreneurs and their first-degree family members as they passionately and creatively pursue ideas from concept to actualization in line with the needs in the market place.

2. Problem Statement

Psychological disorders do not only directly impact on individuals with mental illnesses, but may also indirectly affect the career, opportunities for personal growth as well as the relational wellbeing with first-degree family members. Thus, the need to improve mental health is given the prevalence of mental disorders in the society and the burden this continues to place on a nation's healthcare system and the costs incurred by the afflicted individuals and family members(Grand Challenges Canada, 2016). As such, many studies have been undertaken to seek to establish a link between entrepreneurship and the mental wellbeing of entrepreneurs. Current literature on sustainable entrepreneurship has however pursued discussions on the construct of entrepreneurial personality traits separately from that of strategic competencies and psychosocial support, in spite of the inferred indications that the three can be integrated to register an impact on the psychological health of an entrepreneur. Moreover, rivulets of studies on entrepreneurship and psychological wellbeing of entrepreneurs have returned conflicting results with some reporting positive impact while others established negative effects. Wiklund, et al.,(2016) for instance reported that people with Attention-deficit Hyperactivity Disorder (ADHD) may even do better in entrepreneurship than individuals without such disorders because the afflicted persons felt they fit better in self-employment than informal employment and even believed their ADHD symptoms provided them an advantage over those without ADHD. Similarly, Taftiet. al., (2009) associated dyslexia with more original thinking, while White and Shah (2011) found a link between ADHD and sensation seeking. Other studies established a link between bipolar disorder with perseverance (Hayden et al., 2008), and autism with pattern identification (Baron-Cohen et al., 2009).

On the other hand, some studies have established that psychiatric temperaments negatively impact entrepreneur performance, their business ventures and by extension the value created through commercialization of innovations (Anthsel, 2017; Frese&Gielnik, 2014; Kaplan & Kaiser, 2009). Similarly, studies by Freeman et. al., (2019); Lerner (2016) and Grijalva and Harms (2014), reported an association between entrepreneurship and psychological health of entrepreneurs and their first-degree family relations especially during the startup phase of their business cycle. These findings are somewhat supported by other related studies that have revealed a

correlation between entrepreneurship and various facets of mental health and relational wellbeing of entrepreneurs with those around them including employees. Johnson et al., (2018), Kreiser et al., (2013) and Hayden et al., (2008) for instance variously reported that while risk-taking tendencies may foster business creation, extreme levels of risk-taking by persons such as those with bipolar disorder may conflict with financial stability and may be detrimental to profitability.

The conflicting results above coupled with inadequate empirical data does not form a firm basis upon which to emphatically conclude that entrepreneurship might be the sole cause of poor mental or relational wellbeing observed in some entrepreneurs, considering that mental illness is not a preserve of those engaged in entrepreneurial ventures. The lingering question is whether the perceived major depression, schizophrenia, substance abuse, bipolar disorder, dysthymia and anxiety disorders by entrepreneurs can be attributed to other contextual factors. There is, therefore, a public health uncertainty regarding a possible association between entrepreneurship and mental health, and policymaking has been hindered by the scarcity of conclusive empirical evidence. To clarify issues and put in place appropriate programs to enhance sustainable entrepreneurship that takes into account the emotional and relational wellbeing of entrepreneurs, this study has identified cross-cutting issues that require data sets to progress knowledge required for practice, business mentorship, and policy formulation to promote mental health.

3. Review of Relevant Literature

3.1 Global Burden of Psychological Disorders

The World Health Organization's (WHO) global burden of disease reports have continued to provide data on the implications of physiological and psychological ill-health at the macro and micro levels, as a catalyst for policy formulation to guide the management and development of mitigation measures to reverse the current trend. For instance, mental disorders are reportedly responsible for nearly 13% of the global burden of disease with over 450 million people afflicted by specific neurological disorders and substance abuse. Moreover, untreated mental illnesses also cause mortality due to suicide, an issue that is of major concern considering that almost one million people die annually from suicide; a "global" mortality rate of 16 per 100,000 or one death every 40 seconds. The increasing burden of mental disorders may be mainly attributed to pervasive structural stigma attached to mental illness, lack of resources, underutilization of services, outdated frameworks and practices, and organizational fragmentation that impacts the ability to adequately assess, prioritize, and respond to mental illness (Thyloth, et. al., 2016). Five types of mental illness appeared in the top twenty causes of the global burden of disease in the year 2013, that is Major depression, Anxiety disorders; Schizophrenia; Dysthymia and Bipolar disorder (WHO, 2013).

Studies from a macroeconomic perspective have reported that direct and indirect cost of mental disorders in a given population can be measured in terms of lost economic productivity by estimating the projected impact of mental disorders on the gross domestic product of a country (Chisholm, et. al., 2016). Direct costs of psychological disorders often relate to expenditure on diagnosis and treatment in the healthcare system; medication, physician visits, psychotherapy sessions, and hospitalization costs. Indirect costs are incurred as a result of mortality, disability, and care-seeking, including lost economic productivity due to work absence or early retirement (Chisholm, et. al., 2016). This conclusion is anchored on the argument that economic growth requires labor and capital, both of which can be negatively impacted by physiological and psychological health-related disorders. Financial resources are consumed through healthcare expenditures, while labor is depleted by disability and mortality of the afflicted persons (Bloom, et. al., 2011). Capital depletion can be calculated using data on saving rates, costs of treatment, and the proportion of treatment costs that are funded from individual and family savings (Thyloth, et. al., 2016). As a result, it is projected that globally, the collective economic output loss associated with mental disorders for the period 2011 to the year 2030 is US\$ 16.3 trillion, which is comparable to that of cardiovascular diseases, but higher than that of cancer, chronic respiratory diseases and diabetes (Gustavsson, et. al., 2010).

Mental illness is therefore increasingly being acknowledged as a global health priority, and given its economic burden to individuals, communities, and nations, it is now considered a global development priority, hence its inclusion in the Sustainable Development Goals adopted during a United Nations summit and the subsequent call for universal health coverage to be inclusive of mental health and well-being (Pradhan, et. al., 2017). Unfortunately, weak policy frameworks in some countries, a lack of urgency, misinformation and competing

demands for scarce resources are blinding policy-makers from taking stock of a situation where mental disorders are amongst the leading causes of disease and disability in the world today (WHO, 2013). Psychological wellbeing is, therefore, a core agenda item in entrepreneurship research considering its significant economic burden to entrepreneurs and society across the globe due to the negative impact that mental disorders have on resources and value generated from the commercialization of innovation.

3.2 Psychosocial Stressors and Social Support

Ill health events are said to pose a substantial threat to the organizational fiscal bottom line in terms of lost productivity and medical-related expenditures. While some papers have documented the degree of catastrophic spending and impoverishment related to ill health at the workplace, not much has been done to investigate the work stressors, mental disorders and its impact on the relational wellbeing of a first-degree family member of the affected individual. The available studies on ill-health have reported evidence of the causal effects of psychological work-related risk factors, the social environment of work, and its impact on the psychological and physiological wellbeing of individuals and families (Stansfeld & Candy, 2006). Estryn-Behar, et al., (1990) and Biomet, et al., (1992) revealed that high levels of psychological demands, including fast work pace and high conflicting demands, are predictive of psychological health conditions such as depressive and anxiety disorders. However, high levels of social support at work from colleagues and team leaders have been found to be supportive of mental health (Dormann & Zapf, 1999). Likewise, decision latitude has been linked to common mental disorders (Kawakami, et al., 1992).

The above findings are relevant to entrepreneurship theory and practice because entrepreneurs pursue their ideas and innovations in a stressful work environment characterized by numerous constraints including undercapitalization (Halkos & Tzeremes, 2010; Rice & Straham, 2010); limited accurate, complete and timely information (Tuan & Yoshi, 2010); difficulties in accessing latest technology (Bigliardi, et al., 2011) and deficiency in entrepreneurial technical skill level (Liesch, et al., 2012). In addition, a decade before the beginning of the 21st Century witnessed an increased change in technology, political and social spheres, occasioning structural changes in economic systems and the configuration of enterprises, their relationships with each other and with the environment (Bausch, 2011; Vives, 2008). This occasioned the moving and blurring of industrial boundaries, and the entry of new competitors coming from different parts of the globe. With richer and more rapid information and communication systems characterizing globalization, has resulted in a faster feed-back mechanism that continues to allow business enterprises to become aware of business influencing events occurring in distant places, which occasion learning events ultimately leading to necessary changes in the product at the market place (Tuan & Yoshi, 2010). Hence, a striking trend in the world today has been the growing Internationalisation of business operations (Liesch, et al., 2012; Klapper, et al., 2008).

Business enterprises are now able to have a richer and efficient inter and intra firm connectivity, resulting in an unimaginable opportunity for information sharing. On the other hand, the degree of risk and uncertainty in economic activities has increased, thus making it more challenging to make a forecast (OECD, 2004). All this has been taking place in the context in which the investments required to launch a new product has become exorbitant. Due to the interplay of these factors, no company can consider itself immune from a situation of an increasingly aggressive and difficult competitive environment (Brinkmann, et al., 2010). Even international corporations whose competitive advantages were considered impregnable only a few years ago, now have to face an increasingly dynamic and pressing competition (OECD, 2004). As variously reported by Ayyagari, et al., (2007) and restated by Tuan and Yoshi (2010), managers must link their organization's unique capabilities to varying types of strategies over a period of time, including the in competitive conditions that shape the character of success (). Consequently, both large and small firms must quickly adapt to competitive pressures, something that continues to put a supplementary strain on entrepreneurs' psychological and relational wellbeing with first-degree family members and employees as they seek to enhance their business' sustainable credentials.

3.3. Personality Traits and Entrepreneurial Outcomes

The empirical literature has observed the need to pursue research on entrepreneurship and mental health because of the increasing economic and social burden at the macro and micro levels (Ludwing, 1992; Hayden et al., 2008). According to World Health Organization (2014), mental health is not only the absence of mental disorders but also the presence of well-being, living up to one's potential, positive coping and adaptation, productivity and community engagement. Mental disorders affecting brain function and characterized by symptom clusters that

may present with varying levels of severity have been shown to be genetically transmitted, though moderated by environmental factors (Sullivan et al. 2017; Burmeister, 2015; Goekoop&Goekoop, 2014; Doherty and Owen, 2014; Grattenet al.2014).Even though psychiatric disorders have been observed in the general population, across cultures, gender, professionals and age categories, there is an increasing interest by the research community to investigate the correlation between various facets of entrepreneurship, psychological, physiological wellbeing and business performance, using different methodologies based on their constructs and operationalization, theoretical anchorage and the research design employed.

Some of the said studies have reported the prevalence of bipolar spectrum conditions (Ghaemi, 2011; Kreiser et al., 2013), obsessive-compulsive disorders and other more severe conditions (Barlett& Steele, 2004) among business tycoons. Related studies have identified and reported on the personality characteristics of successful entrepreneurs (Sesabo, Y.J., 2017; Bux, R. S. &Honglin, Y., 2015; Akanbi, T. S., 2013; Ferreira, et. al., 2012). Such traits were found to include the need for achievement, locus of control, cognitive abilities and risk-taking propensity. Rauch and Frese's (2017)study also reported that the need for achievement, passion, proactive personality, innovativeness, need for autonomy among other traits are associated with business success. Other studies reported that entrepreneurs manifest a pattern of five personality traits consisting of higher levels of extraversion, conscientiousness, and openness coupled with lower levels of agreeableness and neuroticism (Brandstätter, 2011; Zhao et al. 2010). On the other hand, Baum and Locke (2004) reported that it's a combination of traits such as self-efficacy, goal setting and motivated extraversion that impact venture growth modulated by passion, tenacity, and new resource skill.

Other studies on entrepreneurial personality traits showed that risk taking propensity that is correlated with the business establishment was found to be a feature of bipolarity, substance abuse conditions and ADHD (Feldstein & Miller, 2006; Holmes, et al., 2009; Drechsler, 2008).Similarly, creativity which is the basis of business innovation because entrepreneurs must generate novel ideas for innovative new businesses was found to have a connection with mental health (Amabile, 1988). This finding was supported by other researchers that also identified a relationship between creativity and mental health conditions including substance abuse (Ghaemi, 2011); ADHD, (Healey &Rucklidge, 2006); psychosis, (Kyaga, S. et. al., 2012); depression, (Ludwig, A, 1992), and bipolarity (Ghaemi, 2011). However, studies have shown that mental disorders are not a preserve of entrepreneurs and that is why related studies on mental health differences in leadership reported the occurrence of bipolarity, depression, sociopathy, and psychosis among political and military leaders (Ghaemi, 2011). For instance, a study of 238 entrepreneurs and 288 managers in the United States showed no differences on measures of depression, anxiety, and anger (Rahim, A., 1996). The finding is similar to Chay, Y., (1993) study which reported that entrepreneurs and salaried employees in the United Kingdom don't differ on the Goldberg Health Questionnaire measures of psychological well-being. On the same vein, Stephan and Roesler, (2010) study found that 149 German self-employed individuals did not differ from their age- and gender-matched, employed comparison participants in prevalence rates of affective disorders, anxiety disorders, or alcohol abuse.Likewise, Jamal's (1991) study of 235 entrepreneurs from Canada reported that there were no significant mental health differences as compared with the employed control group. On the other hand, Freeman et. al., (2019); Lerner (2016) and Grijalva and Harms (2014) studiesreported an association between entrepreneurship and psychological health of entrepreneurs and relational wellbeing of their first-degree family members. Other studies have established that psychiatric temperaments negatively impact entrepreneur performance, their business ventures and by extension the value created through commercialization of innovations (Anthsel, 2017; Frese&Gielnik, 2014; Kaplan & Kaiser, 2009). To add on the controversy in the research community, Patzelt and Shepherd (2011) in a study of about 2700 US citizens reported that entrepreneurs experience lower rates of negative emotions and show problem focused coping methods more freely and frequently than persons holding employment positions.

The reviewed empirical studies show that there is still controversy in the academia about entrepreneurship and the nature of entrepreneurs' mental health characteristics or that of their first-degree family members. For instance, streams of research have established that psychiatric temperaments and physiological medical conditions may significantly impact on an entrepreneurs' energy and activity levels, motivation, circadian rhythms, self-concept, creativity and interpersonal behaviors in ways that influence the performance of their business ventures (Lerner, 2016; Grijalva & Harms, 2014). As an offshoot of this, studies have been undertaken to establish a link between entrepreneurship and the overall wellbeing of entrepreneurs and those around them. Some of the studies have shown that entrepreneurs, especially at the establishment phase of their businesses, have to grapple with a host of personality disorders such as narcissism, sudden wealth syndrome and the impostor syndrome (Freemanet. al.,

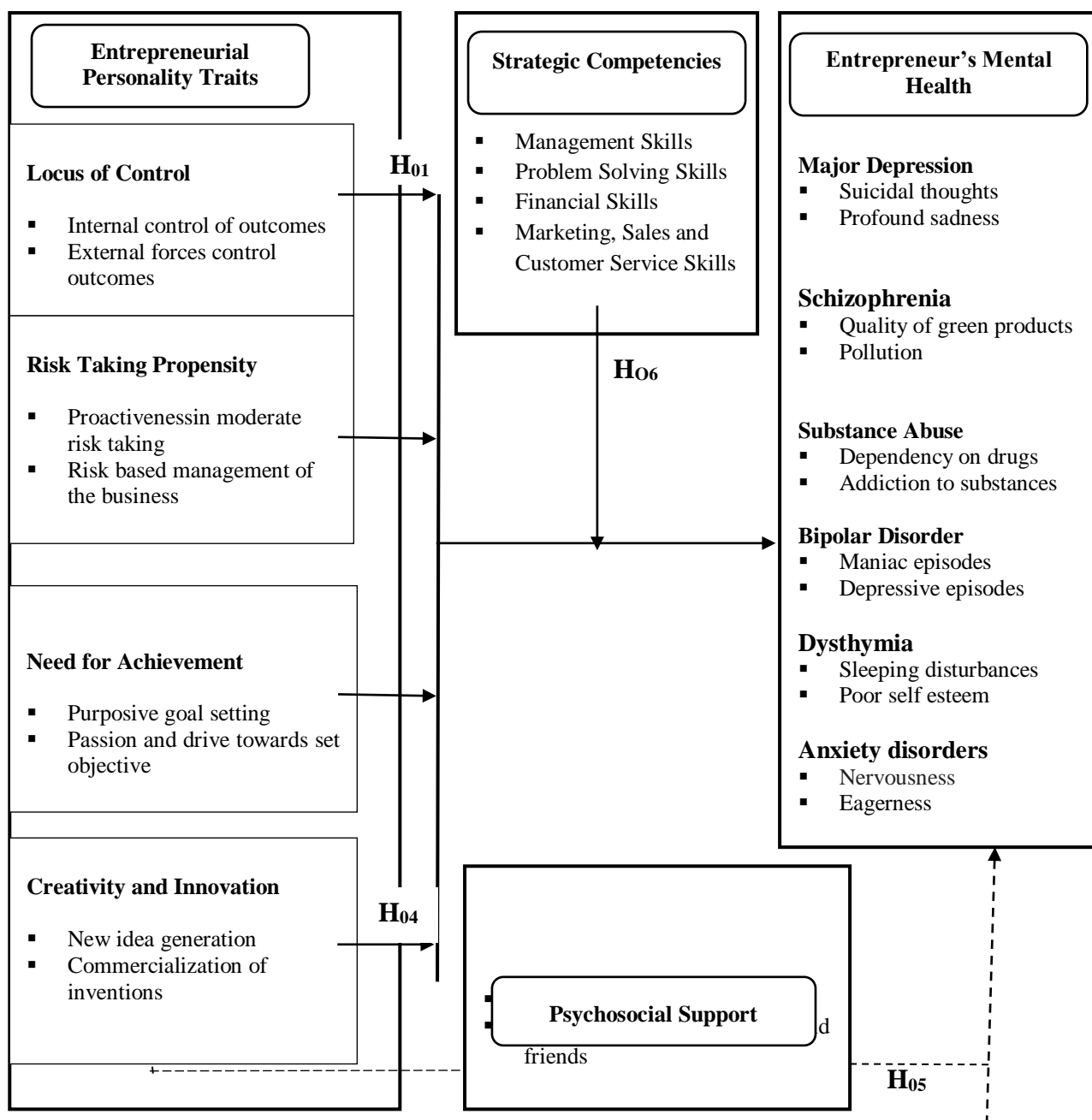
2019);). In an earlier study by Freeman et. al., (2017) comprising 242 entrepreneurs and 93 demographically matched comparison persons participated in an anonymous online self-report survey to assess their engagement in entrepreneurship and their individual and family mental health history. The findings were that start-up founders are twice as likely to suffer from depression, have suicidal thoughts and have a psychiatric hospitalization; three times more likely to suffer from substance abuse; six times more likely to suffer from Attention deficit hyperactivity disorder, and 10 times more likely to suffer from bipolar disorder (Freeman et. al., 2017). The limitation of this study includes reliance on self-report measures cross-sectional design and possible selection bias.

Taken together, the conflicting findings of the reviewed empirical exhibits research gaps that beg for additional largescale studies. There are several open questions on personality traits, entrepreneur strategic competencies, affective disorders, and entrepreneurial outcomes. There is also no consensus as to whether affective states linked to mental disorders may modulate the influence of personality traits on the entrepreneurial result. There is also a scarcity of empirical evidence about psychological wellbeing among the families of entrepreneurs, even though some previous studies have reported that first and second-degree family members of bipolar probands have been shown to be high achievers across several domains that are important for entrepreneurial outcomes (Higieret al. 2014). These findings seem to be in agreement with Coryell et al. (1989) study which reported that the first-degree relatives of bipolar probands, including relatives with bipolar spectrum conditions, had significantly higher educational and occupational achievement than the close family members of people with other mental health conditions.

4. Proposed Theoretical Framework

The following is the proposed theoretical framework that demonstrates the role of strategic competencies and psychosocial support on the link between entrepreneurial personality traits and an entrepreneur's mental health.

INDEPENDENT VARIABLE MEDIATING VARIABLE DEPENDENT VARIABLE



Source: Author (2020). The conceptual framework of Entrepreneurial personality traits, Strategic competencies, psychosocial support and mental health of Entrepreneurs.

4.1 Propositions

4.1.1 Entrepreneurial Personality Traits

Streams of research have reported on personality traits that are relevant to successful entrepreneurial outcomes (Sesabo, 2017; Bux&Honglin, 2015; Akanbi, 2013; Ferreira, et. al., 2012). Such traits include the need for achievement, locus of control, cognitive abilities and risk-taking propensity. Rauch and Frese's (2017) study also reported that the need for achievement, passion, proactive personality, innovativeness, need for autonomy among

other traits are associated with business success. Other studies reported that it is a combination of traits such as self-efficacy, goal setting and motivated extraversion that impact venture growth moderated by passion, tenacity and new resource skill (Baum & Locke, 2004; Zhao et al., 2010; Brands tatter, 2011). Thus, the study proposes that:

Proposition 1(P1): Entrepreneurial personality traits determine an entrepreneur's psychological health but it is mediated by strategic competencies.

4.1.2 The role of Strategic Competencies

Entrepreneurial strategic competencies are the knowledge and skills needed to develop, sustain and lead a business organization. The more developed an entrepreneur's skills, the better able to respond to environmental forces so as to grow and sustain the business. Such competencies that may be taken to imply the understanding of principles, facts, processes and the interactions among them are of higher value for entrepreneurship if it is related to specific entrepreneurial activities (Marvel et al., 2016). An entrepreneur should have knowledge of the market, of relevant technologies or of how to run a firm. Therefore, it can be summarized that relevant knowledge and skills set is an important predictor of entrepreneurial outcomes (Krieger, et. al., 2018). Based on this, the study proposes that:

Proposition 2 (P2) & 3 (P3): Strategic competencies mediate the relationship between entrepreneurial personality traits and an entrepreneur's psychological health

4.1.3 The role of Psychosocial Support

Rauch and Frese (2017) study reported that entrepreneurial traits are associated with business success. However, studies on ill-health have also reported evidence of causal effects of psychological work-related risk factors, social environment of work, including fast work pace and high conflicting demands, are predictive of mental health conditions such as depressive and anxiety disorders (Stansfeld& Candy, 2006; Estryn-Behar, et al., 1990; Bromet, et. al., 1992). However, high levels of social support at work from colleagues and team leaders have been found to be supportive of mental health (Dormann& Zapf, 1999). Thus, the study proposes that:

Proposition 4: Psychosocial support in a business environment moderates the relationship between entrepreneurial personality traits and entrepreneur's psychological health.

5. CONCLUSIONS

The purpose of this study was to review existing literature, identify gaps in the phenomenon of entrepreneurial personality traits, strategic competencies, family mental illness history, and psychological disorders for entrepreneurs and finally propose a conceptual model providing propositions for filling up the identified gaps. The reviewed writings show that psychological disorders relate directly to sustainable entrepreneurship. After reviewing the results of relevant studies, it is concluded that there is a relationship between entrepreneurship and entrepreneurs' mental or physical health whether directly or indirectly. This study cannot neglect the relation and its impact on entrepreneurs, entrepreneurial outcomes and relational wellbeing of close family members, including employees in a business enterprise. It is suggested that more studies should be done in this regard to clarify their nature of relations. While this study contributes to existing literature, the study has identified emerging data gaps and came up with critical propositions for purposes of progressing knowledge and forming a basis for future studies on sustainable entrepreneurship that takes into account national and global economize as well as the emotional and relational wellbeing of the entrepreneurs.

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