



Entrepreneurial Motives, Entrepreneurial Success and Life Satisfaction of Refugees Venturing in Tourism and Hospitality

Journal:	<i>International Journal of Contemporary Hospitality Management</i>
Manuscript ID	IJCHM-11-2021-1363.R2
Manuscript Type:	Original Article
Keywords:	refugee entrepreneurship, tourism and hospitality entrepreneurship, entrepreneurial motives, life satisfaction, entrepreneurial success
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Abstract

Purpose – A burgeoning stream of tourism and hospitality research highlights the role of entrepreneurship in bringing about positive social and economic outcomes for both refugees themselves and their host countries. Yet little has been done so far both in mainstream entrepreneurship research and tourism scholarship to explore how motivations influence perceived entrepreneurial success of refugees and how this eventually affects their subjective well-being. To address this gap, the present study proposes and empirically tests a conceptual model postulating relationships between contextual and individual entrepreneurial motives, perceptions of entrepreneurial success, and life satisfaction.

Design/methodology/approach – The study draws on quantitative data collected through 172 surveys of refugee entrepreneurs venturing in different sub-sectors within tourism and hospitality in Turkey and the UK. A Structural Equation Modeling (SEM) was used to test the proposed theoretical model.

Findings – The results reveal that contextual and individual entrepreneurial motives have a significant positive impact on perceived entrepreneurial success. As predicted, perceived entrepreneurial success is found to have a significant positive impact on life satisfaction. A multi-group analysis involving host country (Turkey vs the UK) and mode of entry (founder vs takeover) indicates no significant difference based on host country whereas the strength of relationships for takeovers is relatively greater as compared to founders.

Practical implications – The study advocates that the reductionist approach viewing refugees as temporary “outsiders” who are in consistent need of public provision and welfare services should not prevail against their ability to achieve self-efficiency through entrepreneurship. Hence, policies need to be oriented toward supporting refugee entrepreneurial activities over various business stages and modes of entry. More importantly, ensuring high success rates among refugee entrepreneurs should be viewed as a pivotal tool to address the well-being of refugees, their families, and their fellows.

Originality/value – While previous research identifies drivers of entrepreneurship success and the potential favorable outcomes, none of these studies empirically models refugee entrepreneurship motives, self-reported entrepreneurial success, and life satisfaction as a distinct and growing cohort of entrepreneurs. The study makes significant theoretical contributions to the corpus of literature on the social outcomes of entrepreneurship and provides timely implications for policy makers to utilize entrepreneurship as a market-based solution to address refugees’ subjective well-being.

Keywords: refugee entrepreneurship, tourism and hospitality entrepreneurship, entrepreneurial motives, entrepreneurial success, life satisfaction.

Introduction

Refugee entrepreneurship has captivated considerable attention and has become a burgeoning area of research (Desai *et al.*, 2020; Kone *et al.*, 2020; Skran and Easton-Calabria, 2020). The growing scholarly engagement is a reflection of the global interest in the refugee crisis and its social and economic impacts on the hosting countries. The traditional approach considering refugees as a source of economic burden and social threat has been challenged by an increasing academic and public debate highlighting the bright side of refugees through entrepreneurship (e.g., Harb *et al.*, 2019; Baktir and Watson, 2020). Departing from the notion of “helping refugees help themselves” (Betts and Collier, 2015), several studies address entrepreneurship as a means to achieve economic and social benefits for refugees, their families, and the wider hosting communities (Harb *et al.*, 2019; Embiricos, 2020). Past research delves into the motivations (de la Chaux and Haugh, 2020), barriers (Embiricos, 2020), facilitators (Meister and Mauer, 2019), and success factors (Fong *et al.*, 2007) of refugee entrepreneurs. Recently, there has been growing interest within tourism and hospitality scholarship to address the role of entrepreneurship in tourism in addressing refugee-related issues such as integration and well-being (e.g., Alrawadieh *et al.*, 2021). Yet, despite valuable research endeavors, scholarly discussion on refugee entrepreneurship is still immature (Desai *et al.*, 2020). Specifically, existing theoretical assessments are largely exploratory (Bizri, 2017; Alrawadieh *et al.*, 2019; Harb *et al.*, 2019; Shneikat and Alrawadieh, 2019; Baktir and Watson, 2020; Embiricos, 2020) with little focus on entrepreneurial endeavors of refugees in the tourism and hospitality industry (Shneikat and Alrawadieh, 2019; Alrawadieh *et al.*, 2021). An investigation of refugees in general and refugee entrepreneurship in tourism and hospitality in particular is timely because refugee flows influence the ‘travelers’ experience’ of visiting different destinations (Zenker *et al.*, 2019). In addition, the tourism and hospitality industry has been identified as the main sector of the economy (with low entry barriers such as financial and social capital requirement) creating job opportunities for low-skilled refugees (Shneikat and Alrawadieh, 2019).

Moreover, while valuable, none of the existing refugee studies empirically models entrepreneurship motives, perceived entrepreneurial success, and life satisfaction. Understanding these relationships is crucial to gain deeper insights into the social outcomes of refugee entrepreneurship, an area of research which is argued to be “so limited that reliable conclusions to guide decision making are still out of reach” (Desai *et al.*, 2020: 3). More importantly, while abundant research focuses on the dark side of the refugee crisis on hosting countries’ economies (e.g., Tumen, 2016; Baloch *et al.*, 2017) and their tourism industries in particular (Zenker *et al.*, 2019; Tsartas *et al.*, 2020), the present study joins recent limited research highlighting the bright side of refugees’ entrepreneurial endeavors in tourism and hospitality (Alrawadieh *et al.*, 2019; Shneikat and Alrawadieh, 2019). Specifically, the current investigation highlights the role of tourism and hospitality in bringing about positive outcomes to refugees and their hosting

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3 countries through entrepreneurship (Alrawadieh *et al.*, 2021) showcasing how the entrepreneurial
4 motives of refugees can be a pathway to favorable perceptions of performance and how the latter
5 can enhance their well-being. Against this background, this study proposes a conceptual model
6 that suggests relationships between contextual and individual entrepreneurial motives,
7 perceptions of entrepreneurial success, and life satisfaction. The proposed framework predicts
8 that contextual and individual entrepreneurial motives enhance perceived entrepreneurial success
9 which, in turn, enhances the life satisfaction of refugee entrepreneurs. Finally, the study proposes
10 entrepreneur's mode of entry (founders vs takeovers) and host country (Turkey vs the UK) as
11 potential moderators of the proposed relationships (see Figure 1).
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16 The study makes three key contributions to the body of literature. *First*, the study proposes
17 contextual and individual entrepreneurial motives as potential antecedents of perceived
18 entrepreneurial success. By doing so, the study not only extends theoretical considerations on
19 indicators of entrepreneurial success within mainstream entrepreneurship (Walker and Brown,
20 2004; Aguinis *et al.*, 2008; Caliendo and Kritikos, 2008; Dijkhuizen *et al.*, 2018) and refugee
21 entrepreneurship (Bizri, 2019; Freiling and Harima, 2019; Meister and Mauer, 2019; Embiricos,
22 2020) but it also shifts attention toward the intersection between entrepreneurial motivations and
23 perceived entrepreneurial success in tourism and hospitality (Wang *et al.*, 2019). Despite the fact
24 that these motivations have been explored in a number of research endeavors (e.g., Carter *et al.*,
25 2003), their relationship with perceptions of entrepreneurial success and life satisfaction has been
26 neglected. Therefore, this study echoes the call of Carsrud and Brännback (2011) and more
27 recently Murnieks *et al.* (2020) to address the potential effects of entrepreneurial motivation.
28 *Second*, by modeling life satisfaction as a consequence of perceived entrepreneurial success, the
29 study responds to Wiklund *et al.*'s (2019) call for further research addressing the intersection
30 between entrepreneurship and well-being. More importantly, the study responds to recent calls to
31 investigate how tourism and hospitality entrepreneurship can enhance the well-being of refugees
32 (Shneikat and Alrawadieh, 2019). *Third*, refugee entrepreneurs have different characteristics
33 (e.g., blocked mobility) and needs (e.g., cultural adaptation) than mainstream entrepreneurs
34 which eventually might affect their motivations, entrepreneurial success, and well-being. Hence,
35 and as an incremental contribution, the study adds to the growing yet inconsistent scholarly
36 engagement on refugee entrepreneurship which is argued to have so far received little nuanced
37 treatment (Desai *et al.*, 2020). For the purpose of the present study, refugee entrepreneurship is
38 defined as the process of pursuing opportunity and assuming risks of launching businesses
39 undertaken by refugees whose key source of income is derived from their venturing activity
40 (Shepherd *et al.*, 2020). We use the term “*refugee*” throughout the paper regardless of the asylum
41 status of Turkey- and UK-based Syrian refugee entrepreneurs participating in the study.
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51 **Literature review**

52 ***Entrepreneurship in tourism and hospitality***

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3 Despite the existence of a burgeoning stream of entrepreneurship research within the realm of
4 tourism and hospitality, theoretical development in this area remains in its infancy (Fu *et al.*,
5 2019). Recent review studies (see Fu *et al.*, 2019 and Ratten, 2019) acknowledge this omission
6 and call for more theoretical engagement to enrich our understanding of entrepreneurship within
7 tourism and hospitality. Ratten (2019) notes that existing research is biased toward lifestyle and
8 sustainable forms of tourism entrepreneurship, neglecting other forms of entrepreneurship.
9 Hence, she calls for tourism research that builds on multiple disciplines to derive novel areas of
10 research interest. In their review, Fu *et al.* (2019) also note that entrepreneurship in tourism and
11 hospitality is rich in practice but poor in theoretical development, and they propose a framework
12 to guide the future research agenda. Specifically, they raised the need for recognizing that
13 entrepreneurship in tourism and hospitality may have distinct characteristics which necessitate
14 the generation of new theories instead of merely borrowing from general entrepreneurship
15 research.
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22 One area that has received growing attention in mainstream entrepreneurship and, to a lesser
23 extent, in tourism and hospitality scholarship, is entrepreneurial motivation. Few would disagree
24 that entrepreneurial motives have always been at the core of entrepreneurship research. The
25 desire for independence, self-realization, personal development, and desire to use knowledge and
26 experience have been widely cited as key drivers for entrepreneurship action (Smith and Miner,
27 1983; Sheinberg and MacMillan, 1988; Birley and Westhead, 1994; Gatewood *et al.*, 1995).
28 Although limited, a growing body of research also distinguishes between opportunity-driven and
29 necessity-driven tourism and hospitality entrepreneurship (Li *et al.*, 2020) with a focus on ethnic
30 minorities (Altinay and Altinay, 2006), voluntary migrants (Iversen and Jacobsen, 2016), and
31 forced migrants or refugees (Shneikat and Alrawadieh, 2019). The latter in particular seems to
32 have gained increasing attention with the growing social and political debate on refugees and
33 their socio-economic integration into their hosting countries. It has been noted that refugee
34 entrepreneurs are likely to have specific needs and characteristics hence raising the need to view
35 them as a distinct segment of immigrant entrepreneurs (Wauters and Lambrecht, 2008).
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42 Existing tourism and hospitality entrepreneurship research addresses the importance of the
43 economic motivations of tourism and hospitality entrepreneurs (McGehee and Kim, 2004; Chen
44 and Elston, 2013). Previous studies also highlight the importance of entrepreneurship for
45 community and destination development (Yang, Ryan and Zhang, 2014; Ngoasong and Kimbu,
46 2016). However, existing research seems to be biased toward economic outcomes of
47 entrepreneurship while neglecting the potential social outcomes of entrepreneurship. Moreover,
48 research investigating how tourism and hospitality entrepreneurial activities contribute to the
49 well-being of refugee entrepreneurs remains notably limited (Alrawadieh *et al.*, 2021). In an
50 attempt to address this gap, this paper examines the entrepreneurial motives of refugees and
51 examines their effects on perceived entrepreneurial success. The study also looks into how the
52 well-being of refugees can be enhanced by their perceptions of entrepreneurial success.
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Refugee entrepreneurship

Despite relatively earlier research endeavors in refugee entrepreneurship (Wauters and Lambrecht, 2006; Fong *et al.*, 2007; Wauters and Lambrecht, 2008), the topic has recently regained recognition in the entrepreneurship arena due to the increasing global interest in the refugee crisis. Research highlights the need to assess entrepreneurship not only as a path to deal with refugee-related issues including integration (Wauters and Lambrecht, 2006), well-being (Baktir and Watson, 2020), and self-reliance (Skran and Easton-Calabria, 2020), but also as a useful tool that contributes economic and social benefits to the hosting societies (Wauters and Lambrecht, 2008; Harb *et al.*, 2019). For instance, Harb *et al.* (2019) challenged the reductionist discourse on refugees as being an economic and social burden and note that, through entrepreneurship, refugees may potentially contribute to local economic development. Embiricos (2020) notes that entrepreneurship enhances the image of refugees as innovators thus reducing anti-refugee sentiment. In sum, there exists an established repository of scholarly evidence underpinning the role that refugee entrepreneurship can play in contributing to both refugees themselves and their host countries. Yet there seems to be limited empirical evidence on what drives entrepreneurial success and the well-being of refugee entrepreneurs. An obvious gap in the literature, therefore, may be summarized by the following question: *How do different motivational factors – namely individual and contextual motives – influence perceived entrepreneurial success and how can this later enhance the life satisfaction of refugee entrepreneurs venturing within tourism and hospitality?* The current investigation endeavors to answer this question.

Motivations to refugee entrepreneurship in tourism and hospitality

Motivations are fundamental to the study of entrepreneurship. Previous research identifies a wide range of motives stimulating the entrepreneurial action including, for instance, desire for independence, self-realization, and desire to use knowledge and experience (Smith and Miner, 1983; Sheinberg and MacMillan, 1988; Gatewood *et al.*, 1995). Sharpero and Sokol (1982) argue that entrepreneurship motivation might differ based on situational, social, and individual variables. They also describe entrepreneurship as a life-changing event and might be triggered by another life-changing event, often a negative one such as displacement.

Understanding the underlying motives of refugee entrepreneurship has also become a flourishing area of research (Shneikat and Alrawadieh, 2019; Baktir and Watson, 2020). Despite the notion that refugees entering into entrepreneurship are often driven by necessity rather than opportunity (Bizri, 2017; Freiling and Harima, 2019), a critical review of the literature reveals that refugees are generally pushed and pulled by individual (personal) and contextual (situational) motives (Berns, 2017; Alexandre, Salloum and Alalam, 2019; Baktir and Watson, 2020; Embiricos, 2020). Individual motives are associated with refugees' favorable attitude toward entrepreneurship, their entrepreneurial ambitions, and their personal desire to integrate (Berns,

2017). For instance, Embiricos (2020) notes that refugees' desire to gain independence and control over their future are key factors encouraging refugee entrepreneurship. These individual factors may be regarded as intrinsic motivators that stimulate entrepreneurship action. Other studies highlight the role of contextual factors in driving refugee entrepreneurship (Berns, 2017; Embiricos, 2020). These contextual motives can be viewed as constraints preventing refugees' access to the mainstream labor market which eventually pushes them toward self-employment (Fong *et al.*, 2007). For instance, Kone *et al.* (2020) note that refugees are typically underemployed and less paid in the labor market which makes them more likely to engage in entrepreneurship. Contextual factors are therefore extrinsic motivators that encourage entrepreneurship action. Overall, refugee entrepreneurship is largely driven by a range of factors stemming from the very inherent nature of refugee migration whereby constraints and disadvantages turn into motivators and opportunities. Evidence from previous research indicates that traumatic life events can potentially stimulate a desire for self-employment (Haynie and Shepherd, 2011). This may hold for refugees who more, often than not, suffer pre- and post-arrival trauma.

While refugees may venture in a wide range of sectors, the tourism and hospitality industry is argued to be a lucrative field for refugee entrepreneurship (Alrawadieh *et al.*, 2021). Recent research outlines several factors underlying refugees' decisions to venture within the tourism and hospitality. Among these factors are, according to Shneikat and Alrawadieh (2019), survivability, desire for independence, and limited access to the labor market. They also note that opportunity recognition, past experience, and recommendation from others were determinant in refugees' choice to venture in the tourism and hospitality industry. Overall, there seems to be consensus that tourism and hospitality usually requires low know-how and low capital (Alrawadieh *et al.*, 2019; Shneikat and Alrawadieh, 2019) and may allow for more independence and flexibility than other sectors would (Alrawadieh *et al.*, 2021).

Perceived entrepreneurial success

A coherent body of research identifies entrepreneurial success indicators (Aguinis *et al.*, 2008; Caliendo and Kritikos, 2008). These generally include performance-related indicators such as employee numbers and profit growth (Weber and Geneste, 2014) and personal indicators including personal fulfilment and flexibility (Walker and Brown 2004). The former is also referred to as extrinsic measures (i.e. objective performance) whereas the latter is described as intrinsic measures (i.e. subjective performance) (Weber and Geneste, 2014). A few works use subjective indicators (Fisher *et al.*, 2014) or combine both approaches (Buttner and Moore, 1997; Dijkhuizen *et al.*, 2018; Yodchai *et al.*, 2021) in operationalizing entrepreneurial success. For instance, Walker and Brown (2004) suggest that both performance parameters (e.g., profit) and non-financial outcomes (e.g., personal satisfaction) are key dimensions determining entrepreneurial success. Similarly, Buttner and Moore (1997) note that profits and business growth, although important, were less substantial measures of entrepreneurial success compared

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3 to personal growth and professional development. Against an established theoretical
4 understanding of entrepreneurial success within the mainstream entrepreneurship, very little
5 empirical work exists on how motivations can influence perceived entrepreneurial success of
6 refugee entrepreneurs. Fong *et al.* (2007) outline a range of factors, both at the individual and
7 community levels, that are arguably essential for the entrepreneurial success of refugee
8 entrepreneurs including personal characteristics and attitudes, prior experience, access to human
9 and financial resources, and cultural and linguistic capacity. Yet, research focusing on what
10 factors influence the perceived entrepreneurial success of refugee entrepreneurship is scarce.
11 Specifically, previous research offers limited insights into the intersection between motivations
12 to entrepreneurship and perceived entrepreneurial success. One exception is the study of Wang *et al.*
13 (2019) which indicates that motivations of tourism life-style entrepreneurs have a positive
14 effect on their subjective performance.
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20 ***Life satisfaction of refugee entrepreneurs***

21 The psychological well-being and life satisfaction of migrants in general and refugees in
22 particular is highly threatened as they may often be susceptible to various stressors including
23 discrimination, long periods of separation from their social connections (e.g., family), and
24 barriers in finding or starting a new job in an unfamiliar country (Werkuyten and Nekuee, 1999;
25 Jasinskaja-Lahti *et al.*, 2006; Bahn, 2015; Alrawadieh *et al.*, 2019; de Lange *et al.*, 2020). There
26 seems to be agreement that refugees are likely to suffer more compared to other types of
27 migrants given their inherently past traumatic experiences and their sudden departure to a new
28 alien environment (Wauters and Lambrecht, 2008; Alrawadieh *et al.*, 2019). Thus one can safely
29 assume that their psychological well-being is likely to be much more at risk. To promote their
30 well-being, refugees tend to rely on a wide range of resources including social support and
31 religion (Posselt *et al.*, 2019). Research also indicates that refugees seek to enhance their well-
32 being by starting their own businesses (Baktir and Watson, 2020). Despite some efforts to
33 explore the well-being of certain vulnerable segments within the refugee community such as
34 children (Davies and Webb, 2000) and women (Baird and Boyle, 2012), empirical investigation
35 into the life satisfaction of refugee entrepreneurs is notably scarce in the literature. One
36 exception is a recent study by Baktir and Watson (2020) that delineates how refugee
37 entrepreneurship can enhance the subjective well-being of refugees. However, although valuable,
38 their study focuses on trust as the antecedent of well-being and looks into overall well-being of
39 refugees rather than the well-being of refugee entrepreneurs. In the specific context of tourism
40 and hospitality, a recent qualitative study by Alrawadieh *et al.* (2021) finds that entrepreneurial
41 activities of refugees can have positive spillover effects on their subjective well-being, and calls
42 for further quantitative research to validate their findings.
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52 **Theoretical background and hypotheses development**

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3 The theory of the disadvantaged minorities suggests that refugees are likely to face several
4 barriers in the host country which often restrict their access to the labor market (Light, 1979).
5 These barriers include poor knowledge of the local language and lack of recognition of
6 educational and professional qualifications (Wauters and Lambrecht, 2008; Alrawadieh *et al.*,
7 2019). Self-employment through entrepreneurship is, therefore, viewed as a way out of
8 unemployment and a path to overcome legal and administrative discrimination (Kone *et al.*,
9 2020; Skran and Easton-Calabria, 2020). Research also indicates that refugee entrepreneurs' risk-
10 taking propensity is often extreme (Freiling and Harima 2019). As individuals who are likely to
11 have been subject to traumatic life events, entrepreneurship can be an opportunity to help
12 refugees be perceived "as someone who can create something from nothing" (Haynie and
13 Shepherd, 2011: 515). In line with the procedural utility theory (Frey *et al.*, 2004), refugees may
14 value not only the outcomes of their entrepreneurial ventures but also the conditions that lead to
15 these outcomes which eventually enhances their sense of satisfaction. Therefore, one may
16 assume that, constrained by contextual barriers, refugees who enter into entrepreneurship are
17 likely to feel satisfied with their life and business. In fact, research shows that entrepreneurs who
18 seek a challenge are likely to perceive a greater sense of personal achievement (Buttner and
19 Moore, 1997; Al-Dajani *et al.*, 2019). Thus, we assume that the perceived entrepreneurial
20 success of refugee entrepreneurs is positively associated with their contextual motivations. With
21 this realization, the following hypothesis was developed:
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30 **H₁:** Contextual entrepreneurial motives have a positive impact on perceived entrepreneurial
31 success.
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34 Unlike other migrants and minority groups, refugees' mobility is usually limited. Despite various
35 barriers that hinder their resettlement and integration process, refugees are generally described as
36 resilient (Freiling and Harima 2019) and highly adaptive (Koburtay *et al.*, 2020). Therefore, the
37 desire for autonomy and self-determination (de la Chaux and Haugh, 2020) coupled with
38 resilience (Shepherd *et al.*, 2020) is argued to encourage refugee entrepreneurship. Refugees may
39 seek self-employment not only to satisfy financial needs but also to define themselves (Koburtay
40 *et al.*, 2020). When driven by their desire for integration, their favorable attitude toward self-
41 employment and their entrepreneurial ambitions, refugees may perceive themselves as being
42 "tough cookies" who successfully navigate entrepreneurial trajectories even under uneasy
43 circumstances. This may positively influence how refugees view themselves and their
44 businesses. In fact, Fong *et al.* (2007) emphasize that refugees' clear understanding of their
45 entrepreneurial motives can be critical to entrepreneurial success. Therefore, we predict that
46 refugees' individual motives can enhance their perceptions of entrepreneurial success. Thus, the
47 following hypothesis is proposed:
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54 **H₂:** Individual entrepreneurial motives have a positive impact on perceived entrepreneurial
55 success.
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As discussed earlier, the core of entrepreneurial success lies in the entrepreneur's feelings of satisfaction from their life and business (Fisher *et al.*, 2014). Dijkhuizen *et al.* (2018) predicted that perceived financial and personal success would enhance the well-being of entrepreneurs. Yet, their data failed to confirm this relationship, thus warranting further testing. In the specific case of refugee entrepreneurs, however, de la Chaux and Haugh (2020) note that, by establishing new ventures, refugees are able to gain a sense of purpose which enhances optimism about the future and improve life satisfaction. Similarly, Fong *et al.* (2007) describe how entrepreneurial activities can enhance the mental health and well-being of refugees. Successful entrepreneurs, in particular, are likely to be financially independent (Benz and Frey, 2004), achieve high self-esteem (Carland Jr *et al.*, 1995), gain recognition and prestige (Anderson and Jack, 2000), contribute to their host community (Embiricos, 2020), and easily integrate into their hosting societies (Şimşek, 2018). All these can presumably contribute to the very personal welfare of entrepreneurs. Moreover, successful refugee entrepreneurs are likely to be embedded in a network of social ties that provides support and social legitimacy (Şimşek, 2018; Shneikat and Alrawadieh, 2019) which, in turn, can enhance their life satisfaction (Campion, 2018). It is plausible, therefore, to assume that refugees who perceive their entrepreneurship experience to be successful are more likely to be satisfied from their life. In other words, we predict perceived entrepreneurial success to have a spillover effect on refugees' well-being. With this realization, we hypothesize that:

H₃: Perceived entrepreneurial success has a positive impact on life satisfaction.

A considerable empirical evidence shows that refugees' experiences and occupational/entrepreneurial trajectories might differ based on several factors inherently associated with the host country including socio-economic determinants (Brell *et al.*, 2020), refugee policies and incubation programs (Bakker *et al.*, 2016; Meister and Mauer, 2019), and cultural and geographical distance (Lundborg, 2013). It is therefore plausible to assume that the context or the country where refugees undertake their entrepreneurial activities can matter in how their motives are shaped and how these motives eventually intersect with refugees' perceived entrepreneurial success and life satisfaction. Likewise, a considerable amount of research addresses mode of entry into entrepreneurship including taking over an existing business or starting a new venture from scratch (Parker and Van Praag, 2012; Bastié *et al.*, 2013; Block *et al.*, 2013). Mainstream entrepreneurship research also alludes to a possible impact of entrepreneur's mode of entry on entrepreneur's sense of fulfilment and satisfaction (e.g., Lauto *et al.*, 2020). However, none of these studies assesses, comprehensively, whether the intersection between entrepreneurial motives, perceived entrepreneurial success, and entrepreneurs' well-being may differ based on the entrepreneur's mode of entry and the hosting country. This nuanced treatment of these relationships is particularly important in the specific context of refugee entrepreneurship since it may yield accurate insights into the outcomes of

entrepreneurship thus supporting segment-oriented policy-making efforts. With this realization, the following hypotheses were developed:

H₄: Mode of entry (founders vs takeovers) can moderate the relationships between contextual and individual entrepreneurial motives, perceptions of entrepreneurial success, and life satisfaction.

H₅: Host country (Turkey vs the UK) can moderate the relationships between contextual and individual entrepreneurial motives, perceptions of entrepreneurial success, and life satisfaction.

Methods

Measures

The constructs employed in the present study were measured using multiple-item scales adapted from previous research. To avoid questionnaire fatigue, high reliability and brevity were considered in selecting the measurement scales. Contextual and individual entrepreneurial motives were modeled as formative constructs and measured using four items and 13 items, respectively, adapted from Berns (2017) based on previous research (Raijman and Tienda, 2000; Lüthje and Franke, 2003; Wauters and Lambrecht, 2006; Fong *et al.*, 2007; Liñán and Chen, 2009). Contextual entrepreneurial motives capture the desire to overcome blocked mobility as well as the desire to create a family business. Individual entrepreneurial motives, however, capture the desire to integrate into the host society, the attitude toward entrepreneurship, and entrepreneurial ambition (Berns, 2017). Four items adapted from Fisher *et al.* (2014) were used to measure entrepreneurs' perception of success. These items involve both individual- and macro-level indicators through which entrepreneurial success is recognized (Fisher *et al.*, 2014). Life satisfaction was measured using five items adapted from Diener *et al.* (1985). All the aforementioned items were measured using a seven-point scale anchored by 1 = strongly disagree to 7 = strongly agree. The survey also collected demographic (e.g., age, gender) and organizational data (e.g., mode of entry, starting date).

The questionnaire was initially developed in English then translated into Arabic by one of the authors of the present study who is a bilingual speaker of English and Arabic. The accuracy of the translation was assessed by an expert panel of three researchers with a strong command of both English and Arabic. Prior to the data collection, the questionnaire was pre-tested on a sample of 30 Syrian refugee entrepreneurs based in Istanbul. Participants were asked to fill in the questionnaire and provide feedback about the clarity of the statements and whether there was any ambiguity. Except for some wording and minor changes, no major amendments were made.

Sampling and Data Collection

Following the pilot test, the questionnaire was distributed to refugee entrepreneurs both in Istanbul (from 3 March until 21 May 2019) and in London (from 17 June until 29 September

2019). The quota sampling technique was used due to the lack of a sampling frame and the absence of accurate information about the total number of Syrian refugee entrepreneurs in both cities. The quota sampling technique was used to recruit at least 150 respondents (75 from each country) in order to ensure the equal representation of refugee entrepreneurs from different tourism and hospitality sub-sectors (e.g., travel industry, food and beverage, accommodation). As in most research focusing on entrepreneurs, reaching out to participants was challenging. Most refugee entrepreneurs (more in Turkey than in the UK) were highly involved in their businesses and thus had limited time to dedicate to the research. The questionnaire took around 10-12 minutes and participants were guaranteed complete anonymity and confidentiality. Participants were also given the option on when and where they would fill the survey. In most cases, and given that refugee entrepreneurs were often busy, the research team dropped the questionnaire and picked it up later at the participant's convenience. A total of 120 questionnaires were distributed in Istanbul of which 106 were returned. These questionnaires were then scrutinized, and 12 questionnaires were excluded for massive missing data and/or clear careless responses, resulting in 94 valid questionnaires, generating a response rate of 78%. In London, a total of 110 questionnaires were distributed of which 92 were returned. Similarly, these questionnaires were carefully examined by the research team which resulted in excluding 14 questionnaires. Thus, a total of 78 questionnaires were retained for further analysis, generating a response rate of 71%. For both the samples the response rate was higher than the average response rate in hospitality research (Ali *et al.*, 2021). In sum, 172 valid questionnaires were obtained from both Turkey and the UK. G*power 3.0 commends a sample size of 119 for the present study (Faul *et al.*, 2007). The sample of 172 also exceeds most sample size recommendations for variance-based structural equation modeling (Kock and Hadaya, 2018). A general profile of both samples is illustrated in Table 1.

>>>Insert Table 1 here<<<<

Findings and Analysis

Partial Least Squares Structural Equation Modeling (PLS-SEM) was used to test the research model by employing SmartPLS 3.0. PLS-SEM is a comprehensive multivariate statistical analysis based on a measurement model and structural model and has become a popular tool for multivariate analysis in hospitality research (Ali *et al.*, 2018). The present study draws on a relatively small sample size to assess a complex model of reflective and formative constructs thus fitting the PLS-SEM approach (Ali *et al.*, 2018; Hair *et al.*, 2017; Pan *et al.*, 2021). Before assessing the proposed model, common method variance was evaluated. The results from Kock's (2015) approach (i.e. assessing the full variance inflation factor (FVIF) with values that should be lower than 3.3) showed that all FVIF values were below the most restrictive criteria, indicating that the study's modeled variables have no CMB issue.

Measurement Model Assessment

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3 As an initial step, a multivariate normality test was performed using Mardia's coefficients.
4 Results indicated that the data did not follow a multivariate normal distribution, despite some of
5 the individual variables following a univariate normal distribution. For reflective constructs, the
6 internal consistency reliability, convergent validity and discriminant validity were assessed
7 following the procedure suggested by Fornell and Larcker, (1981). Table 2 shows the related
8 results. All the loadings were above the value for item loadings were satisfactory. Internal
9 consistency reliability was examined by Cronbach alpha (CA), Composite Reliability (CR) and
10 rho_A. The results shown in Table 2 indicate that it is above 0.70, which is the recommended
11 threshold for these measures (Ali *et al.*, 2018). The AVE exceeds the cut-off point of 0.50
12 (Fornell and Larcker, 1981). Therefore, the model is satisfactory in terms of intrinsic reliability
13 and convergent validity values.
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19 Both the formative constructs were validated following the guidelines by Peng and Lai (2012).
20 Table 2 shows that the item weights for items assessing contextual and individual entrepreneurial
21 motives are greater than 0.10 (Peng and Lai, 2012) and are significant at the 0.1 level (T-
22 statistics > 1.642 at 1% level of significance). Reliability was checked by item correlations and
23 variance inflation factor (VIF).
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28 >>>Insert Table 2 here<<<<

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30 In addition, the discriminant validity of the constructs was evaluated using the HTMT method
31 (Henseler *et al.*, 2015). Table 3 shows that all values of HTMT are lower than the threshold of
32 0.90, fulfilling the condition of HTMT.90 (Hair *et al.*, 2017) and reinforcing the satisfactory
33 discriminant validity for all constructs in this study.
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38 >>>Insert Table 3 here<<<<

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42 Additionally, the SRMR value was used for the model fit assessment. According to Hair *et al.*
43 (2017), a value less than 0.08 indicates a good fit. For this study, the SRMR value for both the
44 saturated and estimated model was 0.074 indicating a sufficient PLS goodness-of-fit.
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48 ***Structural Model Assessment***

49 After assessing the measurement model, the structural model was tested. As an initial step, all
50 variance inflation factor (VIF) values were calculated and found to be under the threshold value
51 of 3.3 (Hair *et al.*, 2017); hence, no multicollinearity issues were found in the structural model.
52 Furthermore, R square, path estimates and their corresponding t-values were calculated by
53 employing a bootstrapping procedure with 5000 sub-samples. As shown in Figure 1, contextual
54 and individual entrepreneurial motives have significant impacts on perceptions of entrepreneurial
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3 success. In addition, perceptions of entrepreneurial success have a significant impact on life
4 satisfaction. Therefore, H1, H2, and H3 are supported.
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7 >>>Insert Figure 1 here<<<
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10 Both, contextual and individual entrepreneurial motives, have a positive impact on perceptions of
11 entrepreneurial success. Moreover, the impact of perceptions of entrepreneurial success on life
12 satisfaction is positive. Based on the results, all the hypotheses were supported (Table 4).
13 Moreover, contextual and individual entrepreneurial motives altogether explain 65.5% of
14 perceptions of entrepreneurial success. Moreover, perceptions of entrepreneurial success explain
15 43% of life satisfaction. In terms of effect size, contextual entrepreneurial motives ($f^2 = 0.672$) is
16 found to be the most significant predictor of perceptions of entrepreneurial success, with a large
17 effect size. However, while it is significant, individual entrepreneurial motives ($f^2 = 0.037$) is
18 found to have a low effect size towards perceptions of entrepreneurial success. Last, perceptions
19 of entrepreneurial success ($f^2 = 0.764$) is found to be an important predictor of life satisfaction,
20 with a large effect size.
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29 **Robustness check**

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31 In terms of the structural models, Sarstedt *et al.* (2019) suggest that researchers should consider
32 nonlinear effects as one method to assess model robustness. For this study, several tests were
33 used to confirm the robustness of the model. First, the dataset was divided into two random
34 datasets and used to test the same model. Results from both the sub-samples were similar to the
35 main results, confirming that the data do not suffer from unobserved heterogeneity. Second, we
36 included three interaction terms to represent the quadratic effects between (1) Individual
37 Entrepreneurial Motives and Contextual Entrepreneurial Motives on Perception of
38 Entrepreneurial Success, and (2) Perception of Entrepreneurial Success on Life Satisfaction. As
39 shown in Table 5, the results of bootstrapping with 5000 samples and using no sign changes
40 indicate that neither of the nonlinear effects is significant. Thus, it can be concluded that the
41 linear effects model is robust.
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51 **Multi-group analysis**

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53 The final step of the analysis examines the model across two variables including mode of entry
54 and refugee-hosting country. For mode of entry, the entire dataset was divided into founder ($n =$
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111) and takeover (n = 38)¹ whereas for refugee-hosting country, the dataset was divided into UK (n = 78) and Turkey (n = 94) to determine the differences in the strength and significance of the causal effects in the model. The sub-samples, while being small, are still satisfying the requirements for optimal sample size, based on the “minimum R-squared method” (Hair *et al.*, 2017). This method relies on a table listing minimum required sample sizes based on three elements (Kock and Hadaya, 2018). Considering this table and this study’s model characteristics (two arrows pointing at a latent construct and R square value of around 50%), the minimum sample size is 33, which satisfies the minimum sample size requirement for the takeovers group. Following the guidelines provided by Henseler *et al.* (2016), permutation tests examined differences in the relationships among the constructs across both segments including mode of entry and refugee-hosting country. The configurational invariance (step 1) and compositional invariance (step 2) held true for both the variables. However, the third step in the permutation test (original correlation > 5% quantile and p values > 0.05) held true for mode of entry, but not for the refugee-hosting country. This implies that the model results may differ across mode of entry but not across refugee-hosting country. The next step considered the differences in strength of the path coefficients for mode of entry (i.e. founder vs takeover). As per the findings, all the relationships are significant for both groups with an interesting contrast. The strength of relationships for takeovers is relatively stronger compared to that for founders (See Table 6). In sum, our results support H4 but fail to support H5.

>>>Insert Table 6 here<<<

Discussion

Building on existing conceptualizations and drawing on quantitative data from refugee entrepreneurs venturing in tourism and hospitality in Turkey and the UK, the present study set out to test a theoretical model linking entrepreneurial motivations, perceived entrepreneurial success, and life satisfaction. Despite the vast research on entrepreneurial motivations, their impact on perceived entrepreneurial success and life satisfaction has been neglected (Wiklund *et al.*, 2019). Previous exploratory research views entrepreneurship in tourism and hospitality as a market-based solution to address refugees’ well-being (Schneikart and Alrawadieh, 2019; Alrawadieh *et al.*, 2021). In this vein, the conceptual model proposed in the current study was tested using data from Syrian refugees venturing within the tourism and hospitality industry in Turkey and the UK. Both of these countries are global tourism destinations that suffer from extensive refugee flows and face challenges in addressing refugees’ well-being and their integration into the society. The study also looked into the moderation effects of hosting country (UK vs Turkey) and mode of entry (founder vs takeover) on the proposed relationships.

¹ Data on mode of entry involved missing responses. MGA was performed using the available responses rather than replacing data.

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3 The present study showcases how contextual and individual entrepreneurial motives are
4 associated with refugee entrepreneurs' perceptions of success. The findings provide empirical
5 evidence to initial insights from previous research suggesting an interconnectedness between
6 entrepreneurship motivation and performance (Fong *et al.*, 2007; Bizri, 2017). For instance,
7 Freiling and Harima (2019) explain how 'will power' (i.e. motivation) and 'way power'
8 (pathways) interact with one another to help refugee entrepreneurs achieve their goals. Our
9 findings are also in line with the procedural utility theory (Frey *et al.*, 2004) and lend support to
10 its application to entrepreneurship (Benz and Frey, 2004). Refugees appreciate their
11 entrepreneurial venturing experience (i.e. subjective performance) through the conditions (i.e.
12 motivations) that drove them to be independent and self-determined rather than being subject to
13 waged employment. Our findings also support limited tourism entrepreneurship research linking
14 motivation to subjective performance (Wang *et al.*, 2019).
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20 The study also demonstrates how refugees' perceptions of entrepreneurial success can
21 significantly enhance their subjective well-being. This finding aligns with a limited yet
22 flourishing body of research suggesting entrepreneurship as a key source of personal fulfilment
23 and satisfaction (Wiklund *et al.*, 2019) and lends further support to the spillover theory whereby
24 happiness in one's professional life leads to happiness in one's personal life (Bowling *et al.*,
25 2010). In the specific context of refugee entrepreneurs, our findings affirm those of Fong *et al.*
26 (2007) in that entrepreneurship entails comfort and empowerment which enhances the well-being
27 of refugees. Overall, the study joins other research endeavors, both in mainstream research on
28 refugees and tourism and hospitality scholarship, highlighting the benefits of refugee
29 entrepreneurship that go beyond the economic outcomes (Wauters and Lambrecht, 2008; Harb *et al.*,
30 2019; Embiricos, 2020; Alrawadieh *et al.*, 2021). Hence, ventures initiated by refugees can
31 be viewed as transformative organizations (Rosenbaum *et al.*, 2021) that can potentially affect
32 the well-being of refugees themselves, their families, and their fellows.
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38 **Implications and Conclusion**

39 ***Theoretical implications***

40 Findings from the current investigation have significant theoretical implications. *First*, the study
41 shows how individual and contextual motives may act as antecedents of perceived
42 entrepreneurial success, thus advancing the existing theoretical considerations around
43 entrepreneurial motivations (Carsrud and Brännback, 2011; Murnieks *et al.*, 2020). *Second*, by
44 modeling perceived entrepreneurial success, the study contributes to existing theoretical
45 assessments attempting to identify key indicators of entrepreneurial success (Aguinis *et al.*,
46 2008; Caliendo and Kritikos, 2008; Simpson *et al.*, 2012). Specifically, the study findings add to
47 the emergent and fragmented knowledge of refugees' entrepreneurial success (Bizri, 2017;
48 Meister and Mauer, 2019; Embiricos, 2020). *Third*, the study responds to the call for more
49 research on the intersection between entrepreneurship and well-being (Wiklund *et al.*, 2019) by
50 exploring the distinct segment of refugee entrepreneurs, thus offering opportunities for
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3 comparison with mainstream entrepreneurship literature. *Fourth*, the study contributes by
4 positioning entrepreneurs' well-being more centrally in the emerging refugee entrepreneurship
5 scholarship (Alrawadieh *et al.*, 2021). The study also contributes to a growing stream of research
6 that is shifting attention from migrant or minority entrepreneurship towards refugee
7 entrepreneurship (Desai *et al.*, 2020; Embiricos, 2020).
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11 *Finally*, by drawing on two country case studies with different economic development, policy,
12 and experience in managing refugees, the current study presents an opportunity to draw more
13 reliable insights, hence complementing previous research endeavors that draw on a single case
14 study (Bizri, 2017; Alrawadieh *et al.*, 2019; de Lange *et al.*, 2020). Relatedly, while our multi-
15 group analysis provides consistent results across the two countries, it reveals interesting variance
16 based on the refugee entrepreneur's mode of entry (takeover vs founder). In this vein, our
17 findings add to a novel stream of research delving into the impact of entrepreneur's mode of
18 entry on their sense of fulfilment and satisfaction (Lauto *et al.*, 2020). Unlike Lauto *et al.*'s
19 (2020) findings, our results indicate that takeover entrepreneurs are likely to derive greater sense
20 of personal success and fulfilment than founder entrepreneurs. This divergence may be attributed
21 to the fact that Lauto *et al.*'s (2020) work draws on family business successors, which is
22 probably *not* the case in the context of refugee entrepreneurs in the present study.
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27 ***Practical implications***

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29 The study's findings have also significant practical implications for different socio-economic and
30 political settings. The results support the positive impact of both individual and contextual
31 entrepreneurial motivations on perceived entrepreneurial success of refugees venturing in
32 tourism and hospitality. If policymakers are to boost refugee entrepreneurship, refugees' motives
33 to venture should be considered. This will help predict success and thus reduce failure rates of
34 refugee entrepreneurial activities. The reductionist approach viewing refugees as temporary
35 "outsiders" who are in consistent need of public provision and welfare services should not
36 prevail against their ability to achieve self-efficiency through entrepreneurship. Therefore, by
37 better understanding how and why refugees navigate entrepreneurial trajectories, policies need to
38 be oriented toward supporting refugee entrepreneurial activities over various business stages and
39 modes of entry. Despite both extrinsic and intrinsic motivations are identified as significant
40 predictors of perceived entrepreneurial success, Contextual extrinsic motives appear to be more
41 influential than individual intrinsic factors. Hence, public authorities should encourage necessity
42 refugee entrepreneurs more than those entrepreneurs with individual motivations. Thus, although
43 any discrimination towards refugees might have detrimental impacts on integration, positive
44 discrimination and subventions in the job market towards refugee employment might also be
45 considered as an impediment to refugee entrepreneurship.
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53 Our findings indicate that the interface between entrepreneurial motivations, perception of
54 entrepreneurial success and life satisfaction is stronger for refugee takeover businesses than for
55 founders. This implies the importance of capital and micro-finance options. Desperate for an
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3 income and hope for a better future and a way out of trauma, refugees who took-over an existing
4 business are highly motivated and try hard to succeed. Hence their life satisfaction is strongly
5 tied to their entrepreneurial endeavors. Founder entrepreneurs on the other hand have previous
6 experience and a better understanding of business environment. Hence although still a significant
7 antecedent of their life satisfaction, their entrepreneurial activities may have a weaker impact on
8 their well-being than on the well-being of the non-founder refugee entrepreneurs. An obvious
9 implication is that, when resources are limited (e.g., incubation programs, financial support),
10 priority may be assigned to refugee entrepreneurs who take over established businesses rather
11 than entrepreneurs starting up new ventures from scratch.
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16 The findings support our prediction of a positive impact of perceived entrepreneurial success on
17 the subjective well-being of refugees venturing in tourism and hospitality. Therefore, ensuring
18 high success rates among refugee entrepreneurs should be viewed as a pivotal tool to mitigate the
19 ill-being of refugees, their families, and their fellows. If policymakers are aware of the fact that
20 refugees are more vulnerable to stressors than other migrants and ethnic minority groups are
21 (Werkuyten and Nekuee, 1999), then promoting refugee entrepreneurship should be a priority.
22 Motivated by their successful entrepreneurial ventures, refugees are likely to regain
23 psychological resources which not only encourage them to grow and expand their ventures but
24 also help them overcome uncertainty and anxiety inherently associated with entrepreneurship.
25 This dynamic, as noted by Wiklund *et al.* (2019: 580), “can become a force for a positive change
26 in society that can increase individual and social well-being”. Although not tested in the
27 proposed model, if the happy-productive worker hypothesis holds, one may assume that the
28 subjective well-being of refugee entrepreneurs will result in better business performance. This
29 possible bi-directional relationship may be worth further investigation.
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35 ***Limitations and areas of future research***

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37 The study concludes with some important limitations which may encourage further research.
38 *First*, in terms of its representativeness, the sample in the present study is relatively small and
39 contextually confined to one specific industry (i.e. tourism and hospitality) in two distinct host
40 countries (i.e. Turkey and the UK), thus limiting the generalizability of the findings. It is also
41 noteworthy that the size of the sub-samples in the multi-group analysis for founders and
42 takeovers is somewhat disproportionate. There exists an opportunity for future research to refine
43 and validate the current findings using larger samples within different industries and across
44 various countries. *Second*, the study adopted a cross-sectional design which impedes the
45 possibility of drawing comprehensive and accurate conclusions. It is therefore necessary to
46 validate and extend the proposed model using a longitudinal research design. *Third*, while the
47 present study’s findings make a significant contribution, the proposed theoretical model remains
48 relatively limited. Hence, future research may build on and extend the present study by
49 employing other potential antecedent (e.g., institutional supportiveness) and outcome (e.g.,
50 integration, belongingness) variables. This is important to generate a more comprehensive
51 understanding of refugee entrepreneurship. Needless to say, data for this study were collected
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3 before the outbreak of Covid-19. With a growing debate on resilience building in businesses
4 (Huang and Farboudi Jahromi, 2021), it may be worthy to examine resilience resources or
5 strategies of refugee entrepreneurs and how they influence their entrepreneurial success and their
6 subjective well-being.
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Table 1: Descriptive profile of respondents and their businesses

Variable	TR Sample (N= 94)	UK Sample (N= 78)	Combined (N= 172)
Gender	%	%	%
Male	98.9	55.1	79.1
Female	1.1	44.9	20.9
Age			
18-24	0.0	6.4	2.9
25-34	18.1	21.8	19.8
35-49	62.8	61.5	62.2
50-64	19.1	10.3	15.1
Marital status			
Single	9.6	38.5	22.7
Married	88.3	48.7	70.3
Other	2.1	12.8	7.0
Education			
High school graduate or less	61.7	1.3	34.3
College degree	21.3	21.8	21.5
Undergraduate	16.0	48.7	30.8
Master's degree	1.1	24.4	11.6
Ph.D. degree	0.0	3.8	1.7
Year of arrival			
2011-2013	56.4	44.9	51.2
2014-2016	42.5	53.8	47.7
2017-2018	1.1	1.3	1.2
Business starting year			
2011-2013	29.8	10.3	20.9
2014-2016	69.1	50.0	60.5
2017-2018	1.1	39.7	18.6
Past experience			
Yes	62.8	75.6	68.6
No	37.2	24.4	31.4
Business Status			
Start-up	20.2	6.4	14.0
Survival	59.6	25.6	44.2
Success	12.8	44.9	27.3
Take-off	3.2	20.5	11.0
Maturity	4.2	2.6	3.5

Table 2: Validity and Reliability

Measurement items	Mean	St.Dev	Loadings /Weights	rho_A/ t-value	CR/ VIF	AVE
Contextual Entrepreneurial Motives (Formative Construct)						
CEM1: Entrepreneurship is the only way out of unemployment	5.674	1.405	0.360	4.907	1.574	
CEM2: There are not enough possibilities on the labor market	5.304	1.608	0.410	3.995	2.665	

CEM3: I had difficulties accessing the labor market	5.737	1.192	0.147	1.246	2.427	
CEM4: I want my family to inherit my business	5.699	1.375	0.315	4.092	1.418	
Individual Entrepreneurial Motives (Formative Construct)						
IEM1: I want to better integrate with the host society	5.901	0.783	0.113	1.709	1.763	
IEM2: Being an entrepreneur helps my integration	5.936	0.897	0.294	2.608	1.828	
IEM3: Being an entrepreneur offers more advantages than disadvantages	6.041	0.924	0.182	1.783	1.863	
IEM4: A career as an entrepreneur is attractive for me	6.006	0.997	0.162	1.887	1.835	
IEM5: Being an entrepreneur offers great satisfaction	5.988	0.946	0.196	1.702	2.093	
IEM6: I would rather be my own boss than have a secure job	5.959	0.999	0.154	1.926	2.371	
IEM7: I can make good money when I am self-employed	6.180	0.926	0.121	2.976	2.593	
IEM8: I'd rather found a company than be a manager of an existing one	6.000	1.076	0.302	2.309	2.864	
IEM9: I want to gain independence	5.884	0.868	0.240	2.145	2.534	
IEM10: I like the flexibility self-employment offers	5.988	0.869	0.104	2.455	1.704	
IEM11: Entrepreneurship runs in my blood	5.703	1.115	0.129	1.976	2.616	
IEM12: I want to become richer	6.227	0.822	0.479	3.720	2.516	
IEM13: I like to be my own boss	6.134	0.762	0.186	2.855	1.424	
Perceptions of Entrepreneurial success (Reflective Construct)				0.965	0.973	0.901
ES1: I am successful if I am personally satisfied with my life and business	4.698	1.92	0.890			
ES2: I am successful if I do only that which I want to do in life and business	4.547	1.812	0.966			
ES3: I am successful if I continually grow my business	4.355	2.011	0.972			
ES4: I am successful if I exceed the business goals, I set out to achieve in founding at least one business	4.456	1.992	0.965			
Life Satisfaction (Reflective Construct)				0.916	0.891	0.626
LS1: In most ways my life is close to my ideal	4.907	1.192	0.887			
LS2: The conditions of my life are excellent	5.227	0.896	0.868			
LS3: I am satisfied with my life	5.517	1.014	0.717			
LS4: So far, I have gotten the important things I want in life	5.599	0.944	0.606			
LS5: If I could live my life over, I would change almost nothing	4.912	1.555	0.840			
Note: We report factor loadings for reflective constructs and weights, t-value, and VIF for each item of the formative constructs.						

Table 3: Discriminant Validity

HTMT Criterion		
Constructs	1	2
Life Satisfaction		
Perception of Entrepreneurial success	0.662	

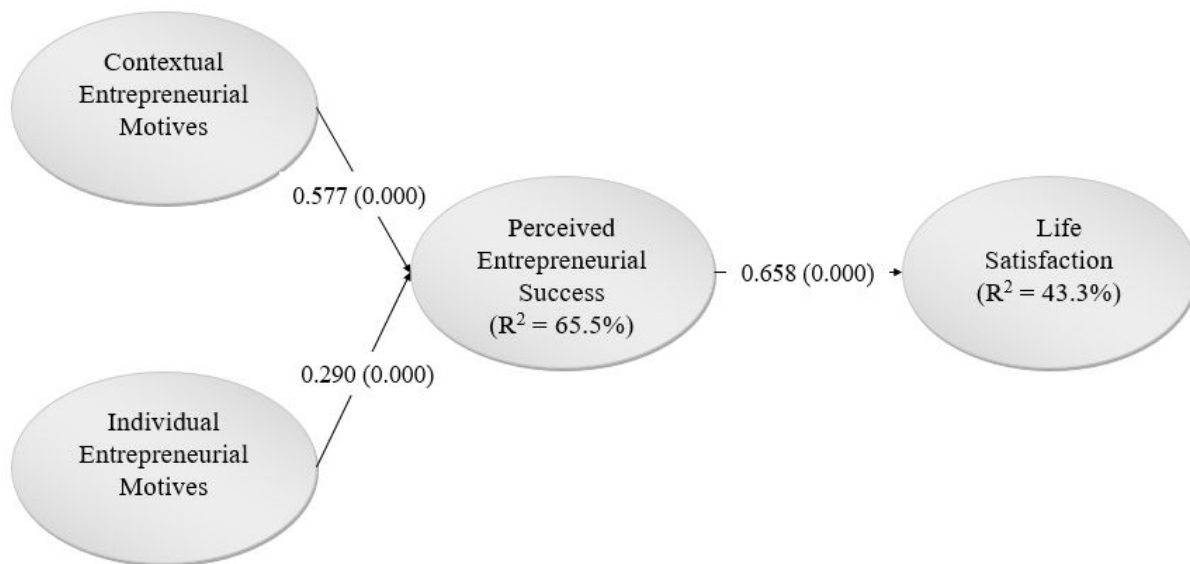


Figure 1: Structural Model

Table 4: Hypotheses Testing

Hypothesis	Beta	T-Value	P Values	Effect size	Decision
Contextual Entrepreneurial Motives → Perception of Entrepreneurial success	0.577	13.06	0.000	0.672	Supported
Individual Entrepreneurial Motives → Perception of Entrepreneurial success	0.290	2.637	0.000	0.037	Supported
Perception of Entrepreneurial success → Life Satisfaction	0.658	15.67	0.000	0.764	Supported

Table 5: The Non-Linear Effect's Evaluation Results

Quadratic Effect	Coefficient	T-Value	P Values	PCI
Contextual Entrepreneurial Motives → Perception of Entrepreneurial Success	0.100	1.864	0.062	[-0.010:0.199]
Individual Entrepreneurial Motives →	0.080	1.659	0.097	[-0.0178:0.013]

Perception of Entrepreneurial Success				
Perception of Entrepreneurial Success → Life Satisfaction	0.235	1.644	0.100	[-0.511:0.046]

Table 6: Multi-group Analysis

Hypothesis	Founders	Takeovers
	Beta (Sig)	Beta (Sig)
Contextual Entrepreneurial Motives → Perception of Entrepreneurial Success	0.611 (0.000)	0.810 (0.000)
Individual Entrepreneurial Motives → Perception of Entrepreneurial Success	0.178 (0.010)	0.189 (0.050)
Perception of Entrepreneurial success → Life Satisfaction	0.634 (0.000)	0.828 (0.000)

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Author Response Form

Manuscript ID: IJCHM-11-2021-1363.R1

Dear Professor Fevzi Okumuş,

We would like to express our sincere gratitude to you and the anonymous reviewers of the *International Journal of Contemporary Hospitality Management* for your time and for providing valuable and insightful comments for us to improve an earlier version of our manuscript entitled: *Entrepreneurial Motives, Entrepreneurial Success and Life Satisfaction of Refugees Venturing in Tourism and Hospitality*. We have revised the manuscript according to the additional comments of the Associate Editor and the reviewers. In the following section, we have attached our responses, one by one, to these comments. We believe that the revised manuscript has substantially improved, and we hope that the current version would meet the standards of *International Journal of Contemporary Hospitality Management* for publication.

Again, we appreciate and greatly value your comments.

Sincerely Yours,
The authors

Comments from Editor the Associate Editor

Suggestions/comments from the Reviewer	Response from the Author(s)
This is an interesting study on an important topic. The study can benefit from a strong copy-editing.	Thank you very much for your favourable review. We have made sure that the current version of the manuscript is free of language mistakes and typos. We benefited from a professional copy-editing service. Following this, two English-speaking colleagues with relevant research expertise were asked to read the draft. Based on their feedback, we improved the readability of the manuscript.
The theoretical foundation and theoretical implications should be improved further. The following studies can help the authors with this task. Below studies are just suggestions and the authors may find similar relevant and recent studies: Zhu, R. and Zhang, J. (2021), "Rebounding through the pandemic: towards the digitized and digitalized small hospitality business in China", <i>International Journal of Contemporary Hospitality Management</i> , Vol. 33 No. 8, pp. 2676-2694. https://doi.org/10.1108/IJCHM-09-2020-0982	The research team has endeavoured to improve the theoretical underpinning and implications of the study. Although restricted with the IJCHM's word count, we have now used and cited recent works (including some of the papers you have suggested based on their relevance to our manuscript).
Alrawadieh, Z., Guttentag, D., Aydogan Cifci, M.	

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Author Response Form

and Cetin, G. (2020), "Budget and midrange hotel managers' perceptions of and responses to Airbnb: Evidence from Istanbul", International Journal of Contemporary Hospitality Management, Vol. 32 No. 2, pp. 588-604. <https://doi.org/10.1108/IJCHM-01-2019-0015>

Yodchai, N., Ly, P.T.M. and Tran, L.T.T. (2022), "How the creative mindset affects entrepreneurial success in the tourism sector: the mediating role of innovation capability", International Journal of Contemporary Hospitality Management, Vol. 34 No. 1, pp. 279-298. <https://doi.org/10.1108/IJCHM-06-2021-0695>

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Thirumalesh Madanaguli, A., Kaur, P., Bresciani, S. and Dhir, A. (2021), "Entrepreneurship in rural hospitality and tourism. A systematic literature review of past achievements and future promises", International Journal of Contemporary Hospitality Management, Vol. 33 No. 8, pp. 2521-2558. <https://doi.org/10.1108/IJCHM-09-2020-1121>

Giousmpasoglou, C., Marinakou, E. and Zopiatis, A. (2021), "Hospitality managers in turbulent times: the COVID-19 crisis", International Journal of Contemporary Hospitality Management, Vol. 33 No. 4, pp. 1297-1318. <https://doi.org/10.1108/IJCHM-07-2020-0741>

Fissi, S., Romolini, A. and Gori, E. (2020), "Building a business model for a new form of hospitality: the albergo diffuso", International Journal of Contemporary Hospitality Management, Vol. 32 No. 1, pp. 307-323. <https://doi.org/10.1108/IJCHM-01-2019-0047>

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Author Response Form

Ouyang, X., Liu, Z. and Gui, C. (2021), "Creativity in the hospitality and tourism industry: a meta-analysis", *International Journal of Contemporary Hospitality Management*, Vol. 33 No. 10, pp. 3685-3704. <https://doi.org/10.1108/IJCHM-03-2021-0411>

REVIEWER A

Suggestions/comments from the Reviewer	Response from the Author(s)
Introduction section is a little long and should be shortened.	Thank you for this. The introduction has been now a bit shortened by synthesizing some parts.
The literature review is still scattered. And the theory of disadvantaged minorities mentioned in the theoretical background may be redundant. I am afraid this theory cannot combine all your hypotheses	Thank you for this. This research team has endeavoured to improve the LR and the theoretical underpinning of this manuscript. Over 5 recently published works have been now used to further enrich and support our argument. The theory of the disadvantaged minorities is used to support H1 not all proposed hypotheses.
The language could be more refined.	The current version has been proofread a professional copy-editing service followed by evaluation by two English-speaking colleagues with relevant research expertise. Based on their feedback, we improved the readability of the manuscript.

REVIEWER B

Suggestions/comments from the Reviewer	Response from the Author(s)
I am satisfied that the author(s) have addressed my most significant concerns.	Thank you very much for your favourable review.
In your multi group analysis section, I think it would be good to include a succinct version of the justification of group sizes within the manuscript. Your response to me is comprehensive, and I believe a short and sharp version of this response would be valuable in guiding future researchers to effectively deal with this issue.	Thank you for your comment. We have added the justification in the multi-group analysis section as well as limitations section of the paper.
Also in this section, for the highlighted additions you make, you write "The configurational invariance (step 1) and compositional invariance (step 2) were held true for both the variables. However, the third step in permutation test was held (original correlation > 5% quantile and p values > 0.05) true for mode of entry, but not for the refugee-hosting country. It implies that the model	Thank you for your comment. The third step actually assumes equality of mean values and variances as you rightfully indicated. However, as per the relevant literature, we can only move to test MGA if there is a full invariance or a partial invariance. In the paper, we mentioned: "However, the third step in permutation test was held (original

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<p>1 results may differ across mode of entry but not 2 across refugee-hosting country". In 3 relation to the third step, if you find 4 that the composites' equality of mean values and 5 variances was held true for mode of entry and not 6 for the refugee-hosting country, then that implies 7 that the model results may differ for refugee- 8 hosting country and not mode of entry. 9 Also, there is a typo in the spelling of 10 "invariance" before (step 2).</p>	<p>correlation > 5% quantile and p values > 0.05) true for mode of entry , but not for the refugee- hosting country." Meaning there was a full/partial invariance for mode of entry and not for refugee- hosting country.</p> <p>As such, we moved on for MGA for mode of entry and not for refugee-hosting country.</p> <p>Please see:</p> <p>Sarstedt, M./ Henseler, J./ Ringle, C.M.: Multigroup Analysis in Partial Least Squares (PLS) Path Modeling: Alternative Methods and Empirical Results, Advances in International Marketing, Volume 22, Bingley 2011, pp. 195-218.</p> <p>Cheah, J./ Ramayah, T./ Memon, M.A./ Chuah, F./ Ting, H.: Multigroup Analysis using SmartPLS: Step-by-Step Guidelines for Business Research, Asian Journal of Business Research, Volume 10 (2020), Issue 3, pp. 1-19.</p> <p>Hair, J. F., Sarstedt, M., Ringle, C. M., & Gudergan, S. P., (2018), Advanced issues in Partial Least Squares Structural Equation Modeling (PLS-SEM), Sage Publication: Thousand Oaks</p>
<p>I also recommend that you change all mention of "confirmed" relationships to "supported" relationships. One cannot "confirm" anything through a sample-specific, cross-sectional quantitative research design.</p>	<p>Thank you for your comment. The changes are made.</p>
<p>The discussion section should also spend some time explaining the moderation results.</p>	<p>Thank you for this. The discussion section now briefly elaborates on the MGA results.</p>
<p>In the Discussion section, page 15, line 32. Remove the "is" in the sentence "...and the UK, the present study is set out..."</p>	<p>This has been fixed now.</p>
<p>In the Discussion section, page 15, line 40. "Vain" should be "vein"</p>	<p>This has been fixed now.</p>
<p>In the Theoretical Implications Sections, page 16, line 52. "Foruth" should be "Fourth".</p>	<p>This has been fixed now.</p>
<p>I would encourage you to do a comprehensive spell check in your next revision.</p>	<p>The current version has been proofread by a professional copy-editing service followed by an evaluation by two English-speaking colleagues with relevant research expertise. Based on their feedback, we improved the readability of the manuscript.</p>

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