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Analysis of Features of Turkish Entrepreneurial Profile

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ACRONYMS

\bar{X}	:	Arithmetic Mean
SPSS	:	Statistical Program for Social Sciences
SD	:	Standard Deviation
SE	:	Standard Error
df	:	Degrees of Freedom
α	:	Alpha Coefficient
n	:	Frequency
%	:	Percent
β	:	Standardized Regression Constant
p	:	Significance Value
t	:	t statistic
F	:	F statistic
r	:	Correlation Coefficient
R ²	:	Coefficient of Determination
TL	:	Turkish Lira

I. INTRODUCTION

1.1. Background

Entrepreneurship has been shown as a way of escaping from financial crisis that has existed regularly in the history of world economy and is still influencing from time to time in certain regions. Entrepreneurs have an important place in the development of trade. As with all world countries, Turkey also grasped the impact of entrepreneurship on the economy and made efforts to increase the number of removal of obstacles in front of entrepreneurs and venture with approaches from different angles and maintained.

Entrepreneurship is the ability to organize the inputs of production in order to exploit or create new opportunities with the risk-taking courage. In another word, it is the willingness of developing or managing a business with reasonable risk to make a profit. An entrepreneur is a person who runs the process of entrepreneurship. In the entrepreneurship literature, the features that should be found in entrepreneurs are stated as tolerance to uncertainty (Bozkurt & Erdurur, 2013; Salamzadeh et al., 2014: 168; Khosla & Gupta, 2017; Guo et al., 2020: 2), determination (Scarborough, 2014: 8; İrengün, & Arikboğa, 2015: 1190; Ozaralli & Rivenburgh, 2016: 2), motivation and persistence (Cardon & Kirk, 2015; Sabiu et al., 2018; Akhmetshin et al., 2019), opportunity focused (Boudreaux et al., 2019; George et al., 2016), innovativeness and change focused (Pitt et al., 2020: 160; Mooradian et al., 2016: 234; Hyytinen, 2015: 568), creativeness (Schumpeter et al., 2002: 417; Weinberger et al., 2018; Kerr et al., 2017), risk taking (Luca & Robu, 2016; Koudstaal et al., 2016; Beattie, 2016: 16), need for the achievement (Luca & Robu, 2016; Kerr et al., 2017: 17; Salamzadeh et al., 2014: 168; McClelland, 1965), internal locus of control (Salamzadeh et al., 2014: 169; Karabulut, 2016: 20; Rotter, 1966) and competitiveness (Hudson et al., 2018; Fuller et al., 2018; Pitt et al., 2020: 158).

There are studies on the extent to which entrepreneurship characteristics are seen in samples differing in terms of geographical conditions, income, education, cultural and political factors have done since the development of the literature on the characteristics of entrepreneurial individuals. In the light of the information obtained from these studies, the dominance of entrepreneurial characteristics observed in entrepreneurial individuals operating in different regions and market conditions might differ. However, tolerance to uncertainty, motivation and persistence are an essential part of entrepreneurial characteristics. Therefore, it is important to examine how determinative these factors are in individuals with different entrepreneurial profiles. Among studies on the profile of entrepreneurship in Turkey, studies about social entrepreneurship,

strategic studies related to commercial entrepreneurship constitute the majority of studies. However, there is no study that examines these three entrepreneur profiles and entrepreneurship characteristics at the same time.

Social entrepreneurship and commercial entrepreneurship well-known model of entrepreneurship. While social entrepreneurs aim to profit to generate collective benefit, commercial entrepreneur's goal is to profit commercial venture. On the other hand, strategic entrepreneurs aim to turn innovation and opportunities into benefit. Innovation and risk-taking is the main characteristic of entrepreneurs.

In recent years, entrepreneurship, which has become widespread in the world, creates a favorable employment opportunity and is seen as a source of income for economies. In this research, it is aimed to examine the characteristics and profile of entrepreneurs in Turkey. This study will have a reference value for future research in terms of the lack of research on the subject in the literature as well as the social entrepreneurship, commercial entrepreneurship and strategic entrepreneurship data and suggestions for the problems encountered by the entrepreneurs in Turkey. Accordingly, in my study it is aimed to examine the effectiveness of motivational persistence and tolerance to uncertainty which are important factors of entrepreneurial personality trait on dominant entrepreneurial profiles among Turkish entrepreneurs.

In both rich and developing nations, entrepreneurship has recently emerged as one of the essential components of economic growth and development. In order to develop and implement policies that seek to boost the rate of economic growth and development, it is therefore essential to define the determinants of entrepreneurship and determine how and to what extent the factors influencing the decision to become an entrepreneur affect that decision. (Tunali, Sener 2019)

In order to measure individuals' profiles, the characteristics of entrepreneurs in Turkey studies contain previously used scale of this issue was investigated and are summarized in Table 1.

Table 1. Scales in Literature in Turkish to Measure Entrepreneurial Profiles

<i>Authors</i>	<i>Scale</i>	<i>Dimensions</i>	<i>Statements</i>
Kırılmaz (2013)	Social Entrepreneurship Scale	1: Having a Social Mission, 2: Creating Social Value, 3: Seeing Social Entrepreneurship Opportunities, 4: Creating Resources and Ensuring Sustainability, 5: Benefiting from Social Networks	35
Erdoğan (2014)	Social Entrepreneurship Scale	1: Organization Preparation, 2: Volunteer Winning, 3: Training and Orientation, 4: Coaching and Support, 5: Recognition and Evaluation	12
İrengün (2014)	Social Entrepreneurship Tendency Scale	1: Social Vision, 2: Financial Returns, 3: Resource Utilization	20
Reyhanoğlu & Akın (2012)	Social Entrepreneurship Scale	1: Social Vision, 2: Financial Returns, 3: Innovation, 4: Social Networks, 5: Seeing the Needs of Society, 6: Social Balance	23
Konaklı & Gögüş (2013)	Social Entrepreneurship Scale	1: Risk Taking, 2: Self-confidence, 3: Personal Creativity	21
Arıcan Kaygusuz (2018)	Questionnaire Form for Social Entrepreneurship and Commercial Entrepreneurship Relations	1: Business Entrepreneurship, 2: Success Factors in Entrepreneurship, 3: Determination and Perseverance, 4: Social Sensitivity, 5: Status Anxiety in Commercial Entrepreneurs, 6: Economic Benefit	22
Karaca (2015)	Commercial Entrepreneurship Scale	N/A	36
Karaca (2015)	Strategic Entrepreneurship Scale	N/A	15
Türkmen (2016)	Strategic Entrepreneurship Scale	1: Entrepreneurial Culture, 2: Entrepreneurial Leadership, 3: Strategic Management of Resources, 4: Entrepreneurial Mindset	15

As seen in Table 1, there were studies conducted using separated scales on entrepreneurship profiles subject to our study, while there was no study in which all three were measured at the same time and their distinctive features were determined in Turkish entrepreneurship literature. This situation revealed the necessity of scale development. Accordingly, another important aim in the study is to develop the Multidimensional Entrepreneurial Profiles Scale and to examine its validity in order to measure the characteristics of these dominant entrepreneurial profiles. The findings to be obtained in this context are expected to give an idea about the scale's ability to measure the scale of these dominant entrepreneurial profiles.

1.2. Significance of Study

Entrepreneurship focuses on economic growth, economic competitiveness, job creation, as well as improvement of social welfare in any country. One of the key benefits of entrepreneurship for developing countries is decrease on unemployment. In addition, it has been an important element for governments for fostering employment opportunities, providing economic competitiveness in the world market, creating job opportunities and positive effect on economic growth. In Turkey, the number of entrepreneurs is increasing year by year by investment of government and globalization. The objective of this study to investigate the characteristic profile of Turkish entrepreneurs and their motivational certainty.

1.3. Aims and Objectives of the study

In this thesis, it is mainly aimed to examine the effect of motivational persistence and tolerance to uncertainty on the entrepreneurial profiles of active entrepreneurs in Turkey. The purpose of the study as it is found necessary according to the literature, it is aimed to develop a valid and reliable scale to measure entrepreneurial profiles. In the second priority it is aimed to compare the entrepreneurial tendencies, level of motivational persistence and level of tolerance to uncertainty between entrepreneurs and non-entrepreneurs to examine the whole picture of entrepreneurship tendency and the distinctiveness ability of the scale whether it is good to differ an entrepreneur and non-entrepreneur.

Accordingly, the primary objective of this thesis is to investigate the challenges of entrepreneurship profiles in selected types and based on that, to develop an integrated framework to ensure the sustainability of entrepreneurship in Turkey.

1.4. Research Questions

In order to achieve the primary objective, the following secondary research questions has been formulated:

1. What is the dominant entrepreneurial profile in Turkey?
2. Is there a significant impact of tolerance to uncertainty and motivational persistence on entrepreneurial profiles (commercial entrepreneurship, social entrepreneurship, strategic entrepreneurship)

3. Is there a significant difference in level of commercial entrepreneurship, social entrepreneurship and strategic entrepreneurship tendency of entrepreneurs based on demographic variables (gender, age, education, working duration in total, monthly average income)?

4. Is there a significant difference in level of commercial entrepreneurship, social entrepreneurship and strategic entrepreneurship tendency of non-entrepreneurs based on demographic variables (gender, age, education, working duration in total, monthly average income, willingness to be an entrepreneur)?

5. Is there a significant difference in level of motivational persistence of entrepreneurs based on demographic variables (gender, age, education, working duration in total, monthly average income, entrepreneurial profiles)?

6. Is there a significant difference in level of motivational persistence of non-entrepreneurs based on demographic variables (gender, age, education, working duration in total, monthly average income, willingness to be an entrepreneur, entrepreneurial profiles)?

7. Is there a significant difference in level of tolerance to uncertainty of entrepreneurs based on demographic variables (gender, age, education, working duration in total, monthly average income, entrepreneurial profiles)?

8. Is there a significant difference in level of tolerance to uncertainty of non-entrepreneurs based on demographic variables (gender, age, education, working duration in total, monthly average income, willingness to be an entrepreneur, entrepreneurial profiles)?

1.5. Assumptions

In this research process, it is assumed that the individuals participating in the research on a voluntary basis act sincerely and sincerely in their answers to the questionnaire.

It is assumed that the scales used in the research cover all the authorities and are of a nature to reveal opinions.

1.6. Limitations

Research data is limited to data collected from entrepreneurs and non-entrepreneurs living in various cities in Turkey.

The findings obtained from the research are limited to the findings obtained from the data collection tools used in the research.

II. LITERATURE REVIEW

Schumpeter, who assessed the development of capitalist societies as the work of entrepreneurs (Çelik & Akgemci, 1998: 17), and that entrepreneurs do not have to be independent employees of the business by putting the innovation ahead in their work on entrepreneurship and have a broad sense of entrepreneurship (Schumpeter, 1971: 54). In this direction, Schumpeter notes that managers and entrepreneurs are taking risk in the same way and they do not consider it a very important entrepreneurship feature. Based on his view, it is important to note that the core characteristic of the entrepreneurial personality is innovation (Brockhaus, 1980: 510).

About 90 years ago, Schumpeter (1934), mentioned that "Entrepreneurs are looking for ways to revolutionize the way in which they are revolutionized by making use of an innovation or an untested technology in a more general sense". Thus, according to Schumpeter (1934), entrepreneurship consists of work that is not done in ordinary work routines (Karabey, 2013), entrepreneurs are people who are outside the routine, who try new ways and who are different from normal (Vasapollo, 1996: 197).

As we can see, unlike Cantillon (Arikan, 2002: 4), who is aware of the entrepreneurial supply and demand balance and evaluates it as a person who behaves in the direction of demand and does not expect to create a different demand, Schumpeter insists on entrepreneurship as "innovation". Schumpeter's concept of entrepreneurship, innovation, refers to a new composition of available resources. In other words, in the context of innovation, an entrepreneur can go to new compounds and create new compounds by blending existing resources (Eyuboğlu, 2004). In this context, Schumpeter explains that innovations are being introduced in five ways (which are the basic functions that a contemporary entrepreneur must fulfill);

- a) Producing a new product or service: Driving to a new product that the consumer is not familiar with or driving to the market with superior quality and quality of known products and services.
- b) Establishment of a new organizational structure: Changing certain organizational structures, both inside and outside the organization. As an example of this situation, various employer associations such as mergers, holding companies, trusts and monopolies can be established to dominate or leave the market and to maximize profits in this way.

- c) The use of an unknown production method in the industry: To adopt some way of changing the production methods and / or presentations of some products and services that have been produced since the past, supported by scientific studies. Henry Ford's streaming tape and installation However, the "innovation" of entrepreneurship emerges as a universal feature that is independent of culture, which determines the type of entrepreneur.
- d) Establishing a new market: It is aimed to increase the sales of products and services by finding new markets both inside and outside the country, in the expression that means that the production company will set foot on this market even if the market that it will enter for the first time already exists. Being involved in raising the purchasing power of consumers and working to balance economic development and income distribution can be addressed indirectly in market development.
- e) Using a new raw material or semi-finished material for production: Finding and controlling new raw material sources that will change production conditions both inside and outside the country. Entrepreneurs can make bigger profits than their competitors by controlling raw material resources such as seizing oil, petroleum products, iron and steel mines (Schumpeter, 1971: 47; Vasapollo, 1996: 197; 165-166, Çelik & Akgemci, 1998: 19).

To continue to focus on the definition of entrepreneurship, Shapero (1982) sees entrepreneurship as a behavior that includes the use of initiative, resources and the acceptance of the risk of failure and regulation of socio-economic mechanisms to make the situation favorable. Kuratko (2003) also defines entrepreneurship as a force and entrepreneurship as a dynamic process in vision, change and creativity. Entrepreneurship means that you need energy and passion to create and implement new ideas and creative solutions. According to the author, the entrepreneurial material is the vision to be able to take advantage of opportunities for risk taking, an ability to create an effective work team, creative skill in finding the resources needed, the ability to create a concrete business plan, and environments that are regarded by others as chaos and irregularity.

2.1. Types of Entrepreneurship

2.1.1. Commercial Entrepreneurship

Austin et. al. (2006) stated entrepreneurship aims at creating profitable operations resulting in private gain. This contrast is, of course, overstated. Commercial entrepreneurship does benefit society in the form of new and valuable goods, services, and jobs, and can have transformative social impacts. Such transformations can even be a driving motivation for some commercial entrepreneurs. Kao (1993) has defined that Entrepreneurship is the process of adding something

new (creativity) and something different (innovation) for the purpose of creating wealth for the individual and adding value to society. An entrepreneur has to be creative and innovative in order to have a sustainable growing business. In fact, entrepreneurs are considered as one of the main contributors to country economy growth. Entrepreneurial activity benefit community and society as it creates job opportunity, income, products and services with his creativity and innovation to us.

Commercial Entrepreneur; They are individuals or businesses that produce, purchase and sell a product or service, and seek profit. Business entrepreneurs produce a new service or product that acts by observing the needs of people and considering the opportunities in this field. They develop systems that offer different and useful solutions to people. Although the main purpose of commercial entrepreneurs is profit, being accepted in the society as a result of the value they create is a very important motivation tool for them. Entrepreneurship is based on two different theories (Neck et al., 2009: 15). Economic theory must take into account economic goals in order to survive and compete in the market by creating new opportunities. We can say that commercial entrepreneurship contributes to economic development as well as social and individual development, and also creates a social impact. Therefore, the link between business entrepreneurship and social entrepreneurship is that one's input is the other's output. To look at it from another point of view, it is the point where both of them are based on innovative approaches and the concepts of starting a venture (Peredo & McLean, 2006: 57). For the other theory, the fact of business entrepreneurship already overlaps with the society. Business entrepreneurship starts with seeing the needs of society. Today, business entrepreneurs have to take risks and compete in order to survive. Even though they work for their own interests, their effects such as meeting the needs of the society and contributing to the welfare cannot be denied. At the same time, it should be said that because they are in an extremely competitive environment, society and the environment also bring negative situations.

The commercial entrepreneur attempts to make a profit by determining the needs of the society and turning these needs into opportunities. We can say that these are the factors that motivate the business entrepreneur in determining the mission, with the desire to be successful by developing himself in line with his own interests and the desire to work independently and to be the boss of his own business. Commercial entrepreneurs must always be innovative, researcher and watch their competitors in order to survive in their market, they are not afraid of taking risks and take the risk for money and dignity. Commercial entrepreneurs focus on their market and market economically. Efficiency, productivity and profitability predominate in business entrepreneurship

because economic gain, concern for status in the market and society are the core values of business entrepreneurs Arıcan Kaygusuz (2018).

2.1.2. Social Entrepreneurship

A social entrepreneur is someone who tries to solve a social problem with creative approach and entrepreneurial methods. The main goal of this type of entrepreneurship is to achieve a sustainable positive social impact rather than monetary success. This 'social' entrepreneurship phenomenon has come to the fore with the shrinkage of the public sector due to the recent neoliberal economic perspectives (Hoogendoorn et al., 2010). Increased prosperity in the private sector; It caused businesses to increase their corporate social responsibility projects and business owners to feel obliged to engage in social initiatives.

Although the concept of social entrepreneurship is very new in academic literature (Barendsen and Gardner, 2004: 434), in practice, the activities of Florence Nightingale, the founder of the nursing profession, are considered to be the first social entrepreneurship activity (Hoogendoorn et al., 2010). After the 1980s, social entrepreneurship started to get stronger and more evident, and various economic models were used to achieve social missions. Social phenomena such as environmental sustainability, education, health and employment opportunities, fair wages, and poverty alleviation are important issues of social entrepreneurship (Pandey et al., 2009).

Entrepreneurship should be viewed not only as an economic activity, but also as a social activity. As mentioned in the previous studies, Schumpeter showed a different characteristic from other entrepreneurship researchers in attempting to focus on the social motivation of the entrepreneur rather than to make logical choices with the economic perspective of the entrepreneur and to maximize efficiency (Altun, 2010). In view of this different point of view of Schumpeter, it has been possible to evaluate social entrepreneurship within the broad field of entrepreneurship, and social entrepreneurship has become feasible as profit-free entrepreneurship.

Like entrepreneurship, social entrepreneurship is a very comprehensive and hardly identifiable phenomenon. Social entrepreneurs resemble traditional entrepreneurs in many ways. For example, the establishment of new businesses, their contribution to socio-economic development, their ability to identify opportunities, and their innovative and decisive nature are common characteristics of these two types of entrepreneurs. However, the most fundamental difference of social entrepreneurs from private sector entrepreneurs is that they are passionate about solving social problems and creating social value (Dees, 1998), which constitute the missions of the businesses they have established. In short, making profit and earning money for social

entrepreneurs emerge as a by-product of their work. What they really aim at is to make value and difference (Harding, 2004: 43). According to general memorization, collecting useful work is done by states or non-governmental organizations (NGOs). Companies make collective beneficial work within the framework of social responsibility campaigns. Social entrepreneurship is a hybrid model between these two approaches. Social entrepreneurship is an approach that uses free market methods, but whose goal is to create social benefits.

The attraction of your social entrepreneurship lies in using all the "goodies" of the capitalist system for the benefit of society. We all have the knowledge that the concepts of "activity", "efficiency", "profit" belong to the private sector. On the other hand, concepts like "social benefit", "good intentions" and "sacrifice" belong to civil society organizations. Social entrepreneurship is an understanding that collects "social enterprise", "profit" and "social benefit" in the same pot, collecting social ideals and management skills under the same roof.

Social entrepreneurs are people who embrace making a difference and add profit motivation to social initiatives to meet social needs. However, this profit motivation occurs when the profit obtained is left to the enterprise for social purposes, not to the entrepreneur itself, as in commercial entrepreneurship, or by distributing it to social needers. As a result, if we define the concept of entrepreneurship as "the process of putting new ideas into practice" from a narrow framework from the Schumpeter perspective, then non-profit enterprise, commercial entrepreneurship, social action and social work entrepreneurship (Hoogendoorn et al., 2010: 2) can be seen as the types of entrepreneurship concept.

The basic assumption of social entrepreneurship is that entrepreneurial features can be used for the benefit of society without a profit mission. Accordingly, we can define a social entrepreneur as a person who determines creative ideas, creates new structures and processes and activates them by using entrepreneurial features to meet social needs regardless of profit. Social entrepreneurship, whose main purpose is to provide social benefit, includes financial support of education or voluntary training support, consultancy or support services to individuals or organizations in social terms; profit-generating activities provided that they are used for social purposes; It may include self-funded charity groups for community action (Harding, 2006).

Social entrepreneurs are innovative, success-oriented, independent, who believe that serving the society is their destiny, who avoid low risk, tolerate uncertainty and create social value. However, these highlighted characteristics of social entrepreneurs' conflict with their personality traits. Therefore, it is necessary to consider both entrepreneurial and social entrepreneur characteristics

within the framework of their duties and responsibilities. In Weerawardena and Mort's (2006) research, social entrepreneurs' innovativeness, proactiveness and risk management concepts in terms of creating social value; It has been found that they have to act within three possible constraints: sustainability, social mission and dynamic environment.

Sustainability is the conscientious concern for not deteriorating the eco-system and social values while making the social lives of businesses or individuals better. The social network, on the other hand, enables people in need and potential investors to convince them to meet social needs, to engage them and to build trust. Social entrepreneurship is a group activity that requires collective action and a culture of mutual consensus (Mair & Marti, 2006).

Innovation, on the other hand, is that the social entrepreneur directs the enterprise by putting forward original, new and unconventional ideas for his own social vision. In financial return, the entrepreneur is providing the economic cycle to take advantage of opportunities in scarce resources and realize the social vision with an innovative perspective. Although stating financial return in the fulfillment of social goals is considered as a contradiction, re-spending the surplus value obtained from financial returns for social purposes within the capitalist order is compatible with the social vision (Nga & Shamuganathan, 2010: 265).

The social entrepreneur has a strong belief that this is his destiny and duty to meet basic human needs. This belief pushes people to create a social vision. Having experienced traumatic events in childhood can accelerate the development of social entrepreneurship (Barendsen & Gardner, 2004). The most important characteristic of a typical social entrepreneur is that he tends to show entrepreneurial talent and a visionary portrait of a social hero.

2.1.3. Strategic Entrepreneurship

A large part of the research on entrepreneurship is aimed at explaining what, how, how and by whom it is affected in the discovery of new products and opportunities. Entrepreneurship studies also try to explain how to discover and take advantage of unexplored opportunities. At this point, the concepts of entrepreneurship and strategy converge. Entrepreneurs have to gain competitive advantage by finding new opportunities. This role of entrepreneurs also reveals the relationship between strategic management and entrepreneurship (Hitt et al., 2001). Strategic entrepreneurship is entrepreneurial action with a strategic perspective. According to Venkataraman and Sarasvathy (2001), entrepreneurial action is the 'Romeo on the balcony.' One could also consider entrepreneurial action to be strategic action with an entrepreneurial mindset. In short, strategic entrepreneurship is the integration of entrepreneurial (i.e., opportunity seeking behavior) and

strategic (i.e., advantage seeking) perspectives in developing and taking actions designed to create wealth. Strategic entrepreneurship refers to identifying new opportunities and taking advantage of them in a competitive environment. The concept of strategic entrepreneurship, expressed as the intersection point of strategic management and entrepreneurship, refers to entrepreneurial activities carried out with a strategic perspective (Karadal, 2013).

New technological developments, globalization and environmental uncertainties have prompted organizations to think and act strategically. Environmental uncertainties have brought along high risk and difficulty in making estimates. This situation increased the necessity of strategic organizational structures and innovative management practices (Hitt et al., 2001). Intense competition and strategic management led to the emergence of the concept of strategic entrepreneurship and to become the focus of attention by researchers (Ireland et al., 2003). Strategic entrepreneurship refers to the redesign and implementation of environmental opportunities that will provide economic prosperity with an innovative and creative perspective in a way that creates competitive advantage (Hitt et al., 2001). Integration of entrepreneurship information with strategic management information defines strategic entrepreneurship. Strategic entrepreneurship emphasizes constantly seeking opportunities and gaining competitive advantage accordingly, a superior firm performance. Continuous search for opportunities refers to the entrepreneurial aspect of the business and creating strategies to provide competitive advantage refers to the strategic management aspect (Ireland et al., 2003). When viewed from a strategic perspective, entrepreneurship is a way of thinking beyond planning. Strategic thinking emphasizes the outward-focused, continual search for new sources of competitive advantage. From an entrepreneurial perspective, it includes strategic elements such as risk taking, organizing socio-economic inputs and leadership. In this context, strategic entrepreneurship is the effort to offer prosperity and find new markets through entrepreneurial and strategic actions. Strategic entrepreneurship emerges with the combination of strategic management and quantitative features such as the ability to react flexibly to the dynamic external environment that an entrepreneur should have and adapt to market requirements. Environment is a shapeable and controllable power for an organization that can create a strategy with the entrepreneurial method (Karadal, 2013).

There are several domains in which the integration between entrepreneurship and strategic management occurs naturally. With theoretical roots in economics, international business and management, organization theory, sociology, and strategic management, Hitt and Ireland (2000) and Ireland et al. (2001) identified six such domains. Of these six, we examine the domains most important and relevant to the research published in this special issue. The review of the domains explores their theoretical bases, linkages to wealth creation, and the contributions of the specific

research highlighted in this issue. The domains include external networks, resources and organizational learning, innovation, and internationalization.

The ability of organizations to act in an environment of environmental uncertainty is closely related to the existence of entrepreneurial mindset. In addition, an entrepreneurial mindset is needed to determine strategies that will gain competitive advantage. Entrepreneurial culture refers to the values shared in the organization. Organizational adaptation to environmental changes takes place with an entrepreneurial culture. The expectations of all stakeholder groups of the firm and the behavioral patterns of the employees are shaped under the influence of the entrepreneurial culture (Dess & Picken, 1999). Entrepreneurial leadership is the factor that manages and directs resources and manpower in the realization of entrepreneurial activities from a strategic perspective. At this point, it is the function of entrepreneurial leadership that company employees can use resources strategically and effectively for a common purpose (Covin & Slevin, 2006). An entrepreneurial leader is a person who can make decisions that provide competitive advantage in an environment of environmental uncertainty. This point is one of the hallmarks of strategic entrepreneurship. The strategic management of resources is the last dimension of strategic entrepreneurship.

Introducing a new product or making dramatic changes to the existing product is the key criterion for companies to gain competitive advantage that creates prosperity. Innovation and creativity are two important concepts that closely concern and intensely influence firm performance in both the industrial sector and the service sector (Kluge et al., 2000). The innovative behavior of companies depends on their creative capacity. Creativity is the parameter that triggers and supports innovation. The strategic management of resources affects the creativity of firms and creativity affects the innovative behavior of firms. In addition, competitive aggression and proactivity are mentioned by some researchers in the literature as two additional basic components of strategic entrepreneurship (Antoncic & Hisrich, 2003). While proactivity refers to being constantly on the lookout for future opportunities, competitive aggression refers to gaining advantage with continuous innovation and creativity against competitors in the market. Finally, risk taking is stated as the basic characteristic of entrepreneurial behavior. Strategic entrepreneurs are people who take risks like classical entrepreneurs and can turn the risk they take into an advantage.

2.4. The Impact of Demographic Factors

Demographic approaches to entrepreneurship have important findings about the demographic variables that are seen as an important factor in starting your entrepreneurship in the individual. In

the context of this approach, the identification of the entrepreneur is made by using various demographic variables such as age, gender, race, religion, familiar background, work experience, education and social status (Russell & Faulkner, 2004). In this section where it is not deemed necessary to enter into much detail, the effects of gender, age, education, entrepreneurship in the family and entrepreneurship prior work experience to create and develop entrepreneurial tendencies in the individual will be examined.

2.4.1. The Impact of Gender

Explanations on gender in entrepreneurship generally focus on male predominance, and existing statistics confirm this expression. Over the years, increasingly female entrepreneurship has been developing, but in a day-to-day work, a male-dominated sample group and their effects on entrepreneurship are mentioned. However, studies on entrepreneurial characteristics are lacking in some important points if they do not emphasize women-specific characteristics. For this reason, it has been useful to specify features that distinguish women entrepreneurs from men, and the following table is thought to be enlightening in this regard.

Table 2. Comparison of Female and Male Entrepreneurs

Features	Male Entrepreneurs	Female Entrepreneurs
Motivation	Success - Striving for work	Success - Desire to achieve the target
	Personal independence - depending on the individual	Independence - Request to make it alone
	Job satisfaction due to control request	Job satisfaction from previous blindness
Starting Point	Dissatisfaction with possessed work	Frustration in job
	University, existing business or as an additional second job to expand existing business	Identifying and dealing with opportunities in the area
	Obfuscation, opportunity for gain	Change in the individual environment
Fund Resources	Personal wealth and accumulation	Personal wealth and accumulation
	Bank financing	Individual debts
	Investors	
	Debt from friends or family / relatives	
Professional Infrastructure	Experience in parallel with business	Experience in business
	A well-known expert or someone who has been successful in his field	Experience in field mid-level or managerial level
	Competent in many business functions	Service-related professional background
Personal characteristics	Stubborn and insistent	Flexible and tolerant
	Target-oriented	Target-oriented
	Innovative and idealistic	Creative and realistic

	High level self confidence	Moderate self confidence
	Enthusiastic and energetic	Enthusiastic and energetic
	The desire to be the boss of his own business	Ability to deal with social and economic environment
Infrastructure	Set up a business aged 25-35	Setting up a business aged 35-45
	Father also worked independently	Father also worked independently
	Undergraduate or graduate degree (usually in business and engineering fields)	Undergraduate or graduate degree (usually in literature - art educated)
	First child	First child
Support Groups	Friends; professional acquaintances (lawyer, accountant, etc.)	Close friends
	Business partners / friends	Wife
	Partner	Family
		Professional organizations, institution and associations for women
		Trade unions
Started Type of Work	Manufacturing or building sector	Service sector - education services, consulting or public relations

Source: Hisrich (1989).

As we can analyze from Table 1, it is stated that female entrepreneurs who exhibit different characteristics from men in many respects are an important factor in the role of male entrepreneurs in the abundance of numbers.

In author opinion, an increase on women entrepreneurship in economy could be provided by providing better social statue, life quality and participation of women's in labor and employment. Turkish government has already some investments in this area, in the long-term the results will be satisfied.

2.4.2. The Impact of Age

According to the DGP 2004 survey results, the overall entrepreneurial tendency in the world is particularly evident in the 25-34 age range. As regards entrepreneurial activity, which has shown a significant downward trend since the age of 34, the DGP indicates that demographic characteristics are one of the most important variables of age entrepreneurship (Acs et al., 2005). Despite this finding, academic research on entrepreneurship does not place much room for the effect of age, given that the age factor is less effective than having education and work experience. Babson College, which has an important research center on entrepreneurship, found that entrepreneurs in their study of entrepreneurs and non-entrepreneurs in 1984 were generally

between 22 and 55 years of age. Explaining that this wide age range may be at any time in the beginning of entrepreneurship, researchers suggest that it may be possible to step into entrepreneurship from the period of graduation from school to the retirement period (Ronstadt, 1984). Verheul et al. (2004), indicating that most business owners are also in the 25-45 age range, indicate that sex-related changes are even age-related, and that this is mostly a male-specific age range.

2.4.3. The Impact of Educational

It is useful to make explanations on the theory of human capital, especially when it focuses on the influence of education that has been taken in the context of entrepreneurship. According to the theory of human capital, the knowledge that individuals possess increases the cognitive competence, making them more productive and profitable. Thus, if there are profitable opportunities for new economic activities, individuals with more and better human capital will be able to perceive them. The investment that individuals have made to increase human capital has also had a profound impact on their career choices and even their decisions on entrepreneurship. Along with the positive effect of perceiving opportunities, however, it is expressed that the individual has a discouraging role in risk taking behavior if he / she invests excessively in the diploma and certification process related to education, so that less investment has an encouraging effect.

The general notion of studies that examine the relationship between education and entrepreneurship, such as those approaching from the point of view of human capital, has reduced the likelihood of the individual being entrepreneur. According to a macro level study, the high education level of a country and low independent level of employment are parallel (Verheul et al., 2004). According to the expression of an entrepreneur, those who are highly educated have human capital values that include knowledge and skill that they can stand up to work as a dependent, leading to their goal not to take risks and rise in the workplace. Conversely, the constraints of the human capital that low educators have are causing them to be more aggressive and prone to risk. According to these statements, the low level of education makes the individuals more entrepreneurial and more inclined to start a business (Yayla and Akın, 2004).

Bird (1993), who argues that the role of education in entrepreneurship is important, also points out that having business in certain industries requires advanced and advanced training to ensure good product and service quality. However, Bird (1993) states that education differs from technical education such as engineering, science and medicine and general business education, and that

business education and especially business administration programs focus only on bureaucratic and managerial concepts and values. In spite of all these criticisms, Bird (1993) noted that formal education has positive effects on entrepreneurship but draws attention to the existence of researchers who believe that entrepreneurship is a taught phenomenon and that business education licensing and postgraduate programs that are well structured and focused on entrepreneurship training. According to the DGP 2004 survey, there is no clear relationship between education and entrepreneurial activity. According to the explanation made by linking with national income:

- in countries with high national income who has higher education;
- in middle-income countries, primary education has increased considerably, with higher education and
- in low-income countries, mostly primary school graduates are engaged in entrepreneurial activity (Acs et al., 2005).

Ultimately, formal education, which is regarded as an element of human capital, is said to be effective in providing useful information that can help entrepreneurs improve their skills. However, it is stated that certain work experiences, not only formal education but also occupational orientation, such as experience in the labor market, may also increase human capital (Davidsson & Honig, 2003).

2.4.4. The Impact of Having an Entrepreneur in the Family

When talking about the influence of the family on the entrepreneurial personality, it is first necessary to focus on the childhood, when the family is most influential on the personality of the individual. The child's real experience is that they live in the immediate vicinity, that is, the home environment where parents have a dominant role. According to Freud, the experiences gained from the first years of life are the most effective elements in determining the future life of the individual. For this reason, parents' attitudes towards children are highly influential on the child's personality development. The supportive role of parental role, which is particularly effective in terms of "control focus" among the entrepreneurial personality traits, leads to the development of "internal control focus" which can be manifested as entrepreneurial personality trait in the child at the same time as vaccination of independence and autonomy. However, parental overprotection and control behaviors towards children make children more "externally controlled" and develop far from entrepreneurship (Korkmaz 2015).

In studies examining autobiographies of entrepreneurs, it is stated that role models derived from parents are influenced by entrepreneurial activities (Bird, 1993; Brockhaus, 1982; Meeks 2004).

Many of the entrepreneurs seem to have taken some steps towards entrepreneurship by their father, and some of them have rich and powerful business associations that go on for generations (Collins et al., 1964: 5). At this point, the heritage effect of having a father as a worker is mentioned, and the interpretation of the inheritance effect for entrepreneurs is as follows: "Fathers are giving a great deal of support to their children and are making sufficient capital contributions to protect their petty bourgeois positions and stay in this class" (Robert & Bukodi, 2000). According to a study on individuals who support this view and are salaried dependent and independent, it is seen that independent working individuals have the same independent working fathers twice as often as the others (Bird, 1993).

Morrison (2001) states that the presence of those with experience of entrepreneurship in the family affects the family member who wants to step into the entrepreneurship in the family in many respects positively. First of all, undoubtedly, the entrepreneurial tradition inherits to the person is a very important point. The family business, which has a tendency to establish business and to keep business proprietorship, will gradually become infused with strong business ethics. Also, in a family with an entrepreneurial background, the entrepreneurial efforts of the individual are better understood, approved, and supported. Finally, finding entrepreneurs in the family makes it even more feasible for family members who want to start new businesses to turn their resources into contributions to mobilization and job creation.

2.4.5. The Impact of Work Experience before Entrepreneurship

The work done on the topic of career change often suggests that frequent career change is seen at younger ages and that the longer you stay in the labor market, the less chance you will get into entrepreneurship (Robert & Bukodi, 2000). In terms of work experience before establishing the business, entrepreneurs seem to be unsatisfied with the business experience before establishing the business and hear the desire to work independently because of this dissatisfaction. Furthermore, studies on previous work dissatisfaction, which is also expressed as an important factor determining success after job creation, show that successful entrepreneurs are more dissatisfied with their previous work than those who are more unsuccessful (Bird, 1993).

When it comes to entrepreneurship, rather than the previous work experience, the experiences that entrepreneurs have gained under the name of dependent work, far from entrepreneurship before business start, come to mind. However, the experience of entrepreneurs before a successful business can also be a history of establishing a business. From this point of view, it appears that a large majority of new independent business establishers have had the experience of setting up a

business in the past. An experience previously acquired as an entrepreneur creates an optimistic approach to a new business start-up activity. Obviously, business start-up is becoming easier and more feasible with the experience gained. As research in this area has claimed, once the entrepreneurship path has been introduced, the rate of establishing other businesses is increasing, as required by the "corridor principal".

2.5. The Impact of Personal Characteristics

Entrepreneurship is lacking only when the activity itself is studied, and entrepreneurship should be handled in a manner consistent with the initiator itself, the entrepreneurial process, and decision-making. So much so that creating an entrepreneurial activity, new business; (Shaver and Scott, 1991), who believes that all possibilities come together in his mind, that innovation is possible, and that he has the motivation to insist on being fully seated. However, when the phenomenon of entrepreneurship is defined, the focus is usually on the activities and behaviors of entrepreneurs and the personal characteristics of entrepreneurs are not much emphasized (Cornwall and Naughton, 2003). This can be attributed to the fact that those who work on entrepreneurship are mostly those who engage in economics or business sciences. Those interested in entrepreneurship in psychology focus on the personal characteristics of entrepreneurs intensively, influenced by the psychological characteristics of the entrepreneurship school. Representatives of this school state that in the stage of establishing the business, individuals are exposed to entrepreneurship behavior under the influence of certain values, attitudes and needs.

Personality, which is an effective phenomenon in determining human behavior (Naffziger, 1995), can be basically defined as "the unique and relatively constant internal and external appearance of the character of the individual, which affects the behavior of the individual in different situations". The origin of the Latin word "persona" actually means the masks that the actors put on their faces while exhibiting their games, and it is the end of the person's assessment of the person's interaction with the outside world as an image reflected in other people (Schultz, 1996).

It is expressed that certain personality traits are very important in getting decision to start a business and to be successful in entrepreneurship (Brandstatter, 1997), whether they originate either from their genes or from the early stages of their individual development. The question of who is more likely to be an entrepreneur and who is more successful among entrepreneurs raises the question that entrepreneurs have some distinct personality traits different from other people (Dollinger, 2003). In the same direction, individualism has played a very important role in entrepreneurship, which has reached consensus in the psychology of entrepreneurship that deals

with the examination of personal characteristics. According to Carland et al. (1996: 1-20), entrepreneurship psychology has significant contributions to entrepreneurship and has provided a valid and reliable measure of the entrepreneurship index. Entrepreneurship is characterized by many personality traits (the sum of the parts being larger than the sum). According to these researchers, personality traits that play a role in entrepreneurship; high success need, risk taking tendency, innovation preference and cognitive characteristics.

Brockhaus (1980) shows that success need, internal control orientation, and risk-taking tendency are common features of entrepreneurial personality traits. Likewise, Dollinger (2003) also indicates that the need for success, the focus of control and the tendency to take risks are significant entrepreneurial personality traits. In a survey conducted on 452 businessmen who are members of the Industrialists' and Businessmen's Association in Turkey, the result that innovation and risk-taking tendency positively affected the entrepreneurship levels of businessmen (Kümbül Güler 2008). Carland et al. (2001) also concluded that entrepreneurship is a situation under the influence of four factors, consciousness, innovation, risk taking, and strategic thinking. These four elements combine to form the entrepreneurial spirit of the individual by actively acting on the initiative of the individual to establish a business.

2.5.1. The Impact of Social Environment

To assess the social environment in which individuals with the potential to become entrepreneurs exist, it is observed that these individuals do not have much effect on the entrepreneurial activities of the social class from which they originated. It is stated that entrepreneurs are not traditionally aristocratic families, but rather descendants of lower and middle-income families moving upwards (Hoogendoorn et al, 2019). This statement expresses the fact that the first generation of entrepreneurs do not usually come from very senior families in terms of socio-economic, although the assumption of the family and the entrepreneurship of the family is insignificant to the individual's desire to become an entrepreneur.

It is also possible to look at the social environment from a point of view different from the family. The point of view is that the individual is inclined to certain issues according to his social environment and social environment. It is stated that an individual is not only influenced by his intentions, wishes and decisions about becoming an entrepreneur while at the same time acting according to the rate of entrepreneurship of other people around him. This situation was evaluated by Bygrave and Minniti (2000), Granovetter (1978) in terms of "Threshold Models" developed for collective behavior. According to this model, the individual's participation in a rebellion depends

on the number of rebels, because as the number of rebels increases, the likelihood of arrest due to the rebellion decreases and the likelihood of the individual becoming involved in rebellion is increasing. Briefly, according to this model, the probability of an individual participating in a certain activity is not only the decision and intention of the individual, but the number of other people who are active is effective, and the number of entrepreneurial activities in the individual increases as the number increases.

The social environment can also be examined in terms of the social capital that the individual has. Social capital, a multidimensional concept that can be thought of both on the basis of individuals and organizations, has in itself the confidence in the social structure of the individual. This trust also ensures that the social structure is interlocked. When we think about the individual, having social capital helps us to benefit from the existing social structure, network and membership and to provide all kinds of resource exchange. Due to the limited flow of information, it is known that entrepreneurs have a wide range of social capital, especially due to the information provided by entrepreneurs during a new business start-up period. Individuals should choose to own business in the areas they have previously experienced and take into account the suggestions of friends, family and relatives when setting up their business, as an example of utilizing the resources of the social network they are in (Davidsson & Honig, 2003).

2.5.2. The Impact of Cultural Factors

Before examining what kind of influence the caste can have in entrepreneurship, it is useful to define the caste. A number of explanatory definitions for culture that have been studied over a long period of time and which have been described for a number of reasons can be considered: "Traditional ideas and values attached to them", "transferring learned behaviors as a whole from generation to generation", "predictability of group behavior and certain differences experience" and "a supreme order that has a comprehensive influence on the constituent parts" (Aytac, 2015). One of the most important names in cultural studies, Hofstede (1980) defines culture as "the state of a human community having different characteristics from the other human community because of the joint programming of the mind" (Kiziltas, 2014).

In the light of the above explanations, it is understood that the culture has a system of values that is specific to a particular group or collective. These values lead the system to develop the behavior patterns that are different from other societies by influencing certain personal characteristics and motivations of the individuals within that society. At this point, if we regard culture as a broad umbrella as the system of top values, it is necessary to evaluate personal characteristics and

motivation under this umbrella. When we evaluate culture in terms of entrepreneurial activities as a form of behavior, it is seen that some factors have the same effect in terms of different cultures, but some factors are influenced by the cultures so that entrepreneurial activities are overcome by individuals (Thomas & Mueller, 2000). Therefore, it is clear that if the individuals within the society are acted on the ground that they cannot act independently of the culture they are in, then the entrepreneur must also keep up with the entrepreneurial culture of the society to which it belongs.

In 1980, Hofstede undertook a cultural study on 88,000 employees and managers working for IBM, a multinational enterprise operating in 40 countries. As a result of this study, Hofstede, which has been decided on four different cultural dimensions, is concerned with the changes in cultural dimensions in which the causes of different cultural structures in different countries are mentioned. Without going into too much detail in this section, it will be explained by briefly explaining the cultural dimensions that will be explained below, which culture incentives are more encouraging and encouraging entrepreneurship.

Individualism / Communityism: Societies where social bonds and loyalties are weak are high in terms of individualism, and societies in which individuals have strong ties with the community without questioning can also be regarded as collectivist cultures (Thomas & Mueller, 2000). The fact that individualism is high at this dimension, which reflects the values of the individual and his / her group, indicates that the individual attaches importance to his subjective values rather than the values of the group. If the collectivist value is high, the intuition of the group and the aims of the group indicate that the individual is more important than his own purposes.

Power range: By the concept of power range, the degree of power distribution between members of a cult is understood (Saffu, 2003). What is important here is how individuals perceive this inequality in the society they are in and the reaction they have to it (Dura & Atik, 2002). Societies with low power range; that they are people like themselves, that subordinates / superiors are superiors / subordinates, and that the way to achieve social change is redistribution of power. On the contrary, in the societies which are characterized by high power range; that everybody should have a place in a hierarchy of power and that some should be at the top and some at the bottom, some people should be independent and others should be dependent on them, the different interpretations of superiors / subordinates' subordinates / (Hofstede, 1980).

Avoidance of Uncertainty: The concern about entrepreneurship, the cultural dimension that is most relevant to the risk dimension. It is also the concern of avoiding ambiguity, inadequate or

inaccurate information, rapid and unpredictable development of change, and a high level of complexity: In societies where high levels of uncertainty are avoided, stress and anxiety arise in community members when there is a risk. Members of such societies prefer institutions, organizations and associations that are easily understandable and interpretable, which they feel safe (Wennekers et al., 2007). On the other hand, risk and uncertainty can be considered more easily if low level ambiguity is avoided. In such societies, it is observed that members are open to change and innovation (Saffu, 2003).

2.5.3. The Impact of Motivation in Entrepreneurship

Researchers who emphasize motivation to understand why entrepreneurs choose to be entrepreneurs and why some are better entrepreneurs point out that the theory of entrepreneurship is lacking if the level of motivation that an entrepreneur has as an individual in establishing a new business plays an important role and is not mentioned in the context of motivation. In this context, the search for establishing business and even the desire to keep the business alive seems to be related to the "motivation of entrepreneurship" to a great extent (Kuratko and Hodgetts, 1998).

To give a clear account of entrepreneurship motivation, it is necessary to start with this as "promoting entrepreneurs with a variety of motives in order to achieve a set of needs" (Çelik and Akgemci, 1998). Entrepreneurship motivation emerges as one of the most important features that business people want to establish. The sources that motivate entrepreneurs are to be briefly mentioned as being self-employed, achieving more than the material and spiritual gains of current business options, shaping their own future with their own decisions and efforts, providing spiritual satisfaction in establishing a business, having an independent or flexible business environment, it is possible to rank job opportunities as a desire for evaluation (Özkan et al., 2003). Scheinberg and MacMillan (1988) also found similar results in their study of 11 motivational motivations, including 11 countries: 1) Need for appreciation, 2) Need for independence, 3) Need for personal development, 4) Welfare expectations, 5) The perceived benefits of being rich (Meeks, 2004).

If a classification of motivation is to be made in more detail from above, it can be emphasized that positive and negative motives play a role in entrepreneurship. The positive motives that can be described as positive factors for entrepreneurship express the desire for entrepreneurship in new entrepreneurs. These are seen as a feeling of independence, a desire to earn money and a success in business growth. On the contrary, negative factors include not being satisfied with other employment opportunities or positions in the community. In addition to this dual classification of entrepreneurship motivation, it is also stated that motives are not compatible with rational

economic calculations (Morrison, 2001). Taken in this regard, it seems natural for psychologists to provide emotion-based explanations for entrepreneurship motivation.

2.6. Women Entrepreneurship

The topic of women's entrepreneurship is accepted by many scientists as a separate research topic within the wide field of entrepreneurship. With the emergence of the concept of female entrepreneurship in the mid-1990s, the number of women entrepreneurs in the world increased, and in parallel, the interest of academics and politicians increased and this led to the rapid spread of scientific research in this field. This research movement has spread and matured over the last 20 years with more complicated work involving a wide range of expertise issues such as the work structure of women, the nature and variety of business networks, the differences in management styles, the performances of men and women-run businesses (Hoxha & Krasniqi, 2008; Driga et al., 2009).

In general, it is possible to define the definition of "female entrepreneur" within the following limitations (Sekerler, 2006)

- a person who carries out activities related to the production of any goods or services, who performs / makes distribution, marketing and sales of such goods or services;
- any person who establishes a relationship with the person, institutions and organizations that should communicate in relation to the business;
- organizing the business process, planning the production of goods and services;
- deciding on its own for the operation, closure or work development of the workplace;
- having a say in the investment and utilization areas of the profit obtained from his business;
- entrepreneurial fellow who works alone or in association with other persons employed in this workplace and / or as a proprietor of work.

In recent years, women's entrepreneurship, which has become widespread in the world, creates a favorable employment opportunity for women and is seen as a source of income for their families. While the work of women as owners of their own work is very old, the contribution of an individual to the gross national and domestic output has predominated predominantly in the last thirty years, and in some countries only in the last five years (Mboko and Smith-Hunter, 2009).

The creation of an environment in which women are able to remove obstacles to the establishment and development of their own business and compete on an equal basis with men is of great

importance to the entrepreneurial sector and plays an important role in national growth strategies. In this direction, women business owners create new business areas in entrepreneurial activities and have the potential to become important players in the new, knowledge-based economy.

2.6.1 Qualifications and Characteristics of Female Entrepreneurs

The characteristics of women entrepreneurs listed in the following way (in Kutlu, 2006):

- Courage propensity
- High energy level
- Personal guiding
- Married and first child
- Social resourcefulness
- Financial competition
- Personal and general management skills

In addition to creating a new enterprise, women are more concerned about developing the enterprise and making it a successful enterprise, paying more attention to the quality and standards of the operator, the quality of service, and the role of the operator as a respectable organization in the market (Kutlu , 2006).

Personal characteristics that describe female entrepreneurs in the studies that have been carried out; Dynamic, independent, confident, competitive and goal oriented (Zapalska and Fogel, 1998). In addition, women who pursue entrepreneurship activities are also described in terms of being ambitious, taking risks, controlling their own work (Zhao, 2005).

However, it can be stated that these features mentioned above are not characteristics representing the whole of female entrepreneurs, and they show differences according to sector, socio-cultural values, workplace. Therefore, it is necessary to evaluate the characteristics of entrepreneur women in this context (Soysal, 2010).

In this context, personal characteristics of female entrepreneurs can be considered in three contexts. Personal characteristics arising from being an entrepreneur; self-confidence, creativity, innovation, risk taking, rationality, independence and competitiveness. On the other hand, entrepreneurship characteristics related to socio-cultural values are; respectable, able to appreciate the resources and relationships in their surroundings, protecting and supervising, cooperating, gaining the support of close relatives and relatives. Another characteristic of women entrepreneurs

in the context of revealing their personal characteristics is that they are characterized by their gender roles. These can be listed as good communication, easy to solve problems, tolerant, selfless and emotional (Yetim, 2008).

2.6.2 Problems That Female Entrepreneurs Encounter

Investigating the opportunities and challenges faced by women in entrepreneurial activities constitutes a significant part of research that addresses the gender factor in entrepreneurship. Studies in this area have shown that women face much more difficulties in terms of entrepreneurship than men (Zhang et al., 2009; Mueller and Dato-On, 2007).

In the European Commission's "Good Practices in Supporting Women Entrepreneurship" report, it is stated that women who are the source of economic growth and creation of new jobs and who are supposed to be encouraged face many barriers to business based on gender (Verheul, 2005). In this context, female entrepreneurs are often more concerned than male entrepreneurship, such as working in areas where men are influential, having fewer role models and facing more difficulties when compared to men in funding.

In general, it is possible to examine the obstacles faced by women who want to establish their own jobs in the urban and rural areas, under six headings: socialization in the social and cultural environment, bureaucratic obstacles, role conflicts, inadequate training, lack of funding and lack of organization. These are (Kutunis and Hanci, 2004):

Lack of Funding: Many women are excluded from economic life because they do not receive sufficient financial support when they want to participate in economic activity (Can and Karataş, 2007). While women's credit availability is limited, there are no discriminatory or restrictive rules for banking, mortgages and other financial loans in terms of banking legislation. Supportive regulations are also being made in this respect. However, the level of information about the funds withdrawn and the opportunities for women to use these loans is not sufficient (Gurol, 2000). Women cannot apply for bank credits because they do not have the assets to cover the collaterals requested by the banks and cannot find guarantors. They also refrain from applying for credit because of the short maturity of the loan, the late result of the loan request, and the high interest rates. For these reasons, the work they do is usually with small capital and small-scale.

Stereotyped Female Roles: Historically, women have been given various roles and the fulfillment of these roles has become a task for women. Accordingly, the role of "the mother of the child, the woman of the house", traditionally imposed on the woman in society, still exists despite the rapid

change in society today. For this reason, women who participate in the working life compete with male competitors in their professional lives and assume more responsibility by trying not to disrupt their role (Orucu et al, 2007).

Lack of Organization: One of the problems faced by women entrepreneurs is the difficulty in organizing among entrepreneurial women. Organizing will ensure that entrepreneurial women are informed of each other and support each other in business life. In this context, the aim of the organization is to bring together women working in the same job or profession to establish cooperation, solidarity and coordination among themselves. An organizational activity to be carried out among female entrepreneurs in this direction should aim at realizing the objectives; to support women who want to start new business, to guide them in the establishment phase, to guide them to get credit, to coordinate and communicate among workers in close business lines, to organize social relations among members, to support other legal organizations and groups and to support legal problems (Koc, 2005).

2.6.3 Investigation of Women Entrepreneurship in Rural Areas

The rural area is defined as the area in which the rural population lives and operates, whose production activities are based on agriculture. The sociocultural, demographic, economic, environmental and spatial diversity of the rural areas, together with the changing conditions of the time, make it difficult to define a definite rural area. In the end, countries make their own specific rural area definition, taking into account their own administrative structures, and also use different definitions of rural areas in studies carried out for different purposes. In these definitions, the rural areas can be considered as a piece of land and the criteria such as agricultural pattern, land use and proximity to the cities can be taken into account and these areas can be evaluated according to sociocultural characteristics such as social representation, habits, diversity in economic activities, demographic decline and migration (Okten & Ceken, 2008).

Rural areas are regions that are confined to the natural resources from the economic point, where technological developments are delayed compared to other regions, the life is shaped according to traditions, the cultural structure has its own and the standard of living of the people is lower than other regions of the country.

The main features of rural areas can be listed as follows (AREM, 2009):

- rural living environment and economic activities depend on the use and evaluation of significant natural resources of production.

- economic, social and cultural development process is relatively slow.
- the rate of survival and production reflection of technological development is relatively delayed.
- traditions and traditions have a great impact on their way of life and their rules.
- lifestyle and consumption patterns have relatively traditional characteristics.
- face-to-face relationships among people.

Rural areas in developing countries are areas where structural and institutional elements are lacking that are facing geographically isolated infrastructure investments and government support that are facing poverty and population decline. Various social, economic, political and ecological problems in these regions cause problems in employment, increase in immigration of large cities and decrease of agricultural production, resulting in increase of food shortage (Ozgen and Minsky, 2007).

In addressing the rural area and rural development, one of the elements that should not be ignored, and even more important, should be kept in the center of this area; Rural women come in with their daily lives and their contributions to rural production activities. Especially in developing countries, women are the backbone of rural economies and play an important role in ensuring the prosperity of their families (Kibas, 2005).

Rural women differ according to the traditional structure and the fact that the way of occupation is different from the women in the cities. In rural areas, women are involved in housekeeping such as cleaning, childcare, fueling, bread making and nutrition, as well as crop and animal production, handicrafts, non-agricultural jobs and income-generating activities. Despite such important works, they cannot participate effectively in decision taken about the production within the family (Driga et al., 2009).

Although the problems faced by women and men farmers in relation to land use and land use are common in rural areas, women are more disadvantaged than men due to the influence of traditions. Apart from traditions, many factors affect gender discrimination in agriculture. As a result of these negative effects, women are increasingly burdened in agriculture and inequalities arise in reaching the necessary resources and subsidies (Zanbak, 2008).

The problems that rural women face is one of the issues studied by many researchers. In contemporary rural communities, women often do not have a very active role. Modern agricultural production processes have caused a great deal of work previously done by women to disappear. In

addition, women often have to work as low-paid, low-status workers or unpaid family workers because there is little opportunity for quality employment in rural areas (Driga et al., 2009).

Although the role and functions of rural women in agricultural production activities are quite high, the education level of the vast majority is low, as rural women, who make up a large part of their agricultural production activities as unpaid family workers in small family businesses. For this reason, improving the level of knowledge, skills and education of rural women is extremely important in terms of consciously participating in production (Driga et al., 2009).

The projects for women living in rural areas will provide important contributions to raising the level of living, which is primarily based on literacy teaching, skill development, and income generation on the basis of production for market. Giving vocational training to women to earn income-generating skills and consequently earning income by selling the products they produce; cause them to participate more in economic life, get more share without development, and improve their position in family and society (Ozgen and Minsky, 2007).

Rural entrepreneurship, an important factor in the elimination of developmental disparities among the majority of developing countries and in ensuring rural development; Poorly developed regions with low income levels, inadequate infrastructure, economic stagnation, low educational level, unskilled workers, and so on. In this context, promoting entrepreneurship is an important factor in economizing power in the impoverished rural areas, as it creates wealth and employment and has an important influence on the quality of life of the rural population. (Ozgen and Minsky, 2007)

According to the new rural development paradigm, entrepreneurship is an important means of encouraging internal growth within the rural development policy. Entrepreneurship contributes more to rural development than to growth in economy and employment. Entrepreneurship is seen as the only solution for the younger population growing in the rural area and helps many people to create jobs in their own social systems, to diversify locally available services and consequently to retain the local population in the region. One of the social functions that entrepreneurship has in the rural area is to offer women local career alternatives. This is important for women in rural areas, in particular, to contribute to family budgets, while fulfilling their farm, home and animal-centered duties. Developments in entrepreneurship among rural women help to increase their personal abilities, as well as to change the role of decision making in society and family (Sidhu and Kaur, 2006; Driga et al., 2009).

In a rural area, a woman's ability to integrate capital, such as knowledge, land, money and hand labor, with her personal skills such as self-confidence, creativity, problem-solving ability,

leadership and risk taking, in an organizational structure (network of formal or informal relationships) and to find buyers on the market is evaluated as entrepreneurship activity Whereas; is not considered entrepreneurial activity if it can not be grown using capital, personal characteristics and networks in a sustainable way and does not generate income by selling the product on the market.

The vast majority of studies on women's entrepreneurship have made no distinction between urban and rural areas, except for a few studies focusing on gender differences in the success of small businesses in rural areas. There are no studies to determine the possible reasons for the low level of entrepreneurship of rural women. However, it is necessary to be aware of the gender system existing in modern societies in order to study women's entrepreneurship in general and women's entrepreneurship in rural areas in particular (Driga et al., 2009).

Today, more entrepreneurship is needed to ensure rural development. In this context, entrepreneurship-promoting institutions and individuals view entrepreneurial activity as a strategic development initiative that can accelerate the rural development process. In addition, these institutions and individuals seem to agree on supporting rural initiatives. According to this, rural entrepreneurship is seen; by development agencies as a great potential for employment; politicians as basic strategy to prevent discomfort in rural areas, farmers as a means to increase agricultural incomes and women as a job opportunity that gives them autonomy and reduces their social support needs. For all these groups, however, entrepreneurship is a means to increase the quality of life of individuals, families and communities and to create a healthy economy and environment (FAO, 1997).

2.7. Tolerance to Uncertainty

An uncertain situation is a situation that cannot be fully structured or categorized by the individual due to insufficient data. Uncertainty tolerance is the ability to react positively to uncertain situations. An individual has a high tolerance if he can still trust his decision in an uncertain environment without attempting to seek further information. While risk is the ratio of the probability of an event to occur, uncertainty is an expectation that something can happen, regardless of a probability, and creates anxiety. If uncertainty can be explained as a risk, it will not be a source of concern.

Entrepreneurs are faced with an uncertain future and must be willing to tackle uncertainty and show tolerance. Entrepreneurial people should act within the boundaries of logic in situations where they are faced with uncertainty. In addition to these, it should be said that this concept also

plays a role as a motivational tool, and it is a concept that makes it easier to struggle in times that create the need to struggle with difficult, uncertain, oppressed conditions (Shane et al., 2003). Uncertainty is a situation that cannot be configured due to insufficient data, and tolerance to uncertainty is the ability to react positively to uncertain situations. If an individual consents to insufficient data and trusts his decision in case of uncertainty, he is considered to be highly tolerant of such situations (Gürol & Atsan, 2006: 30). People with low tolerance to uncertainty encounter stress, react prematurely, and avoid ambiguous stimuli. On the other hand, people with high tolerance to uncertainty perceive ambiguous situations / warnings as desirable, assertive, and interesting, and neither deny nor distort the complexity of such situations (Okhomiya, 2010). It is generally believed that entrepreneurial managers tolerance to uncertainty better than traditional managers, because entrepreneurs are faced with a less structured, more uncertain set of possibilities and actually take ultimate responsibility for the decision.

Entrepreneurs should not only operate in an uncertain environment, but also willingly take and manage the responsibility for the unknown. As an entrepreneurial personality trait, individuals who have tolerance to uncertainty are more inclined towards entrepreneurship than others and are expected to tolerate uncertainty (Özgür, 2013: 90). Research on uncertainty tolerance shows that entrepreneurs have a higher tolerance level than other segments on this issue. A significant difference was found between entrepreneurs and non-entrepreneurs in terms of tolerance to uncertainty. For this reason, tolerance to uncertainty is accepted as an entrepreneurial feature (Soylu, 2011: 15). Entrepreneurs make their decisions without being clear about which option will bring success for them. The entrepreneur continues his business by taking risks in uncertainty that many individuals would not dare. Entrepreneurs are people who are open to innovations. For this reason, they have to face uncertainty. However, in this uncertainty environment, they should make good use of opportunities and tolerate uncertainties.

Some studies reveal that entrepreneurs can tolerate uncertainty more easily than managers. It expresses the tolerance to uncertainty as the normal perception of uncertain situations. Individuals with low tolerance to uncertainty adopt a timid attitude towards events they have not experienced before. According to Karşlı (2018), the sense of hatred individuals feel in the face of uncertainty may have a characteristic that will discourage people who have the potential to become an entrepreneur in this regard. Entrepreneurs face many different uncertainties throughout their business life. Uncertainty is not a biological or genetic factor, but a concept that can be learned later. An entrepreneur who starts a business enters an uncertain field where almost nothing is known.

Risk and uncertainty are part of the entrepreneurial world, and entrepreneurs often make their decisions despite incomplete information. Therefore, the task of undertaking uncertainty is a mandatory task that the entrepreneur must have. Because in open economies, the establishment or operation of a business is surrounded by uncertainties (Cromie, 2000). Entrepreneurs have a high level of tolerance to uncertainty because they are individuals who have to deal with uncertainty in a complex, complex and disorganized world. Entrepreneurs are already willing to take on the unknown and desire to manage uncertainty. For this reason, tolerance to uncertainty is seen as one of the characteristics of entrepreneurs, and a person inclined to be entrepreneur is expected to tolerate more uncertainty than others. Sexton and Bowman (1984), who stated that tolerance to high uncertainty is a unique component of entrepreneurial personality, concluded the same conclusion in their two studies. And that entrepreneurs have significantly higher tolerance than managers. The result of Begley and Boyd's (1987) study also supports Sexton and Bowman. According to this study, entrepreneurs who have established their own businesses have significantly higher tolerance to uncertainty than small business managers who have not established a business.

In the study conducted by Erdem (2001), based on the close relationship between risk and uncertainty structures, the relationship between entrepreneurs' tolerance to uncertainty and risk-taking tendency was sought in Turkish society, which is considered to have a high tendency to avoid uncertainty. For the entrepreneur group participating in the study, these features do not conflict with the society's uncertainty avoidance feature. However, entrepreneurs' tolerance for uncertainty could not fully explain their overall risk-taking tendency. For this reason, it is stated that different factors affecting the relationship between risk and uncertainty structures and the effects of cultural characteristics on the relevant processes should be deepened and investigated by comparative studies.

2.8. Motivational Persistence

The concepts of motivation and determination have been examined separately in studies; however, there are uncertainties in the definitions. Stability has been associated with terms such as temperament and is often grouped with perseverance (Jordan et al., 2018). However, the concept of motivational determination is different from both temperament and perseverance.

In order for motivation to be realized in organizational psychology, while performing a certain action, an individual must show determination in his behavior and manage his behavior with the power he receives from internal and external factors (Barutçugil, 2004). Motivation realization in

behavioral sciences means that the individual is actually exposed to some effects and acts in a way other than the behavior he would show before these effects. Thus, the occurrence of an observable change in an individual's behavior shows that he is motivated. Each type of motivation is directed towards the satisfaction of a separate need. The motivation style that is stimulated shapes the behavior and a change in the motivation style that is stimulated causes a change in the behavior. In this context, based on the definitions of both organizational psychology and educational psychology and behavioral sciences, it can be said that motivational determination is an indicator of achieving goals and success (Pintrich, 2003).

Motivational determination is determined by the intensity of a particular need, in line with other existing needs. These needs and requirements vary from person to person in importance and degree. If these needs are not met or fulfilled, an imbalance occurs in the individual. The person tries to restore balance by meeting or fulfilling these needs thanks to motivational determination (Önen & Tüzün, 2005). Mental tension occurs in individuals when individual needs are not met or cannot be met, but this state of mental tension develops towards a state of equilibrium with motivational determination (Cenberci & Beyhan 2016). The individual endeavors to restore the balance state by meeting or fulfilling both his physiological and emotional needs with his motivational determination level. When evaluated in this context, it can be stated that motivational determination similarly acts as self-regulation (Sarıçam, 2013). From this point of view, it can be said that motivational determination is a self-regulation mechanism. While Western cultures glorify perseverance and hard work, easily giving up effort is a bad trait. People tend to be less determined in some tasks than others, and their ability to select and follow important, exciting goals is different. Discussions such as determination and stability specificity and the diversity in naming the concept prevented unity in the literature in this sense.

As a result of the research conducted by Demir and Peker (2017), it was revealed that motivational determination predicted burnout negatively and significantly. According to the study, the sub-dimensions of motivational determination, the long-term goal, the current goal, and the unachievable goal, is a negative significant relationship between the sub-dimensions of the burnout scale, such as burnout, depersonalization and competence.

3. MATERIALS AND METHODS

3.1. Research Model and Hypotheses

The research has a quantitative research feature in terms of the data collection method used. In this context, the study was planned within the framework of the relational screening model in order to examine the effect of motivational persistence and tolerance to uncertainty on the entrepreneurial profiles of active entrepreneurs in Turkey. Relational screening model is research models that aim to determine the existence and degree of change between two or more variables. In such an embodiment, variables to be correlated are symbolized individually, as in a single scan. Relations found by scanning cannot be interpreted as a true cause-effect relationship; however, if the situation in one variable is known, it can help to predict the other by giving some clues in that direction. The relationship between variables can be in the form of mutual dependency or partial dependency, or it can be in the form of full independence because it occurs due to a third variable that affects both (Karasar 2016).

In social science studies, the model is defined as the abstract phenomenon that we cannot directly observe and the analytical frameworks used to simplify the understanding of the relations between these phenomena. Thanks to models, complex and difficult to grasp patterns become more understandable. It is seen that the terms theory and model are confused with each other from time to time. However, these two issues differ methodologically. Models determined in social sciences research are derived from theories. Each proposed model should be based on a theory or the findings of a previous scientific study (Gürbüz & Şahin, 2016).

The theoretical framework explains the correlation between the independent variables and dependent variables. Below mention framework shows that independent variables influence the proper use of the rural entrepreneurship development. The theoretical framework of this research was developed on research problem and relevant literature. In this section, proposed research model of the study is presented in Figure 1.

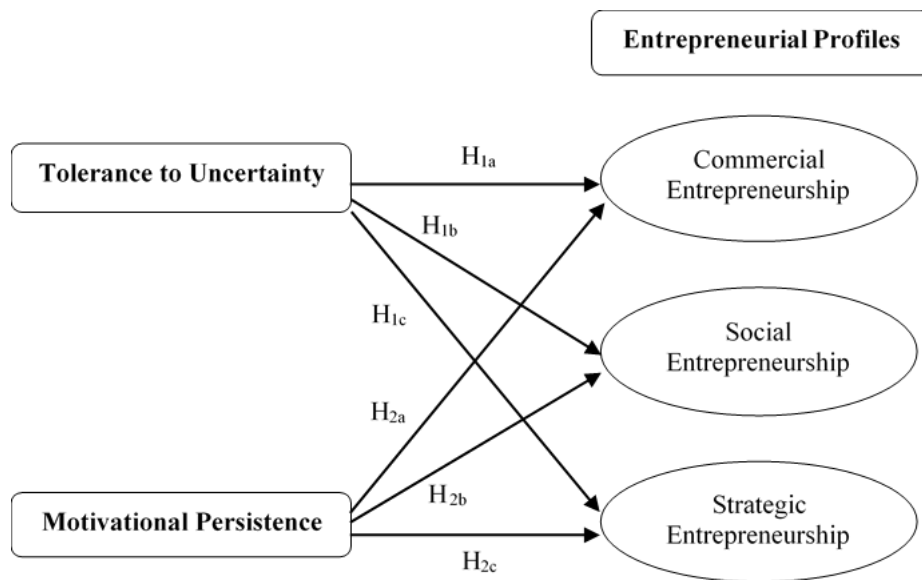


Figure 1. Proposed Research Model

H_1 : There is a significant predictive effect of tolerance to uncertainty on entrepreneurial profiles.

H_{1a} : There is a significant predictive effect of tolerance to uncertainty on commercial entrepreneurial profile.

H_{1b} : There is a significant predictive effect of tolerance to uncertainty on social entrepreneurial profile.

H_{1c} : There is a significant predictive effect of tolerance to uncertainty on strategic entrepreneurial profile.

H_2 : There is a significant predictive effect of motivational persistence on entrepreneurial profiles.

H_{2a} : There is a significant predictive effect of motivational persistence on commercial entrepreneurial profile.

H_{2b} : There is a significant predictive effect of motivational persistence on social entrepreneurial profile.

H_{2c} : There is a significant predictive effect of motivational persistence on strategic entrepreneurial profile.

3.2. Sample

The population of the research is composed of all Turkish entrepreneurs. Entrepreneur participants of the research constitute a total of 298 Turkish entrepreneurs. Sampling of the study was chosen by random sampling. The main body of research is a large cluster in which research findings are generalized. Each element with common features can be evaluated within the main mass. Researchers can create different sized main masses by limiting the groups from certain angles (Gürbüz & Şahin, 2016).

In scientific research, it is difficult for researchers to reach each item in the main mass in which they generalize their research due to various reasons, especially time and financial opportunities. For this reason, samples that are capable of representing the population are formed with appropriate sampling techniques. From this point of view, the sample is defined as a smaller cluster that is systematically selected among the items in a particular population and considered to represent the main population (Gürbüz & Şahin, 2016). It is the process of taking a part of the universe, which is a subset of the population and expressed as a sample, according to predetermined rules. Briefly sampling; is that researchers select smaller and more easily controllable number of participants from the universe for their research . Sampling of the study was chosen by convenience sampling. According to this technique, the researcher collects data by interviewing the appropriate prospective subjects, which are easiest to reach, in order to provide the sample of the time required for the study (Gürbüz & Şahin, 2016). Purposeful sampling is a non-probabilistic sampling approach. Purposeful sampling, which allows in-depth research by selecting information-rich situations depending on the purpose of the study, is preferred when it is desired to work in one or more special situations that meet certain criteria or have certain characteristics. The researcher tries to understand natural and social events or phenomena in the context of selected situations and to discover and explain the relationships between them (Büyüköztürk et al., 2017). The purpose of purposeful sampling is to select situations containing rich information that will illuminate the problems studied in the research. In this sense, purposeful sampling methods are useful in discovering and explaining facts and events in many cases (Tarhan, 2015).

For the comparison part of the study, non-entrepreneur individuals are involved in to study. In this part of data collection is it targeted to reach non-entrepreneurs almost the same number of entrepreneurs. Entrepreneur participants of the research constitute a total of 252 Turkish non-entrepreneurs.

The distribution of demographic characteristics of entrepreneurs and non-entrepreneurs is given in Table 3.

Table 3. Scales in Literature in Turkish to Measure Entrepreneurship Profiles

		Entrepreneur		Non-Entrepreneur	
		<i>n</i>	%	<i>n</i>	%
Gender	Female	90	30.20	97	40.25
	Male	208	69.80	144	59.75
Age	18-24	22	7.38	45	18.67
	25-34	190	63.76	132	54.77
	35-44	60	20.13	54	22.41
	45-54	26	8.72	10	4.15
Education	High School	50	16.78	40	16.60
	Bachelor	179	60.07	125	51.87
	Master and PhD	69	23.15	76	31.54
Willingness to be an Entrepreneur	Entrepreneur	298	100.00	-	-
	Willing to be an Entrepreneur	-	-	161	66.80
	Not Willing to be an Entrepreneur	-	-	80	33.20
Working Duration in Total	1-3 Years	70	23.49	87	36.10
	4-6 Years	68	22.82	31	12.86
	7-10 Years	67	22.48	26	10.79
	Over 10 Years	93	31.21	60	24.90
Monthly Average Income	Student	-	-	37	15.35
	1501 TL-2500 TL	46	15.44	47	19.50
	2501 TL-3500 TL	65	21.81	41	17.01
	3501 TL-4500 TL	50	16.78	68	28.22
	4501 TL-5500 TL	33	11.07	44	18.26
	Over 5501 TL	104	34.90	41	17.01
Entrepreneurship Profiles	Commercial Entrepreneurship	35	11.74	41	17.01
	Social Entrepreneurship	49	16.12	69	28.63
	Strategic Entrepreneurship	214	72.78	131	54.36
Total		298	100.00	241	100.00

Source: Author's own work

According to demographics in Table 3, 30.20% ($n = 90$) of entrepreneur participants are female and 69.80% ($n = 208$) of them are male. 7.38% ($n = 22$) of enterprenours are 18-24, 63.76% ($n = 190$) of enterprenours are 25-34, 20.13% ($n = 60$) of enterprenours are 35-44 and 8.72% ($n = 26$) of enterprenours are 45-54 ages. 16.78% ($n = 50$) of enterprenours are high school graduated,

60.07% ($n = 179$) of entrepreneurs are bachelor graduated and 23.15% ($n = 69$) of entrepreneurs are master and phd graduated. 23.49% ($n = 70$) of participants are 1-3 years, 22.82% ($n = 68$) of participants are 4-6 years, 22.48% ($n = 67$) of participants are 7-10 years and 31.21% ($n = 93$) of participants are over 10 years experienced in work life. 15.44% ($n = 46$) of participants have 1501 TL-2500 TL, 21.81% ($n = 65$) of participants have 2501 TL-3500 TL, 16.78% ($n = 50$) of participants have 3501 TL-4500 TL, 11.07% ($n = 33$) of participants have 4501 TL-5500 TL and 34.90% ($n = 104$) of participants have over 5501 TL monthly income in average.

According to demographics 40.25% ($n = 97$) of non-entrepreneur participants are female and 59.75% ($n = 144$) of them are male. 7.38% ($n = 22$) of non-entrepreneurs are 18-24, 63.76% ($n = 190$) of non-entrepreneurs are 25-34, 20.13% ($n = 60$) of entrepreneurs are 35-44 and 8.72% ($n = 26$) of non-entrepreneurs are 45-54 ages. 16.78% ($n = 50$) of non-entrepreneurs are high school graduated, 60.07% ($n = 179$) of non-entrepreneurs are bachelor graduated and 23.15% ($n = 69$) of non-entrepreneurs are master and phd graduated. 16.78% ($n = 50$) of non-entrepreneurs have willing to be an entrepreneur but 60.07% ($n = 179$) of non-entrepreneurs don't have any willing to be an entrepreneur.

23.49% ($n = 70$) of participants are 1-3 years, 22.82% ($n = 68$) of participants are 4-6 years, 22.48% ($n = 67$) of participants are 7-10 years and 31.21% ($n = 93$) of participants are over 10 years experienced in work life also 15.35 ($n = 37$) of participants are still student.

15.44% ($n = 46$) of participants have 1501 TL-2500 TL, 21.81% ($n = 65$) of participants have 2501 TL-3500 TL, 16.78% ($n = 50$) of participants have 3501 TL-4500 TL, 11.07% ($n = 33$) of participants have 4501 TL-5500 TL and 34.90% ($n = 104$) of participants have over 5501 TL monthly income in average.

3.3. Data Collection

The data of the study were collected using socio-demographic questions including gender, age, education level, working duration in total and monthly average income, and the Tolerance to Uncertainty Scale, the Motivational Persistence Scale and the Multidimensional Entrepreneurship Profiles Scale.

Tolerance to Uncertainty Scale: The Tolerance Scale of Uncertainty is one of the 5 subscales of the Scale of Entrepreneurship Determination, developed by Bozkurt and Erdurur (2013). The scale consists of 9 items. The Cronbach alpha internal consistency of your scale is .76. Internal consistency was found as .71 in this thesis.

Motivational Persistence Scale: The Motivational Persistence Scale was adapted to Turkish by Sarıcam, Akın, Akin and Ilbay (2014). The scale consists of 13 items and consists of three sub-dimensions: following long-term goals, tracking existing goals and repeating unreachable goals. The Cronbach alpha internal consistency coefficients of the scale were found to be .69 and, .72, .70 and .71 for the subscales. In this thesis Cronbach alpha internal consistency coefficients of the scale were found to be .90 and, .82, .84 and .66 for the subscales.

Multidimensional Entrepreneurial Profiles Scale: In the first stage, the scale was designed in 10 items that best represent three entrepreneurship profiles. The statements in the scale were examined and approved by researchers. The scale consists of 4 responses ranging from 0 to 3 (0: Never Describe Me, 1: Describes Me Somewhat, 2: Describes Me Quite, 3: Describes Me Completely). Scores in the sub-dimensions of the scale are calculated by summing the value represented by the answer given to each item. There is no item in the scale that needs to be reversed. Increase of the score of the dimensions means that the characteristics suitable for the said entrepreneurship profile are seen at a higher rate in the individual. After factor analysis, 8 items for commercial entrepreneurship, 9 items for social entrepreneurship and 9 items left for strategic entrepreneurship. Cronbach Alpha values for Entrepreneurship Profiles Scale are .90, Commercial Entrepreneurship .74, Social Entrepreneurship .90, and Strategic Entrepreneurship .90.

3.4. Data Analysis

3.4.1. Validity and Reliability Process of Multidimensional Entrepreneurial Profiles Scale

The results of the literature review and observations, it was observed that in Turkey, individuals thrown against entrepreneurship in order to create social benefits, commercial benefits or assess the opportunities for entrepreneurship. The scale which its validity and reliability study is made in this thesis, in order to measure the dominant entrepreneurial profiles in Turkey has been developed as a multi-dimensional scale. The developed scale items were created in line with the theory and model mentioned in the literature, past studies conducted among Turkish entrepreneurs and information obtained from interviews with various entrepreneurs. The scale items were created after researching on theories, past studies among Turkish entrepreneurs and interviews with various entrepreneurs. This information showed us strategic, social and commercial entrepreneurial profiles would represent Turkish entrepreneurial profile better compared to other entrepreneurial profiles. In this section, firstly how the items in the scales were loaded onto the factors using Exploratory Factor Analysis, and then the compatibility of the factors obtained using Confirmatory Factor Analysis with the data of the research was examined.

3.4.1.1. Exploratory Factor Analysis

Exploratory factor analysis is a type of analysis that converts a large number of strong relationships into new variables by separating them into a certain number of groups. Exploratory Factor Analysis was carried out to observe how the items were distributed and in what structure (Watkins, 2018: 220; Gürbüz & Şahin, 2016: 203). Since the design of the scale items is designed in a multi-dimensional structure, it was asked to observe whether the natural distribution of the questions represent the entrepreneurial profiles which are aimed to be measured by the scale is compatible with the distribution that was designed at the beginning of the research. At this point, Exploratory Factor Analysis was applied to see which entrepreneurial profile the questions will be loaded in line with real-life data. At first, the communality values of the items in the scale were examined. The communality ratio represents the variance ratio explained jointly by an item in the scale with other items (Watkins, 2018: 227). In this thesis, the communality ratio greater than .300 (Kalaycı, 2016) was taken as a criterion to include the items in the Principal Component Analysis. In addition information on the communality values that found as a result of the Exploratory Factor Analysis performed in the first stage for the Multidimensional Entrepreneurial Profiles Scale are shown in Table 4.

Table 4. Communality Values of Multidimensional Entrepreneurial Profiles Scale

<i>Items</i>	<i>Extraction</i>	<i>Items</i>	<i>Extraction</i>
Item 1	.075	Item 16	.370
Item 2	.594	Item 17	.617
Item 3	.345	Item 18	.512
Item 4	.096	Item 19	.518
Item 5	.358	Item 20	.243
Item 6	.464	Item 21	.617
Item 7	.345	Item 22	.629
Item 8	.303	Item 23	.640
Item 9	.332	Item 24	.677
Item 10	.313	Item 25	.376
Item 11	.794	Item 26	.496
Item 12	.654	Item 27	.561
Item 13	.636	Item 28	.518
Item 14	.755	Item 29	.472
Item 15	.423	Item 30	.120

Source: Author's own work

As seen in Table 4, it was deemed necessary to exclude these items from the analysis since the communality values of the items of the scale, Item 1, Item 4, Item 20 and Item 30, is lower than .300. At this point, the items in question were removed, the Explanatory Factor Analysis was repeated, and the findings are presented in Table 5.

Table 5. Communality Values and Principal Components Analysis Results for Multidimensional Entrepreneurial Profiles Scale

<i>Items</i>	<i>Extraction</i>	<i>F1</i>	<i>F2</i>	<i>F3</i>
Item 24	.601	.796		
Item 23	.338	.794		
Item 21	.346	.791		
Item 22	.482	.790		
Item 27	.337	.680		
Item 26	.317	.668		
Item 28	.346	.657		
Item 29	.795	.615		
Item 25	.663	.591		
Item 11	.638		.889	
Item 14	.756		.856	
Item 12	.423		.784	
Item 13	.369		.772	
Item 17	.613		.710	
Item 19	.512		.642	
Item 18	.520		.639	
Item 15	.634		.591	
Item 16	.650		.543	
Item 2	.671			.720
Item 6	.697			.672
Item 10	.406			.570
Item 8	.509			.538
Item 5	.559			.538
Item 7	.492			.523
Item 3	.457			.522
Item 9	.303			.485
Eigenvalues		5.185	5.164	3.086
% of Variance	51.673	19.941	19.863	11.869
KMO	.860			
Bartlett's Test of Sphericity	.000			

Source: Author's own work

According to the analysis results in Table 5, it was determined that the scale consists of 3 factors. The KMO statistic was $.860 > .800$ which is meritorious (Kaiser, 1974) and showed that the sample size was suitable for factor analysis (Kaiser, 1974; Hoelzle & Meyer, 2012; Lloret et al., 2017). Bartlett's test of sphericity ($p < .001$) reveals that the scale items are correlated at an appropriate level to be examined in the factorial structure. Since the result obtained from the Bartlett test was significant, it was observed that there was a correlation matrix significantly different from a unit matrix representing the correlation between the items and the factor analysis could be continued. In addition, the total variance explained was 51.6%. Karagöz (2016) underlined that it is important for a scale to have this ratio above 40%. It was determined that the items in the factors were distributed in accordance with the constructed version of the scale as "F1: Commercial Entrepreneurship", "F2: Social Entrepreneurship" and "F3: Strategic Entrepreneurship", respectively. In this context, the names of the scale dimensions were named as F1: Commercial Entrepreneurship, "F2: Social Entrepreneurship" and "F3: Strategic Entrepreneurship", respectively.

3.4.1.2. Confirmatory Factor Analysis

Confirmatory factor analysis is generally used to test whether observed variables constitute another latent variable (Bartholomew et al., 2011; Karagöz, 2016: 842). The main purpose of using the confirmatory factor analysis in this thesis is to determine whether the dimensions and items revealed by the exploratory factor analysis are compatible with a factor, namely the latent variable, when inspected inductively (Yong & Pearce, 2013: 80). Due to the psychometric properties of the scales, different measurement models are tested in confirmatory factor analysis. The confirmatory factor analysis model applied in this thesis fits the first-order multi-factor confirmatory factor analysis model. A model in which observed variables in a scale are gathered under more than one factor is called the first-order multifactor CFA model. CFA used to ensure expected factor structure and factor form in the current sample. In this model, observed variables whose common variances are similar to each other are gathered under the same factor (Whitaker & Dahling, 2013: 362; Gürbüz & Şahin, 2016: 335). It is decided whether the model tested in SEM applications can be supported by data by examining the goodness of fit index values observed as a result of the analysis. Among these, it is the oldest and most widely used Chi-Square value. In confirmatory factor analysis, the general fit of the model is determined by the Chi-Square test. In addition to this value, many fit index values are used. Chi-Square goodness of fit value is the oldest fit statistic value used in SEM to understand how well the model fits with the data (Steiger, 2007: 894). The Chi-Square value tests whether the model proposed by the researcher and the data obtained from the sample are compatible or not. In other words, it indicates whether the covariance of the

population and the covariance obtained from the sample are different from each other (Lewis, 2017: 242; Gürbüz & Şahin, 2016: 336). The χ^2 (df) value, which is preferred to be reported from the goodness of fit values in this thesis, is summarized in Table 6.

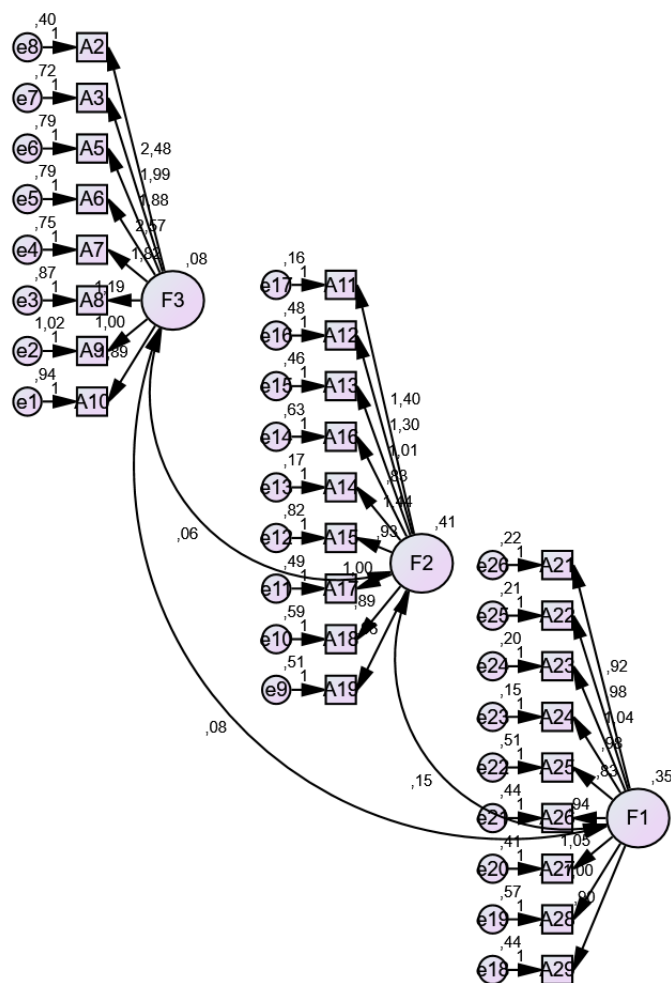
Table 6. Goodness of Fit Values Results for Multidimensional Entrepreneurial Profiles Scale

	Goodness of Fit	Acceptable Values
χ^2 (df)	4.5	<5

Source: Author's own work

According to the information in Table 4, it has been determined that the model has an acceptable fit in terms of χ^2 /df. The Confirmatory Factor Analysis chart regarding the factor distribution of the scale is given in Figure 2.

Figure 2. First Level Three-Dimensional Confirmatory Factor Analysis Model Scale for Multidimensional Entrepreneurial Profiles



Source: Author's own work

As can be seen in Figure 2, all items significantly adapted to the factors they were attached to.

3.4.1.3. Reliability Analysis

In studies which a scale used, it should be determined how reliably the concept to be represented can be measured by first measuring the internal consistency of the items in the scale. The reliability analysis shows how consistent the measurement tool used can measure. Reliability analysis is performed by calculating the Cronbach's Alpha coefficient in Likert-type scales. In order for the coefficient to be used in academic studies, it must be at least .70 (Gürbüz & Şahin, 2016; Bland & Altman, 1997: 572; George & Mallery, 2003: 231). Cronbach's Alpha values calculated for the internal consistency levels of the scales and their sub-dimensions are summarized in Table 7.

Table 7. Reliability Analysis Results for Scales and Sub-Dimensions

	Cronbach's Alpha	N of Items
Multi-Dimensioned Entrepreneurship Profiles Scale	.90	26
Commercial Entrepreneurship	.74	8
Social Entrepreneurship	.90	9
Strategic Entrepreneurship	.90	9
Motivational Persistence Scale	.78	13
Tolerance to Uncertainty Scale	.85	9

Source: Author's own work

According to the values in Table 7, it is seen that the internal consistency coefficients of the scale and its sub-dimensions are sufficient enough.

3.4.2. Normal Distribution

After the internal consistency measurement of the scales, the points represented by the responses given to the items are summed and the values representing the variables are calculated. Its normality is tested to decide in which ways the calculated variables will be analyzed. Testing normality with descriptive methods, which are criteria of skewness and kurtosis, is a very common way. In case of normal distribution, it is possible to use parametric methods with higher predictive power (Gürbüz & Şahin, 2016). In addition to this information, it is important that the data show a normal (or nearly normal) distribution when calculating methods that require normality in SEM studies will be used (Gürbüz & Şahin, 2016: 332).

After analyzing the scores of the scales, whose internal consistency was revealed secondly, the suitability of the variables to normal distribution was tested. The skewness and kurtosis statistics calculated for the variables are summarized in Table 8 based on the data from the research.

Table 8. Distortion and Flatness Statistics Related to the Distribution of Variables

	Skewness		Kurtosis	
	Statistic	Std. Error	Statistic	Std. Error
Commercial Entrepreneurship	.256	.105	-.372	.210
Social Entrepreneurship	-.524	.105	-.284	.210
Strategic Entrepreneurship	-1.002	.105	.998	.210
Motivational Persistence	-.246	.105	-.317	.210
Tolerance to Uncertainty	-.179	.105	-.762	.210

Source: Author's own work

In Table 8, there are statistics of Skewness and Kurtosis, namely skewness and kurtosis calculated for the descriptive examination of the normality of the data. When the statistics of skewness and kurtosis indices are examined, it is determined that the values of all variables are in the range of -1 and +1 and show normal distribution accordingly (Demir et al., 2016: 133). At this point, it was decided to use parametric analysis techniques to analyze the data. In the study, data were analyzed using Independent Sample T-Test, ANOVA, Pearson Correlation Analysis and Regression Analysis.

4. RESULTS AND DISCUSSIONS

4.1. Regression

Three times, Linear Regression Analysis was calculated to predict the effect of tolerance to uncertainty and motivational persistence on entrepreneurship profiles. Pearson findings obtained from the analysis are summarized in the Table 9.

Table 9. Predicting Effect of Tolerance to Uncertainty and Motivational Persistence on Entrepreneurship Profiles

	β	t	p	F	p	R^2
Motivational Persistence	.30	3.618	.000	19.463	.000	.12
Tolerance to Uncertainty	.05	.662	.508			
<i>Dependent: Commercial Entrepreneurship</i>						
Motivational Persistence	.23	2.897	.004	31.473	.000	.18
Tolerance to Uncertainty	.22	2.728	.007			
<i>Dependent: Social Entrepreneurship</i>						
Motivational Persistence	.50	7.315	.000	93.761	.000	.39
Tolerance to Uncertainty	.15	2.200	.029			
<i>Dependent: Strategic Entrepreneurship</i>						

β = Beta Coefficient, t = t statistic, p = p value, F = F statistic, R^2 = Explanatory Value

Source: Author's own work

The Linear Regression Analysis for the prediction of commercial entrepreneurship revealed that among the entrepreneurs it was found that motivational persistence ($\beta = .30, p < .001$) contributed significantly to the regression model while tolerance to uncertainty ($p > .05$) had no significantly predictive effect ($F_{(2,295)} = 19.463, p < .001, R^2 = .12$).

The Linear Regression Analysis for the prediction of social entrepreneurship revealed that among the entrepreneurs it was found that motivational persistence ($\beta = .23, p < .01$) and tolerance to uncertainty ($\beta = .22, p < .01$) contributed significantly to the regression model ($F_{(2,295)} = 31.473, p < .001, R^2 = .18$).

The Linear Regression Analysis for the prediction of strategic entrepreneurship revealed that among the entrepreneurs it was found that motivational persistence ($\beta = .50, p < .001$) and tolerance to uncertainty ($\beta = .15, p < .05$) contributed significantly to the regression model ($F_{(2,295)} = 93.761, p < .001, R^2 = .39$).

4.1.1. Revised Research Model

In the light of the findings obtained as a result of three separate linear regression analysis performed in Table, the model proposed in the research was revised. The revised model is given in Figure 3.

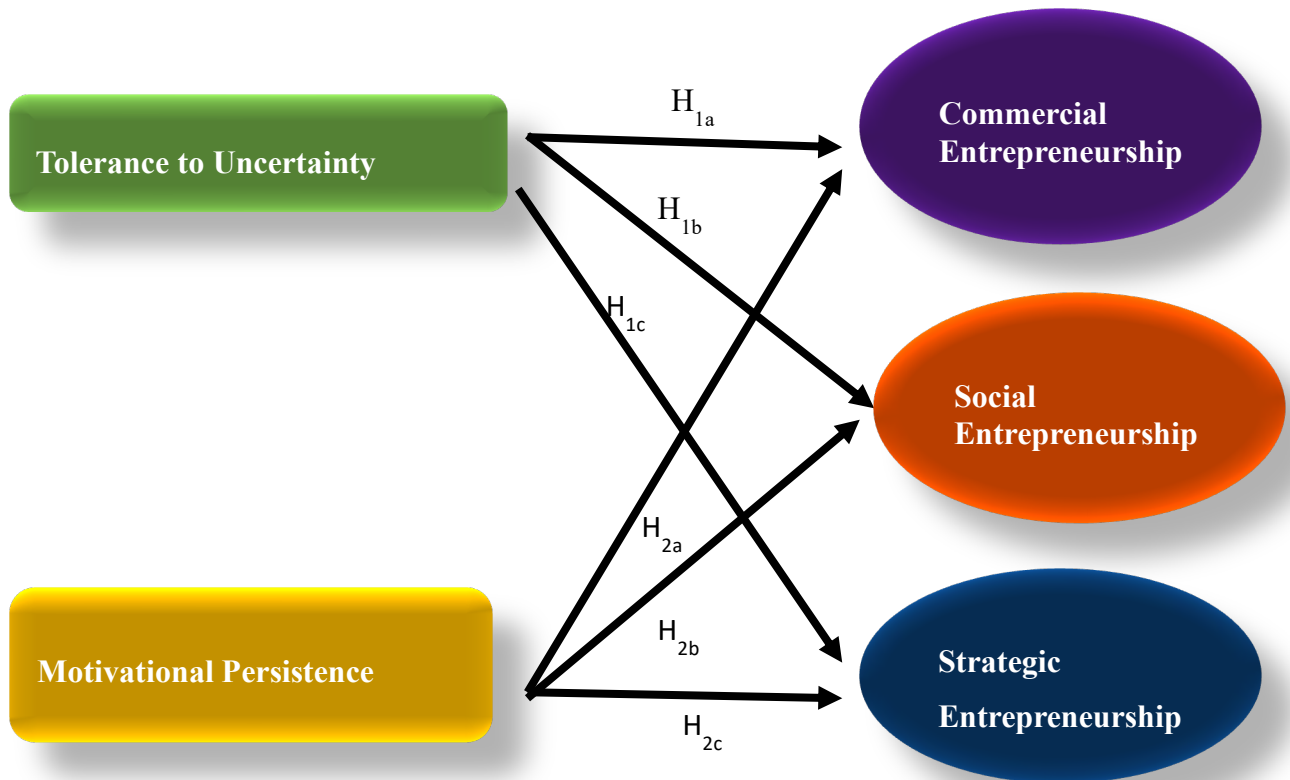
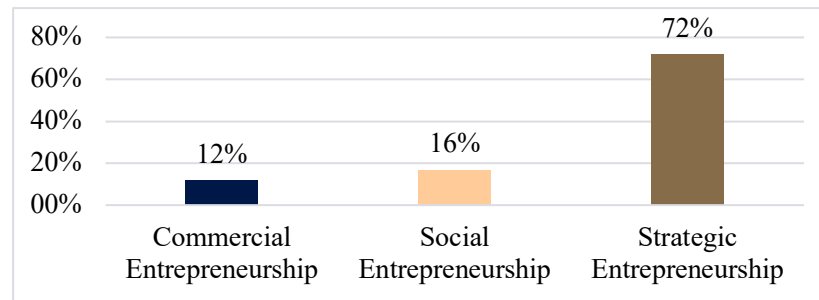


Figure 3. Revised Research Model

4.2. Categorical

In this part of the study, an index was calculated by dividing the Commercial Entrepreneurship, Social Entrepreneurship and Strategic Entrepreneurship scores calculated according to the subscales of the scale. These index averages are compared individually for each individual. As a result of this comparison, it is assumed that no matter which feature individuals get the highest score, individuals exhibit more of that entrepreneurial behavior and fit more to that profile. The frequency and percentage values related to the distribution obtained as a result of the calculation made in this context are summarized in the Figure 4.

Figure 4. Distribution of Percentages of the Entrepreneurial Profiles



Source: Author’s own work

According to the information in the chart in Figure 4, 72% of individuals (n = 214) show Strategic Entrepreneurship, 16% (n = 49) Social Entrepreneurship and 12% (n = 35) Commercial Entrepreneurship.

4.3. Examination of Entrepreneurship Profiles on the Basis of Demographic Variables

Independent Samples t Test Analysis was performed to specify the significance of difference in entrepreneurial profiles of entrepreneurs according to gender, results are summarized in Table 10.

Table 10. Evaluation of the Significance of Differences in Entrepreneurship Profiles of Entrepreneurs on the Basis of Gender

	<i>Gender</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>t</i>	<i>df</i>	<i>p</i>
Commercial Entrepreneurship	Female	90	1.50	.52	-2.270	296	.024
	Male	208	1.68	.65			
Social Entrepreneurship	Female	90	1.79	.66	1.327	296	.186
	Male	208	1.66	.77			
Strategic Entrepreneurship	Female	90	2.22	.50	-.065	296	.948
	Male	208	2.23	.65			

An Independent Samples T-Test was performed to compare the entrepreneurship profile tendencies of entrepreneurs on the basis of gender. According to results considering gender as independent variable, it is found out that there is no significant difference encountered in social entrepreneurship ($t_{(296)} = 1.327, p > .05$) and strategic entrepreneurship ($t_{(296)} = -.065, p > .05$) among entrepreneurs while there is a significant difference encountered in commercial entrepreneurship ($t_{(296)} = -2.270, p < .05$).

As predicted above; entrepreneur males ($\bar{X} = 1.68 \pm SD = .65$) tend to have higher level of commercial entrepreneurship profile traits compared to entrepreneur females ($\bar{X} = 1.50 \pm SD = .52$).

Independent Samples t Test Analysis was performed to specify the significance of difference in entrepreneurial profiles of non-entrepreneurs according to gender, results are summarized in Table 11.

Table 11. Evaluation of the Significance of Differences in Entrepreneurship Profile Tendencies of Non-Entrepreneurs on the Basis of Gender

	<i>Gender</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>t</i>	<i>df</i>	<i>p</i>
Commercial Entrepreneurship	Female	97	1.28	.61	-2.124	239	.035
	Male	144	1.45	.62			
Social Entrepreneurship	Female	97	1.87	.75	.365	239	.715
	Male	144	1.83	.76			
Strategic Entrepreneurship	Female	97	1.95	.83	-1.231	239	.219
	Male	144	2.08	.75			

Source: Author's own work

An Independent Samples T-Test was performed to compare the non-entrepreneurship profile tendencies of non-entrepreneurs on the basis of gender. According to results considering gender as independent variable, it is found out that there is no significant difference encountered in social entrepreneurship ($t_{(239)} = .365, p > .05$) and strategic entrepreneurship ($t_{(239)} = -1.231, p > .05$) among non-entrepreneurs while there is a significant difference encountered in commercial entrepreneurship ($t_{(239)} = -2.124, p < .05$).

As predicted above; non-entrepreneur males ($\bar{X} = 1.45 \pm SD = .62$) tend to have higher level of commercial entrepreneurship profile traits compared to non-entrepreneur females ($\bar{X} = 1.28 \pm SD = .61$).

ANOVA Analysis was performed to specify the significance of difference in entrepreneurial profiles of entrepreneurs according to age, results are summarized in Table 12.

Table 12. Evaluation of the Significance of Differences in Entrepreneurship Profiles of Entrepreneurs on the Basis of Age

	<i>Age</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>	<i>Difference</i>
Commercial Entrepreneurship	18-24	22	1.64	.52	1.790	3.294	.149	
	25-34	190	1.62	.59				
	35-44	60	1.53	.64				
	45-54	26	1.87	.79				
Social Entrepreneurship	18-24	22	1.90	.59	3.039	3.294	.029	1,2,3>4
	25-34	190	1.67	.78				
	35-44	60	1.56	.67				

	45-54	26	1.41	.63			
	18-24	22	2.29	.68			
Strategic	25-34	190	2.27	.61	2.576	3.294	.054
Entrepreneurship	35-44	60	2.18	.52			
	45-54	26	1.94	.67			

Source: Author's own work

An ANOVA was performed to compare the entrepreneurship profile tendencies of entrepreneurs on the basis of age. According to results considering age as independent variable, it is found out that there is no significant difference encountered in commercial entrepreneurship ($F_{(3,294)} = 1.790$, $p > .05$) and strategic entrepreneurship ($F_{(3,294)} = 2.576$, $p > .05$) among entrepreneurs while there is a significant difference encountered in social entrepreneurship ($F_{(3,294)} = 3.039$, $p < .05$).

As predicted above; entrepreneurs who are 18-24 ages ($\bar{X} = 1.90 \pm SD = .59$) tend to have higher level of social entrepreneurship profile traits compared to entrepreneurs who are 25-34 ages ($\bar{X} = 1.67 \pm SD = .78$).

ANOVA Analysis was performed to specify the significance of difference in entrepreneurial profiles of non-entrepreneurs according to age, results are summarized in Table 13.

Table 13. Evaluation of the Significance of Differences in Entrepreneurship Profile Tendencies of Non-Entrepreneurs on the Basis of Age

	Age	n	\bar{X}	SD	F	df	p
Commercial Entrepreneurship	18-24	45	1.49	.57	2.072	3.237	.105
	25-34	132	1.37	.62			
	35-44	54	1.41	.66			
	45-54	10	.96	.46			
Social Entrepreneurship	18-24	45	2.00	.59	.796	3.237	.497
	25-34	132	1.81	.74			
	35-44	54	1.83	.89			
	45-54	10	1.73	.76			
Strategic Entrepreneurship	18-24	45	2.15	.56	2.377	3.237	.071
	25-34	132	2.09	.80			
	35-44	54	1.85	.88			
	45-54	10	1.64	.81			

Source: Author's own work

An ANOVA was performed to compare the non-entrepreneurship profile tendencies of non-entrepreneurs on the basis of age. According to results considering age as independent variable, it is found out that there is no significant difference encountered in commercial entrepreneurship

($F_{(3,237)} = 2.072, p > .05$), social entrepreneurship ($F_{(3,237)} = .796, p > .05$) and strategic entrepreneurship ($F_{(3,237)} = 2.377, p > .05$) among non-entrepreneurs.

ANOVA Analysis was performed to specify the significance of difference in entrepreneurial profiles of entrepreneurs according to education, results are summarized in Table 14.

Table 14. Evaluation of the Significance of Differences in Entrepreneurship Profiles of Entrepreneurs on the Basis of Education

	<i>Education</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>	<i>Difference</i>
Commercial Entrepreneurship	High School	50	1.77	.76	2.305	2.295	.102	
	Bachelor	179	1.57	.51				
	Master and PhD	69	1.67	.72				
Social Entrepreneurship	High School	50	1.53	.69	2.008	2.295	.136	
	Bachelor	179	1.71	.69				
	Master and PhD	69	1.80	.87				
Strategic Entrepreneurship	High School	50	1.93	.59	8.507	2.295	.000	2,3>1
	Bachelor	179	2.32	.42				
	Master and PhD	69	2.20	.90				

Source: Author's own work

An ANOVA was performed to compare the entrepreneurship profile tendencies of entrepreneurs on the basis of education. According to results considering education as independent variable, it is found out that there is no significant difference encountered in commercial entrepreneurship ($F_{(2,295)} = 2.305, p > .05$), and social entrepreneurship ($F_{(2,295)} = 2.008, p > .05$) among entrepreneurs while there is a significant difference encountered in strategic entrepreneurship ($F_{(2,295)} = 8.507, p < .001$).

As predicted above; entrepreneurs who are high school graduated ($\bar{X} = 1.93 \pm SD = .59$) tend to have higher level of strategic entrepreneurship profile traits compared to entrepreneurs who are bachelor graduated ($\bar{X} = 2.32 \pm SD = .42$).

ANOVA Analysis was performed to specify the significance of difference in entrepreneurial profiles of non-entrepreneurs according to education, results are summarized in Table 15.

Table 15. Evaluation of the Significance of Differences in Entrepreneurship Profile Tendencies of Non-Entrepreneurs on the Basis of Education

	<i>Education</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>	<i>Difference</i>
Commercial Entrepreneurship	High School	40	1.38	.77	.060	2.238	.942	
	Bachelor	125	1.37	.59				

Social Entrepreneurship	Master and PhD	76	1.40	.58	5.561	2.238	.004	2>1,3
	High School	40	1.65	.91				
	Bachelor	125	2.00	.70				
Strategic Entrepreneurship	Master and PhD	76	1.70	.70	3.621	2.238	.028	2,3>1
	High School	40	1.73	.94				
	Bachelor	125	2.07	.74				
	Master and PhD	76	2.12	.75				

Source: Author's own work

An ANOVA was performed to compare the non-entrepreneurship profile tendencies of non-entrepreneurs on the basis of education. According to results considering education as independent variable, it is found out that there is no significant difference encountered in commercial entrepreneurship ($F_{(2,238)} = .060, p > .05$) among non-entrepreneurs while there is a significant difference encountered in social entrepreneurship ($F_{(2,238)} = 5.561, p < .01$) and strategic entrepreneurship ($F_{(2,238)} = 3.621, p < .05$).

As predicted above; non-entrepreneurs who are high school graduated ($\bar{X} = 1.65 \pm SD = .91$) tend to have higher level of social entrepreneurship profile traits compared to non-entrepreneurs who are bachelor graduated ($\bar{X} = 2.00 \pm SD = .70$).

As predicted above; non-entrepreneurs who are high school graduated ($\bar{X} = 1.73 \pm SD = .94$) tend to have higher level of strategic entrepreneurship profile traits compared to non-entrepreneurs who are bachelor graduated ($\bar{X} = 2.07 \pm SD = .74$).

Independent Samples t Test Analysis was performed to specify the significance of difference in entrepreneurial profiles of non-entrepreneurs according to willingness to be an entrepreneur, results are summarized in Table 16.

Table 16. Evaluation of the Significance of Differences in Entrepreneurship Profile Tendencies of Non-Entrepreneurs on the Basis of Willingness to be an Entrepreneur

	<i>Willingness to be an Entrepreneur</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>t</i>	<i>df</i>	<i>p</i>
Commercial Entrepreneurship	Willing to be an Entrepreneur	161	1.47	.57	3.106	239	.002
	Not Willing to be an Entrepreneur	80	1.21	.68			
Social Entrepreneurship	Willing to be an Entrepreneur	161	2.00	.63	4.767	239	.000
	Not Willing to be an Entrepreneur	80	1.53	.88			
Strategic Entrepreneurship	Willing to be an Entrepreneur	161	2.25	.61	6.744	239	.000
	Not Willing to be an Entrepreneur	80	1.58	.91			

Source: Author's own work

An Independent Samples T-Test was performed to compare the non-entrepreneurship profile tendencies of non-entrepreneurs on the basis of willingness to be an entrepreneur. According to results considering willingness to be an entrepreneur as independent variable, it is found out that there is a significant difference encountered in commercial entrepreneurship ($t_{(239)}= 3.106, p < .01$), social entrepreneurship ($t_{(239)}= 4.767, p < .001$) and strategic entrepreneurship ($t_{(239)}= 6.744, p < .001$) among non-entrepreneurs.

As predicted above; non-entrepreneurs who are willing to be an entrepreneur ($\bar{X} = 1.47 \pm SD = .57$) tend to have higher level of commercial entrepreneurship profile traits compared to non-entrepreneurs who are not willing to be an entrepreneur ($\bar{X} = 1.21 \pm SD = .68$).

As predicted above; non-entrepreneurs who are willing to be an entrepreneur ($\bar{X} = 2.00 \pm SD = .63$) tend to have higher level of social entrepreneurship profile traits compared to non-entrepreneurs who are not willing to be an entrepreneur ($\bar{X} = 1.53 \pm SD = .88$).

As predicted above; non-entrepreneurs who are willing to be an entrepreneur ($\bar{X} = 2.25 \pm SD = .61$) tend to have higher level of strategic entrepreneurship profile traits compared to non-entrepreneurs who are not willing to be an entrepreneur ($\bar{X} = 1.58 \pm SD = .91$).

ANOVA Analysis was performed to specify the significance of difference in entrepreneurial profiles of entrepreneurs according to working duration in total, results are summarized in Table 17.

Table 17. Evaluation of the Significance of Differences in Entrepreneurship Profiles of Entrepreneurs on the Basis of Working Duration in Total

	<i>Working Duration in Total</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>	<i>Difference</i>
Commercial Entrepreneurship	1-3 Years	70	1.70	.50	5.736	3.294	.001	1,2>3
	4-6 Years	68	1.74	.67				
	7-10 Years	67	1.36	.56				
	Over 10 Years	93	1.67	.65				
Social Entrepreneurship	1-3 Years	70	1.96	.64	8.915	3.294	.000	1,2>3
	4-6 Years	68	1.82	.54				
	7-10 Years	67	1.36	.85				
	Over 10 Years	93	1.66	.76				
Strategic Entrepreneurship	1-3 Years	70	2.36	.53	12.522	3.294	.000	1,2>3
	4-6 Years	68	2.42	.42				
	7-10 Years	67	1.87	.80				
	Over 10 Years	93	2.23	.51				

Source: Author's own work

An ANOVA was performed to compare the entrepreneurship profile tendencies of entrepreneurs on the basis of working duration in total. According to results considering working duration in total as independent variable, it is found out that there is a significant difference encountered in commercial entrepreneurship ($F_{(3,294)} = 5.736, p < .01$), social entrepreneurship ($F_{(3,294)} = 8.915, p < .001$) and strategic entrepreneurship ($F_{(3,294)} = 12.522, p < .001$) among entrepreneurs.

As predicted above; entrepreneurs who are working for 1-3 years ($\bar{X} = 1.70 \pm SD = .50$) tend to have higher level of commercial entrepreneurship profile traits compared to entrepreneurs who are working for 4-6 years ($\bar{X} = 1.74 \pm SD = .67$).

As predicted above; entrepreneurs who are working for 1-3 years ($\bar{X} = 1.96 \pm SD = .64$) tend to have higher level of social entrepreneurship profile traits compared to entrepreneurs who are working for 4-6 years ($\bar{X} = 1.82 \pm SD = .54$).

As predicted above; entrepreneurs who are working for 1-3 years ($\bar{X} = 2.36 \pm SD = .53$) tend to have higher level of strategic entrepreneurship profile traits compared to entrepreneurs who are working for 4-6 years ($\bar{X} = 2.42 \pm SD = .42$).

ANOVA Analysis was performed to specify the significance of difference in entrepreneurial profiles of non-entrepreneurs according to working duration in total, results are summarized in Table 18.

Table 18. Evaluation of the Significance of Differences in Entrepreneurship Profile Tendencies of Non-Entrepreneurs on the Basis of Working Duration in Total

	<i>Working Duration in Total</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>	<i>Difference</i>
Commercial Entrepreneurship	1-3 Years	87	1.51	.61	3.305	3.237	.012	1,2,5>4
	4-6 Years	31	1.42	.75				
	7-10 Years	26	1.29	.42				
	Over 10 Years	60	1.16	.65				
	Student	37	1.48	.53				
Social Entrepreneurship	1-3 Years	87	1.87	.64	2.799	3.237	.027	3,4,5>2
	4-6 Years	31	1.56	.97				
	7-10 Years	26	1.94	.56				
	Over 10 Years	60	1.94	.88				
	Student	37	2.12	.60				
Strategic Entrepreneurship	1-3 Years	87	2.16	.58	3.735	3.237	.006	1,5>4
	4-6 Years	31	2.04	1.12				

7-10 Years	26	2.04	.67
Over 10 Years	60	1.71	.90
Student	37	2.21	.63

Source: Author's own work

An ANOVA was performed to compare the non-entrepreneurship profile tendencies of non-entrepreneurs on the basis of working duration in total. According to results considering working duration in total as independent variable, it is found out that there is a significant difference encountered in commercial entrepreneurship ($F_{(3,237)} = 3.305, p < .05$), social entrepreneurship ($F_{(3,237)} = 2.799, p < .05$) and strategic entrepreneurship ($F_{(3,237)} = 3.735, p < .01$) among non-entrepreneurs.

As predicted above; non-entrepreneurs who are working for 1-3 years ($\bar{X} = 1.51 \pm SD = .61$) tend to have higher level of commercial entrepreneurship profile traits compared to non-entrepreneurs who are working for 4-6 years ($\bar{X} = 1.42 \pm SD = .75$).

As predicted above; non-entrepreneurs who are working for 1-3 years ($\bar{X} = 1.87 \pm SD = .64$) tend to have higher level of social entrepreneurship profile traits compared to non-entrepreneurs who are working for 4-6 years ($\bar{X} = 1.56 \pm SD = .97$).

As predicted above; non-entrepreneurs who are working for 1-3 years ($\bar{X} = 2.16 \pm SD = .58$) tend to have higher level of strategic entrepreneurship profile traits compared to non-entrepreneurs who are working for 4-6 years ($\bar{X} = 2.04 \pm SD = 1.12$).

ANOVA Analysis was performed to specify the significance of difference in entrepreneurial profiles of entrepreneurs according to monthly average income, results are summarized in Table 19.

Table 19. Evaluation of the Significance of Differences in Entrepreneurship Profiles of Entrepreneurs on the Basis of Monthly Average Income

	<i>Monthly Average Income</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>	<i>Difference</i>
Commercial Entrepreneurship	1501 TL-2500 TL	46	1.70	.47	14.811	4.293	.000	1,2,3,4>5
	2501 TL-3500 TL	65	1.97	.66				
	3501 TL-4500 TL	50	1.66	.61				
	4501 TL-5500 TL	33	1.77	.61				
	Over 5501 TL	104	1.31	.50				
Social Entrepreneurship	1501 TL-2500 TL	46	1.97	.61	7.666	4.293	.000	1,2>5
	2501 TL-3500 TL	65	1.97	.52				

	3501 TL-4500 TL	50	1.70	.77				
	4501 TL-5500 TL	33	1.61	.76				
	Over 5501 TL	104	1.44	.80				
	1501 TL-2500 TL	46	2.40	.50				
	2501 TL-3500 TL	65	2.38	.37				
Strategic Entrepreneurship	3501 TL-4500 TL	50	2.20	.71	3.494	4.293	.008	1,2>5
	4501 TL-5500 TL	33	2.14	.52				
	Over 5501 TL	104	2.09	.71				

Source: Author's own work

An ANOVA was performed to compare the entrepreneurship profile tendencies of entrepreneurs on the basis of monthly average income. According to results considering monthly average income as independent variable, it is found out that there is a significant difference encountered in commercial entrepreneurship ($F_{(4,293)} = 14.811, p < .001$), social entrepreneurship ($F_{(4,293)} = 7.666, p < .001$) and strategic entrepreneurship ($F_{(4,293)} = 3.494, p < .01$) among entrepreneurs.

As predicted above; entrepreneurs who have 1501 TL-2500 TL monthly average income ($\bar{X} = 1.70 \pm SD = .47$) tend to have higher level of commercial entrepreneurship profile traits compared to entrepreneurs who have 2501 TL-3500 TL monthly average income ($\bar{X} = 1.97 \pm SD = .66$).

As predicted above; entrepreneurs who have 1502 TL-2500 TL monthly average income ($\bar{X} = 1.97 \pm SD = .61$) tend to have higher level of social entrepreneurship profile traits compared to entrepreneurs who have 2502 TL-3500 TL monthly average income ($\bar{X} = 1.97 \pm SD = .52$).

As predicted above; entrepreneurs who have 1503 TL-2500 TL monthly average income ($\bar{X} = 2.40 \pm SD = .50$) tend to have higher level of strategic entrepreneurship profile traits compared to entrepreneurs who have 2503 TL-3500 TL monthly average income ($\bar{X} = 2.38 \pm SD = .37$).

ANOVA Analysis was performed to specify the significance of difference in entrepreneurial profiles of non-entrepreneurs according to monthly average income, results are summarized in Table 20.

Table 20. Evaluation of the Significance of Differences in Entrepreneurship Profile Tendencies of Non-Entrepreneurs on the Basis of Monthly Average Income

	Monthly Average Income	n	\bar{X}	SD	F	df	p	Difference
	1501 TL-2500 TL	47	1.35	.58				
Commercial Entrepreneurship	2501 TL-3500 TL	41	1.59	.64	2.891	4.236	.023	2>5
	3501 TL-4500 TL	68	1.43	.68				
	4501 TL-5500 TL	44	1.36	.55				

Social Entrepreneurship	Over 5501 TL	41	1.15	.56	2.100	4.236	.082
	1501 TL-2500 TL	47	2.10	.60			
	2501 TL-3500 TL	41	1.75	.75			
	3501 TL-4500 TL	68	1.84	.83			
	4501 TL-5500 TL	44	1.68	.77			
Strategic Entrepreneurship	Over 5501 TL	41	1.82	.70	1.370	4.236	.245
	1501 TL-2500 TL	47	2.23	.63			
	2501 TL-3500 TL	41	2.07	.86			
	3501 TL-4500 TL	68	1.95	.82			
	4501 TL-5500 TL	44	2.05	.87			
	Over 5501 TL	41	1.87	.72			

Source: Author's own work

An ANOVA was performed to compare the non-entrepreneurship profile tendencies of non-entrepreneurs on the basis of monthly average income. According to results considering monthly average income as independent variable, it is found out that there is no significant difference encountered in social entrepreneurship ($F_{(4,236)} = 2.100, p > .05$) and strategic entrepreneurship ($F_{(4,236)} = 1.370, p > .05$) among non-entrepreneurs while there is a significant difference encountered in commercial entrepreneurship ($F_{(4,236)} = 2.891, p < .05$).

As predicted above; non-entrepreneurs who have 1501 TL-2500 TL monthly average income ($\bar{X} = 1.35 \pm SD = .58$) tend to have higher level of commercial entrepreneurship profile traits compared to non-entrepreneurs who have 2501 TL-3500 TL monthly average income ($\bar{X} = 1.59 \pm SD = .64$).

4.4. Examination of Motivational Persistence on the Basis of Demographic Variables

Independent Samples t Test Analysis was performed to specify the significance of difference in motivational persistence of entrepreneurs according to gender, results are summarized in Table 21.

Table 21. Evaluation of the Significance of Differences in Motivational Persistence Levels of Entrepreneurs on the Basis of Gender

	<i>Gender</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>t</i>	<i>df</i>	<i>p</i>
Motivational Persistence	Female	90	1.99	.41	-1.540	296	.125
	Male	208	2.08	.47			

Source: Author's own work

An Independent Samples T-Test was performed to compare the motivational persistence levels of entrepreneurs on the basis of gender. According to results considering gender as independent

variable, it is found out that there is no significant difference encountered in motivational persistence ($t_{(296)} = -1.540, p > .05$) among entrepreneurs.

Independent Samples t Test Analysis was performed to specify the significance of difference in motivational persistence of non-entrepreneurs according to gender, results are summarized in Table 22.

Table 22. Evaluation of the Significance of Differences in Motivational Persistence Levels of Non-Entrepreneurs on the Basis of Gender

	<i>Gender</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>t</i>	<i>df</i>	<i>p</i>
Motivational Persistence	Female	97	1.86	.56	-2.098	239	.037
	Male	144	2.00	.46			

Source: Author's own work

An Independent Samples T-Test was performed to compare the motivational persistence levels of non-entrepreneurs on the basis of gender. According to results considering gender as independent variable, it is found out that there is a significant difference encountered in motivational persistence ($t_{(239)} = -2.098, p < .05$) among non-entrepreneurs.

As predicted above; non-entrepreneur males ($\bar{X} = 2.00 \pm SD = .46$) tend to have higher level of motivational persistence compared to non-entrepreneur females ($\bar{X} = 1.86 \pm SD = .56$).

ANOVA Analysis was performed to specify the significance of difference in motivational persistence of entrepreneurs according to age, results are summarized in Table 23.

Table 23. Evaluation of the Significance of Differences in Motivational Persistence Levels of Entrepreneurs on the Basis of Age

	<i>Age</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>
Motivational Persistence	18-24	22	1.93	.44	2.246	3.294	.083
	25-34	190	2.06	.46			
	35-44	60	2.15	.45			
	45-54	26	1.92	.37			

Source: Author's own work

An ANOVA was performed to compare the motivational persistence levels of entrepreneurs on the basis of age. According to results considering age as independent variable, it is found out that there is no significant difference encountered in motivational persistence ($F_{(3,294)} = 2.246, p > .05$) among entrepreneurs.

ANOVA Analysis was performed to specify the significance of difference in motivational persistence of non-entrepreneurs according to age, results are summarized in Table 24.

Table 24. Evaluation of the Significance of Differences in Motivational Persistence Levels of Non-Entrepreneurs on the Basis of Age

	<i>Age</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>
Motivational Persistence	18-24	45	1.85	.44	2.411	3.237	.068
	25-34	132	1.96	.51			
	35-44	54	2.04	.54			
	45-54	10	1.65	.44			

Source: Author's own work

An ANOVA was performed to compare the motivational persistence levels of non-entrepreneurs on the basis of age. According to results considering age as independent variable, it is found out that there is no significant difference encountered in motivational persistence ($F_{(3,237)} = 2.411, p > .05$) among non-entrepreneurs.

ANOVA Analysis was performed to specify the significance of difference in motivational persistence of entrepreneurs according to education, results are summarized in Table 25.

Table 25. Evaluation of the Significance of Differences in Motivational Persistence Levels of Entrepreneurs on the Basis of Education

	<i>Education</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>
Motivational Persistence	High School	50	2.12	.49	1.445	2.295	.237
	Bachelor	179	2.07	.40			
	Master and PhD	69	1.98	.56			

Source: Author's own work

An ANOVA was performed to compare the motivational persistence levels of entrepreneurs on the basis of education. According to results considering education as independent variable, it is found out that there is no significant difference encountered in motivational persistence ($F_{(2,295)} = 1.445, p > .05$) among entrepreneurs.

ANOVA Analysis was performed to specify the significance of difference in motivational persistence of non-entrepreneurs according to education, results are summarized in Table 25.

Table 26. Evaluation of the Significance of Differences in Motivational Persistence Levels of Non-Entrepreneurs on the Basis of Education

	<i>Education</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>
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	High School	40	1.95	.60			
Motivational Persistence	Bachelor	125	1.95	.50	.009	2.238	.991
	Master and PhD	76	1.94	.46			

Source: Author's own work

An ANOVA was performed to compare the motivational persistence levels of non-entrepreneurs on the basis of education. According to results considering education as independent variable, it is found out that there is no significant difference encountered in motivational persistence ($F_{(2,238)} = .009, p > .05$) among non-entrepreneurs.

ANOVA Analysis was performed to specify the significance of difference in motivational persistence of non-entrepreneurs according to willingness to be an entrepreneur, results are summarized in Table 27.

Table 27. Evaluation of the Significance of Differences in Motivational Persistence Levels of Non-Entrepreneurs on the Basis of Willingness to be an Entrepreneur

	<i>Willingness to be an Entrepreneur</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>t</i>	<i>df</i>	<i>p</i>
Motivational Persistence	Willing to be an Entrepreneur	161	2.08	.46	5.989	239	.000
	Not Willing to be an Entrepreneur	80	1.69	.49			

Source: Author's own work

An Independent Samples T-Test was performed to compare the motivational persistence levels of non-entrepreneurs on the basis of willingness to be an entrepreneur. According to results considering willingness to be an entrepreneur as independent variable, it is found out that there is a significant difference encountered in motivational persistence ($t_{(239)} = 5.989, p < .001$) among non-entrepreneurs.

As predicted above; non-entrepreneurs who are willing to be an entrepreneur ($\bar{X} = 2.08 \pm SD = .46$) tend to have higher level of motivational persistence compared to entrepreneurs who are working for not willing to be an entrepreneur ($\bar{X} = 1.69 \pm SD = .49$).

ANOVA Analysis was performed to specify the significance of difference in motivational persistence of entrepreneurs according to working duration in total, results are summarized in Table 28.

Table 28. Evaluation of the Significance of Differences in Motivational Persistence Levels of Entrepreneurs on the Basis of Working Duration in Total

	<i>Working Duration in Total</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>	<i>Difference</i>
Motivational Persistence	1-3 Years	70	1.85	.44	9.969	3.294	.000	2,4>1
	4-6 Years	68	2.21	.38				
	7-10 Years	67	1.99	.49				
	Over 10 Years	93	2.14	.43				

Source: Author's own work

An ANOVA was performed to compare the motivational persistence levels of entrepreneurs on the basis of working duration in total. According to results considering working duration in total as independent variable, it is found out that there is a significant difference encountered in motivational persistence ($F_{(3,294)} = 9.969, p < .001$) among entrepreneurs.

As predicted above; entrepreneurs who are working for 1-3 years ($\bar{X} = 1.85 \pm SD = .44$) tend to have higher level of motivational persistence compared to entrepreneurs who are working for 4-6 years ($\bar{X} = 2.21 \pm SD = .38$).

ANOVA Analysis was performed to specify the significance of difference in motivational persistence of non-entrepreneurs according to working duration in total, results are summarized in Table 29.

Table 29. Evaluation of the Significance of Differences in Motivational Persistence Levels of Non-Entrepreneurs on the Basis of Working Duration in Total

	<i>Working Duration in Total</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>
Motivational Persistence	1-3 Years	87	1.94	.47	.004	3.237	1.000
	4-6 Years	31	1.95	.55			
	7-10 Years	26	1.95	.46			
	Over 10 Years	60	1.95	.58			
	Student	37	1.94	.49			

Source: Author's own work

An ANOVA was performed to compare the motivational persistence levels of non-entrepreneurs on the basis of working duration in total. According to results considering working duration in total as independent variable, it is found out that there is no significant difference encountered in motivational persistence ($F_{(3,237)} = .004, p > .05$) among non-entrepreneurs.

ANOVA Analysis was performed to specify the significance of difference in motivational persistence of entrepreneurs according to monthly average income, results are summarized in Table 30.

Table 30. Evaluation of the Significance of Differences in Motivational Persistence Levels of Entrepreneurs on the Basis of Monthly Average Income

	<i>Monthly Average Income</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>	<i>Difference</i>
Motivational Persistence	1501 TL-2500 TL	46	2.00	.43	5.590	4.293	.000	3>5
	2501 TL-3500 TL	65	2.13	.33				
	3501 TL-4500 TL	50	2.28	.52				
	4501 TL-5500 TL	33	1.98	.50				
	Over 5501 TL	104	1.95	.45				

Source: Author's own work

An ANOVA was performed to compare the motivational persistence levels of entrepreneurs on the basis of monthly average income. According to results considering monthly average income as independent variable, it is found out that there is a significant difference encountered in motivational persistence ($F_{(4,293)} = 5.590, p < .001$) among non-entrepreneurs.

As predicted above; entrepreneurs who have 1501 TL-2500 TL monthly average income ($\bar{X} = 2.00 \pm SD = .43$) tend to have higher level of motivational persistence compared to entrepreneurs who have 2501 TL-3500 TL monthly average income ($\bar{X} = 2.13 \pm SD = .33$).

ANOVA Analysis was performed to specify the significance of difference in motivational persistence of non-entrepreneurs according to monthly average income, results are summarized in Table 31.

Table 31. Evaluation of the Significance of Differences in Motivational Persistence Levels of Non-Entrepreneurs on the Basis of Monthly Average Income

	<i>Monthly Average Income</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>
Motivational Persistence	1501 TL-2500 TL	47	1.94	.51	1.356	4.236	.250
	2501 TL-3500 TL	41	2.11	.51			
	3501 TL-4500 TL	68	1.89	.49			
	4501 TL-5500 TL	44	1.94	.55			
	Over 5501 TL	41	1.89	.46			

Source: Author's own work

An ANOVA was performed to compare the motivational persistence levels of non-entrepreneurs on the basis of monthly average income. According to results considering monthly average income as independent variable, it is found out that there is no significant difference encountered in motivational persistence ($F_{(4,236)} = 1.356, p > .05$) among non-entrepreneurs.

ANOVA Analysis was performed to specify the significance of difference in motivational persistence of entrepreneurs according to entrepreneurial profiles, results are summarized in Table 32.

Table 32. Evaluation of the Significance of Differences in Motivational Persistence Levels of Entrepreneurs on the Basis of Motivational Persistence Levels

	<i>Entrepreneurship Profiles</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>	<i>Difference</i>
Motivational Persistence	Commercial	35	1.66	.60	25.533	4.293	.000	3>2>1
	Entrepreneurship	49	1.88	.38				
	Social Entrepreneurship	214	2.16	.40				
	Strategic Entrepreneurship							

Source: Author's own work

An ANOVA was performed to compare the motivational persistence levels of entrepreneurs on the basis of entrepreneurship profiles. According to results considering entrepreneurship profiles as independent variable, it is found out that there is a significant difference encountered in motivational persistence ($F_{(4,293)} = 25.533, p < .001$) among non-entrepreneurs.

As predicted above; entrepreneurs who show higher level of commercial entrepreneurship profile ($\bar{X} = 1.66 \pm SD = .60$) tend to have higher level of motivational persistence compared to entrepreneurs who show higher level of social entrepreneurship profile ($\bar{X} = 1.88 \pm SD = .38$).

ANOVA Analysis was performed to specify the significance of difference in motivational persistence of non-entrepreneurs according to entrepreneurial profiles, results are summarized in Table 33.

Table 33. Evaluation of the Significance of Differences in Motivational Persistence Levels of Non-Entrepreneurs on the Basis of Motivational Persistence Levels

	<i>Entrepreneurship Profiles</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>	<i>Difference</i>
Motivational Persistence	Commercial	41	1.73	.58	14.219	4.236	.000	3>1,2
	Entrepreneurship	69	1.79	.48				
	Social Entrepreneurship	131	2.10	.45				
	Strategic Entrepreneurship							

Source: Author's own work

An ANOVA was performed to compare the motivational persistence levels of non-entrepreneurs on the basis of entrepreneurship profiles. According to results considering entrepreneurship profiles as independent variable, it is found out that there is a significant difference encountered in motivational persistence ($F_{(4,236)} = 14.219, p < .001$) among non-entrepreneurs.

As predicted above; non-entrepreneurs who show higher level of strategic entrepreneurship profile ($\bar{X} = 2.10 \pm SD = .45$) tend to have higher level of motivational persistence compared to non-entrepreneurs who show higher level of commercial entrepreneurship profile ($\bar{X} = 1.73 \pm SD = .58$) and non-entrepreneurs who show higher level of social entrepreneurship profile ($\bar{X} = 1.79 \pm SD = .48$)

4.5. Examination of Tolerance to Uncertainty on the Basis of Demographic Variables

Independent Samples t Test Analysis was performed to specify the significance of difference in m tolerance to uncertainty of entrepreneurs according to gender, results are summarized in Table 34.

Table 34. Evaluation of the Significance of Differences in Tolerance to Uncertainty Levels of Entrepreneurs on the Basis of Gender

	<i>Gender</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>t</i>	<i>df</i>	<i>p</i>
Tolerance to Uncertainty	Female	90	1.80	.59	.090	296	.929
	Male	208	1.79	.68			

Source: Author's own work

An Independent Samples T-Test was performed to compare the tolerance to uncertainty levels of entrepreneurs on the basis of gender. According to results considering gender as independent variable, it is found out that there is no significant difference encountered in tolerance to uncertainty ($t_{(296)} = .090, p > .05$) among entrepreneurs.

Independent Samples t Test Analysis was performed to specify the significance of difference in m tolerance to uncertainty of non-entrepreneurs according to gender, results are summarized in Table 35.

Table 35. Evaluation of the Significance of Differences in Tolerance to Uncertainty Levels of Non-Entrepreneurs on the Basis of Gender

	<i>Gender</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>t</i>	<i>df</i>	<i>p</i>
Tolerance to Uncertainty	Female	97	1.60	.73	-2.054	239	.041
	Male	144	1.78	.63			

Source: Author's own work

An Independent Samples T-Test was performed to compare the tolerance to uncertainty levels of non-entrepreneurs on the basis of gender. According to results considering gender as independent variable, it is found out that there is a significant difference encountered in tolerance to uncertainty ($t_{(239)} = -2.054, p < .05$) among non-entrepreneurs.

As predicted above; non-entrepreneur males ($\bar{X} = 1.78 \pm SD = .63$) tend to have higher level of tolerance to uncertainty compared to non-entrepreneur females ($\bar{X} = 1.60 \pm SD = .73$).

ANOVA Analysis was performed to specify the significance of difference in m tolerance to uncertainty of entrepreneurs according to age results are summarized in Table 36.

Table 36. Evaluation of the Significance of Differences in Tolerance to Uncertainty Levels of Entrepreneurs on the Basis of Age

	<i>Age</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>	<i>Difference</i>
Tolerance to Uncertainty	18-24	22	1.79	.59	4.916	3.294	.002	3>4
	25-34	190	1.75	.69				
	35-44	60	2.05	.51				
	45-54	26	1.52	.58				

Source: Author's own work

An ANOVA was performed to compare the tolerance to uncertainty levels of entrepreneurs on the basis of age. According to results considering age as independent variable, it is found out that there is a significant difference encountered in tolerance to uncertainty ($F_{(3.294)} = 4.916, p < .01$) among entrepreneurs.

As predicted above; entrepreneurs who are 18-24 ages ($\bar{X} = 1.79 \pm SD = .59$) tend to have higher level of tolerance to uncertainty compared to entrepreneurs who are 25-34 ages ($\bar{X} = 1.75 \pm SD = .69$).

ANOVA Analysis was performed to specify the significance of difference in m tolerance to uncertainty of non-entrepreneurs according to age results are summarized in Table 36.

Table 37. Evaluation of the Significance of Differences in Tolerance to Uncertainty Levels of Non-Entrepreneurs on the Basis of Age

	<i>Age</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>
Tolerance to Uncertainty	18-24	45	1.79	.49	2.503	3.237	.060
	25-34	132	1.67	.73			
	35-44	54	1.80	.66			
	45-54	10	1.21	.56			

Source: Author's own work

An ANOVA was performed to compare the tolerance to uncertainty levels of non-entrepreneurs on the basis of age. According to results considering age as independent variable, it is found out that there is no significant difference encountered in tolerance to uncertainty ($F_{(3,237)} = 2.503, p > .05$) among non-entrepreneurs.

ANOVA Analysis was performed to specify the significance of difference in m tolerance to uncertainty of entrepreneurs according to education results are summarized in Table 38.

Table 38. Evaluation of the Significance of Differences in Tolerance to Uncertainty Levels of Entrepreneurs on the Basis of Education

	<i>Education</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>
Tolerance to Uncertainty	High School	50	1.72	.79	.555	2.295	.574
	Bachelor	179	1.82	.53			
	Master and PhD	69	1.78	.83			

Source: Author's own work

An ANOVA was performed to compare the tolerance to uncertainty levels of entrepreneurs on the basis of education. According to results considering education as independent variable, it is found out that there is no significant difference encountered in tolerance to uncertainty ($F_{(2,295)} = .555, p > .05$) among entrepreneurs.

ANOVA Analysis was performed to specify the significance of difference in m tolerance to uncertainty of non-entrepreneurs according to education results are summarized in Table 39.

Table 39. Evaluation of the Significance of Differences in Tolerance to Uncertainty Levels of Non-Entrepreneurs on the Basis of Education

	<i>Education</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>
Tolerance to Uncertainty	High School	40	1.82	.78	.752	2.238	.472
	Bachelor	125	1.69	.67			
	Master and PhD	76	1.66	.62			

Source: Author's own work

An ANOVA was performed to compare the tolerance to uncertainty levels of non-entrepreneurs on the basis of education. According to results considering education as independent variable, it is found out that there is no significant difference encountered in tolerance to uncertainty ($F_{(2,238)} = .752, p > .05$) among non-entrepreneurs.

Independent Samples t Test Analysis was performed to specify the significance of difference in tolerance to uncertainty of non-entrepreneurs according to willingness to be an entrepreneur results are summarized in Table 40.

Table 40. Evaluation of the Significance of Differences in Tolerance to Uncertainty Levels of Non-Entrepreneurs on the Basis of Willingness to be an Entrepreneur

	<i>Willingness to be an Entrepreneur</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>t</i>	<i>df</i>	<i>p</i>
Tolerance	to Willing to be an Entrepreneur	161	1.92	.59	7.868	239	.000
Uncertainty	Not Willing to be an Entrepreneur	80	1.27	.63			

Source: Author's own work

An Independent Samples T-Test was performed to compare the tolerance to uncertainty levels of non-entrepreneurs on the basis of willingness to be an entrepreneur. According to results considering willingness to be an entrepreneur as independent variable, it is found out that there is a significant difference encountered in tolerance to uncertainty ($t_{(239)} = 7.868, p < .001$) among non-entrepreneurs.

As predicted above; non-entrepreneurs who are willing to be an entrepreneur ($\bar{X} = 1.92 \pm SD = .59$) tend to have higher level of tolerance to uncertainty compared to entrepreneurs who are working for not willing to be an entrepreneur ($\bar{X} = 1.27 \pm SD = .63$).

ANOVA Analysis was performed to specify the significance of difference in m tolerance to uncertainty of entrepreneurs according to working duration in total, results are summarized in Table 41.

Table 41. Evaluation of the Significance of Differences in Tolerance to Uncertainty Levels of Entrepreneurs on the Basis of Working Duration in Total

	<i>Working Duration in Total</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>	<i>Difference</i>
Tolerance to Uncertainty	1-3 Years	70	1.78	.65	4.045	3.294	.008	2>3
	4-6 Years	68	1.98	.63				
	7-10 Years	67	1.60	.70				
	Over 10 Years	93	1.82	.61				

Source: Author's own work

An ANOVA was performed to compare the tolerance to uncertainty levels of entrepreneurs on the basis of working duration in total. According to results considering working duration in total as independent variable, it is found out that there is a significant difference encountered in tolerance to uncertainty ($F_{(3.294)} = 4.045, p < .01$) among entrepreneurs.

As predicted above; entrepreneurs who are working for 1-3 years ($\bar{X} = 1.78 \pm SD = .65$) tend to have higher level of tolerance to uncertainty compared to entrepreneurs who are working for 4-6 years ($\bar{X} = 1.98 \pm SD = .63$).

ANOVA Analysis was performed to specify the significance of difference in m tolerance to uncertainty of non-entrepreneurs according to working duration in total, results are summarized in Table 42.

Table 42. Evaluation of the Significance of Differences in Tolerance to Uncertainty Levels of Non-Entrepreneurs on the Basis of Working Duration in Total

		<i>Working Duration in Total</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>
Tolerance to Uncertainty		1-3 Years	87	1.73	.66	.399	3.237	.809
		4-6 Years	31	1.64	.73			
		7-10 Years	26	1.73	.68			
		Over 10 Years	60	1.64	.73			
		Student	37	1.79	.56			

Source: Author's own work

An ANOVA was performed to compare the tolerance to uncertainty levels of non-entrepreneurs on the basis of working duration in total. According to results considering working duration in total as independent variable, it is found out that there is no significant difference encountered in tolerance to uncertainty ($F_{(3,237)} = .399, p > .05$) among non-entrepreneurs.

ANOVA Analysis was performed to specify the significance of difference in m tolerance to uncertainty of entrepreneurs according to monthly average income, results are summarized in Table 43.

Table 43. Evaluation of the Significance of Differences in Tolerance to Uncertainty Levels of Entrepreneurs on the Basis of Monthly Average Income

		<i>Monthly Average Income</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>
Tolerance to Uncertainty		1501 TL-2500 TL	46	1.81	.62	.702	4.293	.591
		2501 TL-3500 TL	65	1.75	.54			
		3501 TL-4500 TL	50	1.87	.80			
		4501 TL-5500 TL	33	1.66	.70			
		Over 5501 TL	104	1.83	.65			

Source: Author's own work

An ANOVA was performed to compare the tolerance to uncertainty levels of entrepreneurs on the basis of monthly average income. According to results considering monthly average income as independent variable, it is found out that there is no significant difference encountered in tolerance to uncertainty ($F_{(4.293)} = .702, p > .05$) among non-entrepreneurs.

ANOVA Analysis was performed to specify the significance of difference in m tolerance to uncertainty of non-entrepreneurs according to monthly average income, results are summarized in Table 44.

Table 44. Evaluation of the Significance of Differences in Tolerance to Uncertainty Levels of Non-Entrepreneurs on the Basis of Monthly Average Income

	<i>Monthly Average Income</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>	<i>Difference</i>
Tolerance to Uncertainty	1501 TL-2500 TL	47	1.82	.61	2.752	4.236	.029	1,2>3,4,5
	2501 TL-3500 TL	41	1.94	.62				
	3501 TL-4500 TL	68	1.64	.74				
	4501 TL-5500 TL	44	1.64	.63				
	Over 5501 TL	41	1.51	.66				

Source: Author's own work

An ANOVA was performed to compare the tolerance to uncertainty levels of non-entrepreneurs on the basis of monthly average income. According to results considering monthly average income as independent variable, it is found out that there is a significant difference encountered in tolerance to uncertainty ($F_{(4.236)} = 2.752, p < .05$) among non-entrepreneurs.

As predicted above; non-entrepreneurs who have 1501 TL-2500 TL monthly average income ($\bar{X} = 1.82 \pm SD = .61$) tend to have higher level of tolerance to uncertainty compared to non-entrepreneurs who have 2501 TL-3500 TL monthly average income ($\bar{X} = 1.94 \pm SD = .62$).

ANOVA Analysis was performed to specify the significance of difference in m tolerance to uncertainty of entrepreneurs according to entrepreneurial profiles, results are summarized in Table 45.

Table 45. Evaluation of the Significance of Differences in Tolerance to Uncertainty Levels of Entrepreneurs on the Basis of Tolerance to Uncertainty Levels

	<i>Entrepreneurship Profiles</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>	<i>Difference</i>
Tolerance to Uncertainty	Commercial Entrepreneurship	35	1.31	.75	17.190	4.293	.000	3>2>1
	Social Entrepreneurship	49	1.60	.55				

Strategic Entrepreneurship	214	1.92	.62
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Source: Author's own work

An ANOVA was performed to compare the tolerance to uncertainty levels of entrepreneurs on the basis of entrepreneurship profiles. According to results considering entrepreneurship profiles as independent variable, it is found out that there is a significant difference encountered in tolerance to uncertainty ($F_{(4.293)} = 17.190, p < .001$) among non-entrepreneurs.

As predicted above; entrepreneurs who show higher level of commercial entrepreneurship profile ($\bar{X} = 1.31 \pm SD = .75$) tend to have higher level of tolerance to uncertainty compared to entrepreneurs who show higher level of social entrepreneurship profile ($\bar{X} = 1.60 \pm SD = .55$).

ANOVA Analysis was performed to specify the significance of difference in m tolerance to uncertainty of non-entrepreneurs according to entrepreneurial profiles, results are summarized in Table 46.

Table 46. Evaluation of the Significance of Differences in Tolerance to Uncertainty Levels of Non-Entrepreneurs on the Basis of Tolerance to Uncertainty Levels

	<i>Entrepreneurship Profiles</i>	<i>n</i>	\bar{X}	<i>SD</i>	<i>F</i>	<i>df</i>	<i>p</i>	<i>Difference</i>
Tolerance to Uncertainty	Commercial Entrepreneurship	41	1.60	.76	4.470	4.236	.012	3>1,2
	Social Entrepreneurship	69	1.54	.65				
	Strategic Entrepreneurship	131	1.82	.64				

Source: Author's own work

An ANOVA was performed to compare the tolerance to uncertainty levels of non-entrepreneurs on the basis of entrepreneurship profiles. According to results considering entrepreneurship profiles as independent variable, it is found out that there is a significant difference encountered in tolerance to uncertainty ($F_{(4.236)} = 4.470, p < .05$) among non-entrepreneurs.

As predicted above; non-entrepreneurs who show higher level of commercial entrepreneurship profile ($\bar{X} = 1.60 \pm SD = .76$) tend to have higher level of tolerance to uncertainty compared to non-entrepreneurs who show higher level of social entrepreneurship profile ($\bar{X} = 1.54 \pm SD = .65$).

Table 47. Summary of Hypotheses test results

	Hypotheses	Results
Hypothesis H1	There is a significant predictive effect of tolerance to uncertainty on entrepreneurial profiles.	Partially Accepted
Hypothesis H1a	There is a significant predictive effect of tolerance to uncertainty on commercial entrepreneurial profile.	Rejected
Hypothesis H2b	There is a significant predictive effect of tolerance to uncertainty on social entrepreneurial profile.	Accepted
Hypothesis H2c	There is a significant predictive effect of tolerance to uncertainty on strategic entrepreneurial profile.	Accepted
Hypothesis H2	There is a significant predictive effect of motivational persistence on entrepreneurial profiles.	Accepted
Hypothesis H2a	There is a significant predictive effect of motivational persistence on commercial entrepreneurial profile.	Accepted
Hypothesis H2b	There is a significant predictive effect of motivational persistence on social entrepreneurial profile.	Accepted
Hypothesis H2c	There is a significant predictive effect of motivational persistence on strategic entrepreneurial profile.	Accepted

Source: Author's own work

4.6. Discussions

In this thesis it is aimed to conclude an answer for research question “1. What is the dominant entrepreneurial profile in Turkey?”. An index was calculated by dividing the commercial entrepreneurship, social entrepreneurship and strategic entrepreneurship scores calculated according to the scale sub-dimensions by the number of questions represented. These index means were compared for each participant one by one. As a result of this comparison, it is assumed that individuals fit and exhibit more characteristics belonging to the entrepreneur profile in which they get the highest score more. According to the frequencies 72% of individuals (n = 214) show Strategic Entrepreneurship, 16% (n = 49) Social Entrepreneurship and 12% (n = 35) Commercial Entrepreneurship. In sum Strategic Entrepreneurship was found as the dominant entrepreneurial profile in Turkey.

According to the findings of the study, it is found out that there is no significant difference in the level of commercial entrepreneurship tendency of entrepreneurs based on age and education while there is a significant difference in the level of commercial entrepreneurship tendency of entrepreneurs based on gender, working duration in total and monthly average income.

According to the findings of the study, it is found out that there is no significant difference in the level of social entrepreneurship tendency of entrepreneurs based on gender and education while there is a significant difference in the level of social entrepreneurship tendency of entrepreneurs based on age, working duration in total and monthly average income.

According to the findings of the study, it is found out that there is no significant difference in the level of strategic entrepreneurship tendency of entrepreneurs based on gender and age while there is a significant difference in the level of strategic entrepreneurship tendency of entrepreneurs based on education, working duration in total and monthly average income.

According to the findings of the study, it is found out that there is no significant difference in the level of commercial entrepreneurship tendency of non-entrepreneurs based on age and education while there is a significant difference in the level of commercial entrepreneurship tendency of non-entrepreneurs based on gender, willingness to be an entrepreneur, working duration in total and monthly average income.

According to the findings of the study, it is found out that there is no significant difference in the level of social entrepreneurship tendency of non-entrepreneurs based on gender, age and monthly average income while there is a significant difference in the level of social entrepreneurship

tendency of non-, entrepreneurs based on education, willingness to be an entrepreneur and working duration in total.

According to the findings of the study, it is found out that there is no significant difference in the level of strategic entrepreneurship tendency of non-entrepreneurs based on gender, age and monthly average income while there is a significant difference in the level of strategic entrepreneurship tendency of non-entrepreneurs based on education, willingness to be an entrepreneur and working duration in total.

According to the result entrepreneur males tend to have higher level of commercial entrepreneurship profile traits compared to entrepreneur females while non-entrepreneur males tend to have higher level of commercial entrepreneurship profile traits compared to non-entrepreneur females.

According to the result entrepreneurs who are 18-24 ages tend to have higher level of social entrepreneurship profile traits compared to entrepreneurs who are 25-34 ages.

According to the result entrepreneurs who are high school graduated tend to have higher level of strategic entrepreneurship profile traits compared to entrepreneurs who are bachelor graduated while non-entrepreneurs who are high school graduated tend to have higher level of social entrepreneurship profile traits compared to non-entrepreneurs who are bachelor graduated. In addition, non-entrepreneurs who are high school graduated tend to have higher level of strategic entrepreneurship profile traits compared to non-entrepreneurs who are bachelor graduated.

According to the result non-entrepreneurs who are willing to be an entrepreneur tend to have higher level of commercial entrepreneurship profile traits compared to non-entrepreneurs who are not willing to be an entrepreneur. Also, non-entrepreneurs who are willing to be an entrepreneur tend to have higher level of social entrepreneurship profile traits compared to non-entrepreneurs who are not willing to be an entrepreneur. In addition, non-entrepreneurs who are willing to be an entrepreneur tend to have higher level of strategic entrepreneurship profile traits compared to non-entrepreneurs who are not willing to be an entrepreneur.

According to the result entrepreneurs who are working for 1-3 years tend to have higher level of commercial entrepreneurship profile traits compared to entrepreneurs who are working for 4-6 years. Also, entrepreneurs who are working for 1-3 years tend to have higher level of social entrepreneurship profile traits compared to entrepreneurs who are working for 4-6 years. In addition, entrepreneurs who are working for 1-3 years tend to have higher level of strategic

entrepreneurship profile traits compared to entrepreneurs who are working for 4-6 years. While non-entrepreneurs who are working for 1-3 years tend to have higher level of commercial entrepreneurship profile traits compared to non-entrepreneurs who are working for 4-6 years. Also non-entrepreneurs who are working for 1-3 years tend to have higher level of social entrepreneurship profile traits compared to non-entrepreneurs who are working for 4-6 years. In addition non-entrepreneurs who are working for 1-3 years tend to have higher level of strategic entrepreneurship profile traits compared to non-entrepreneurs who are working for 4-6 years.

According to the result entrepreneurs who have 1501 TL-2500 TL monthly average income tend to have higher level of commercial entrepreneurship profile traits compared to entrepreneurs who have 2501 TL-3500 TL monthly average income. Also entrepreneurs who have 1502 TL-2500 TL monthly average income tend to have higher level of social entrepreneurship profile traits compared to entrepreneurs who have 2502 TL-3500 TL monthly average income. In addition entrepreneurs who have 1503 TL-2500 TL monthly average income tend to have higher level of strategic entrepreneurship profile traits compared to entrepreneurs who have 2503 TL-3500 TL monthly average income. While non-entrepreneurs who have 1501 TL-2500 TL monthly average income tend to have higher level of commercial entrepreneurship profile traits compared to non-entrepreneurs who have 2501 TL-3500 TL monthly average income.

According to the findings of the study, it is found out that there is no significant difference in the level of tolerance to uncertainty of entrepreneurs based on gender, education and monthly average income while there is a significant difference in the level of tolerance to uncertainty of entrepreneurs based on age, working duration in total and entrepreneurial profiles.

According to the findings of the study, it is found out that there is no significant difference in the level of tolerance to uncertainty of non-entrepreneurs based on age, education and working duration in total while there is a significant difference in the level of tolerance to uncertainty of non-entrepreneurs based on gender, willingness to be an entrepreneur, monthly average income and entrepreneurial profiles.

According to the result non-entrepreneur males tend to have higher level of tolerance to uncertainty compared to non-entrepreneur females. In a similar line with this study, in the conducted by İřcan and Kaygın (2011) in Turkey among university students, it is found out that male university students tend to have higher level of tolerance to uncertainty compared to female university students. In a different line with this study, in the conducted by Tanođlu (2008) in Turkey among university students, it is found out that there is no significant difference in the level of tolerance to

uncertainty based on gender. In a different line with this study, in the conducted by Yüceol (2018) in Turkey among university students, it is found out that there is no significant difference in the level of tolerance to uncertainty based on gender. In a different line with this study, in the conducted by Avşar (2007) in Turkey among university students, it is found out that there is no significant difference in the level of tolerance to uncertainty based on gender. In a different line with this study, in the conducted by Aydın (2020) in Turkey among university students, it is found out that there is no significant difference in the level of tolerance to uncertainty based on gender.

According to the findings of the study, it is found out that there is no significant difference in the level of tolerance to uncertainty of non-entrepreneurs based on age. In a similar line with this study, in the conducted by İşcan and Kaygın (2011) in Turkey among university students, it is found out that there is no significant difference in the level of tolerance to uncertainty based on age. In a similar line with this study, in the conducted by Korkmaz (2012) in Turkey among university students, it is found out that there is no significant difference in the level of tolerance to uncertainty based on age. In a similar line with this study, in the conducted by Yüceol (2018) in Turkey among university students, it is found out that there is no significant difference in the level of tolerance to uncertainty based on age. In a similar line with this study, in the conducted by Aydın (2020) in Turkey among university students, it is found out that there is no significant difference in the level of tolerance to uncertainty based on age.

According to the result entrepreneurs who are 18-24 ages tend to have higher level of tolerance to uncertainty compared to entrepreneurs who are 25-34 ages.

According to the result non-entrepreneurs who are willing to be an entrepreneur tend to have higher level of tolerance to uncertainty compared to non-entrepreneurs who are working for not willing to be an entrepreneur. In a similar line with this study, in the conducted by İşcan and Kaygın (2011) in Turkey among university students, it is found out that university students had an entrepreneurship experience tend to have higher level of tolerance to uncertainty compared to university students who haven't. In a different line with this study, in the conducted by Dündar (2007) in Turkey among university students, it is found out that there is no significant difference in the level of tolerance to uncertainty based on willingness to be an entrepreneur. In a different line with this study, in the conducted by Aydın (2020) in Turkey among university students, it is found out that there is no significant difference in the level of tolerance to uncertainty based on willingness to be an entrepreneur.

According to the result entrepreneurs who are working for 1-3 years tend to have higher level of tolerance to uncertainty compared to entrepreneurs who are working for 4-6 years.

According to the findings of the study, it is found out that there is no significant difference in the level of tolerance to uncertainty of non-entrepreneurs based on education. In a similar line with this study, in the conducted by Yüceol (2018) in Turkey among university students, it is found out that there is no significant difference in the level of tolerance to uncertainty based on education level.

According to the findings of the study, it is found out that there is no significant difference in the level of tolerance to uncertainty of non-entrepreneurs based on working experience. In a similar line with this study, in the conducted by Yüceol (2018) in Turkey among university students, it is found out that there is no significant difference in the level of tolerance to uncertainty based on working experience.

According to the result non-entrepreneurs who have 1501 TL-2500 TL monthly average income tend to have higher level of tolerance to uncertainty compared to non-entrepreneurs who have 2501 TL-3500 TL monthly average income. In a different line with this study, in the conducted by Yüceol (2018) in Turkey among university students, it is found out that there is no significant difference in the level of tolerance to uncertainty based on monthly income. In a different line with this study, in the conducted by Avşar (2007) in Turkey among university students, it is found out that there is no significant difference in the level of tolerance to uncertainty based on monthly income. In a different line with this study, in the conducted by Aydın (2020) in Turkey among university students, it is found out that there is no significant difference in the level of tolerance to uncertainty based on monthly income.

According to the result entrepreneurs who show higher level of commercial entrepreneurship profile tend to have higher level of tolerance to uncertainty compared to entrepreneurs who show higher level of social entrepreneurship profile while non-entrepreneurs who show higher level of commercial entrepreneurship profile tend to have higher level of tolerance to uncertainty compared to non-entrepreneurs who show higher level of social entrepreneurship profile.

According to the findings of the study, it is found out that there is no significant difference in the level of motivational persistence of entrepreneurs based on gender, age, education and monthly average income while there is a significant difference in the level of tolerance to uncertainty of entrepreneurs based on working duration in total, monthly average income and entrepreneurial profiles.

According to the findings of the study, it is found out that there is no significant difference in the level of tolerance to uncertainty of non-entrepreneurs based on gender, age, education, working duration in total and monthly average income while there is a significant difference in the level of tolerance to uncertainty of non-entrepreneurs based on willingness to be an entrepreneur and entrepreneurial profiles.

According to the result non-entrepreneur males tend to have higher level of motivational persistence compared to non-entrepreneur females.

According to the result non-entrepreneurs who are willing to be an entrepreneur tend to have higher level of motivational persistence compared to entrepreneurs who are working for not willing to be an entrepreneur.

According to the result entrepreneurs who are working for 1-3 years tend to have higher level of motivational persistence compared to entrepreneurs who are working for 4-6 years.

According to the result entrepreneurs who have 1501 TL-2500 TL monthly average income tend to have higher level of motivational persistence compared to entrepreneurs who have 2501 TL-3500 TL monthly average income.

According to the result entrepreneurs who show higher level of commercial entrepreneurship profile tend to have higher level of motivational persistence compared to entrepreneurs who show higher level of social entrepreneurship profile while non-entrepreneurs who show higher level of strategic entrepreneurship profile tend to have higher level of motivational persistence compared to non-entrepreneurs who show higher level of commercial entrepreneurship profile and non-entrepreneurs who show higher level of social entrepreneurship profile.

4.7. New Scientific Results

Based on the research data, results, and discussion, this study provides the new scientific results. These results can be used as a framework for future studies and to develop the research based on used analytical approach and additional constructs in the model.

1. It was determined that Commercial Entrepreneurship profile was not predicted by tolerance to uncertainty, but Social Entrepreneurship and Strategic Entrepreneurship were predicted by both motivational persistence and tolerance to uncertainty.

2. It was determined that the model, in which the Strategic Entrepreneur profile was predicted by motivational determination and tolerance to uncertainty, which are important features that entrepreneurs should have, has the dominant value. This explains why the higher number of individuals showing Strategic Entrepreneurial profile feature among entrepreneurs in Turkey.

3. It was determined that the items in the factors were distributed in accordance with the constructed version of the scale as "F1: Commercial Entrepreneurship", "F2: Social Entrepreneurship" and "F3: Strategic Entrepreneurship", these groups of questions suitable for defining categories of entrepreneurs, which can be applied more widely in the future for this type of investigation.

5. CONCLUSION AND RECOMMENDATION

For the purpose of research, monitoring and information obtained that way for the development of the scale is as follows: in this stage, it consists of three steps that are preparation, data collection, creation and evaluation of structure. In the preliminary preparation stage, a comprehensive literature review on the subject was made first and the characteristics of entrepreneurship profiles were revealed. Then, the expressions used in similar studies were examined. Finally, the answers obtained by interviewing individuals who have been in the entrepreneurship field for a long time are categorized. With featured and frequent answers, the properties that emerged as a result of the literature review have been converted into scale expressions. 10 items were created for each profile. In addition to the data collection phase, Tolerance Scale of Uncertainty and Scale of Entrepreneurship Determination scales, whose validity and reliability have been demonstrated in previous academic studies, have been added to the questionnaire form. Scale items were formatted with 4 answers between 0 and 3 (0: Never Describe Me, 1: Describes Me Somewhat, 2: Describes Me Quite, 3: Describes Me Completely). The data were collected by transmitting them to individuals via online form. Classification techniques such as Exploratory Factor Analysis, Confirmatory Factor Analysis and Reliability Analysis applied to the data within the framework of scale development tradition during the building phase. As a result of the exploratory factor analysis, "Item 1: I want to be the boss of my own business", "Item 4: I want to set the rules in the business environment, determine my working hours myself, take myself determined", "Item 20: Education is a continuous need for success in entrepreneurship." and "Item 30: I try to improve the weaknesses of the services offered in the current market and try to take advantage" were excluded from the scale because the communality rate of the items was lower than .300 (Kalaycı, 2016). Subsequently, Principal Component Analysis was applied to the items whose common factor variance ratio was at the expected level and varimax rotation was followed. The 3 factors that emerged as a result of this were completely dispersed in accordance with the structure determined in the first stage. The explained total variance of the scale was determined as 51.6%. Karagöz (2016) highlighted that it is important for a scale to have this ratio above 40%. It was determined that the items in the factors were distributed in accordance with the constructed version of the scale as "F1: Commercial Entrepreneurship", "F2: Social Entrepreneurship" and "F3: Strategic Entrepreneurship", respectively. In this context, the names of the scale dimensions were named as F1: Commercial Entrepreneurship, "F2: Social Entrepreneurship" and "F3: Strategic Entrepreneurship", respectively. The goodness of fit of the obtained factors was tested by Confirmatory Factor Analysis and it was determined that the value of " χ^2 (df)." showed good fit. Finally, Cronbach Alpha values are Multidimensional Entrepreneurial Profiles Scale .90,

Commercial Entrepreneurship .74, Social Entrepreneurship .90 and Strategic Entrepreneurship .90. The scale consists of 26 six items in total (8 items commercial entrepreneurship, 9 items social entrepreneurship and 9 items strategic entrepreneurship). Scores in the sub-dimensions of the scale are calculated by summing the value represented by the answer given to each item. There is no item in the scale that needs to be reversed. Increase of the score of the dimensions, means that the characteristics suitable for the said entrepreneurship profile are seen at a higher rate in the individual. In the evaluation phase, the interaction of the calculated variables with demographic variables was examined. Besides, the validity of the proposed model has been tested. It is observed that 72% (n = 214) of the individuals show Strategic Entrepreneurship, 16% (n = 49) Social Entrepreneurship and 12% (n = 35) Commercial Entrepreneurship feature more dominantly. This result is a significant finding for the entrepreneurship literature in Turkey. In this context, it is recommended to investigate the strategic entrepreneurship phenomenon in future studies and to test the validity of the scale in the sample of different countries. Securing and increasing income has been shown among the important motivating factors for entrepreneurship, by researchers (Parker, 2004; Schumpeter, 1952; Wagner & Ziltener, 2008). In the study, it was determined that individuals with low-income levels have a higher profile of commercial entrepreneurship, social entrepreneurship and strategic entrepreneurship. As can be seen, the purpose of making financial profit is common for all three entrepreneur profiles. This finding supports the argument made in the research conducted by Arican Kaygusuz (2018) that commercial entrepreneurs and social entrepreneurs have a common motivation for economic benefit and financial profit.

5.1. Recommendations

1. As a future study recommendation, the Multidimensional Entrepreneurial Profiles Scale in this thesis was developed in the sample entrepreneurs in Turkey. In future studies, the validity of the scale should be evaluated in different countries.
2. It has been observed that there are few empirical studies in the literature on Strategic and Commercial Entrepreneurship. The scale developed in this thesis can be used to collect information in these areas in future studies.
3. In the study it was observed that the Strategic Entrepreneurship features commonly seen in entrepreneurs in Turkey. It is important to investigate the frequency of the mentioned entrepreneurship profile in different cultures.
4. In future studies, it is recommended to conduct an intercultural comparative study by collecting data with adaptations of the scale in this thesis in different cultures.

5.2. Limitations and future research directions

As every study or research is bound to have some limitations, so this study also realized some limitations. For instance, the study sample might not be a best representative of the total population of the country under study as Turkey is a big country. So, future studies can be conducted by taking into consideration by 7 regions of Turkey (Aegean Region, Black Sea Region, Central Anatolia Region, Eastern Anatolia Region, Marmara Region, Mediterranean Region, Southeastern Anatolia Region). In addition, a comparative study could be conducted for instance, between Turkey and European countries. Due to lack of resources and time, and restrictions faced by the researcher because of covid-19 pandemic, this study could not involve comparative study between the countries.

6. SUMMARY

In this thesis, it is aimed to examine the effect of motivational persistence and tolerance to uncertainty on the entrepreneurial profiles of active entrepreneurs in Turkey. The purpose of the study as it is found necessary according to the literature, it is aimed to develop a valid and reliable scale to measure entrepreneurial profiles. In the second priority it is aimed to compare the entrepreneurial tendencies, level of motivational persistence and level of tolerance to uncertainty between entrepreneurs and non-entrepreneurs. For this purpose, the relevant literature review was conducted and a scale with 30-items in the items pool was formed. Participants of the research constitute a total of 298 Turkish entrepreneurs and 252 non-entrepreneurs. Exploratory factor analysis, Confirmatory factor analysis and Reliability analysis are used to examine the structure of the scale. Through, exploratory factor analysis, a construct with 26 items and 3 factors, named as “Commercial Entrepreneurs”, “Social Entrepreneurs” and “Strategic Entrepreneurs” was achieved according to scopes. In data analysis part Independent Sample T Test, ANOVA, Pearson Correlation Analysis and Hierarchical Linear Regression Analysis are used to test the hypotheses of the study. It is revealed that the Commercial Entrepreneurship profile was not predicted by uncertainty tolerance, however, it has been determined that Social Entrepreneurship and Strategic Entrepreneurship profile is predicted by both motivational persistence and tolerance to uncertainty. In addition, it has been determined that the most, individuals show the characteristics of Strategic Entrepreneurship (n = 214), Social Entrepreneurship (n = 49) and Commercial Entrepreneurship (n = 35) the most, respectively. The study found that low-income individuals have a higher profile of commercial entrepreneurship, social entrepreneurship, and strategic entrepreneurship. As can be seen, the purpose of achieving financial gain is common to all three entrepreneur profiles at the same time strategic entrepreneurship is the dominant entrepreneurial profile in Turkey.

Keywords: Social Entrepreneurship, Commercial Entrepreneurs, Strategic Entrepreneurs, Tolerance to Uncertainty, Motivational Persistence

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Appendix 1. Draft Form of the Multidimensional Entrepreneurial Profiles Scale

Please mark how appropriate the following statements are for you, considering what you want to do in business life.

	Definitely Disagree (0)	Disagree (1)	Agree (2)	Definitely Agree (3)
1. I want to be my own boss				
2. It is important to me that the work I do gives me prestige.				
3. I expand my social circle by becoming a member of associations and organizations to support me in business life.				
4. I want to set the rules myself in the business environment, to determine my working hours, to be determined by myself.				
5. Being educated is not essential for success in business.				
I would like to draw all the praise for my initiative.				
7. I prefer to have educated and skilled coworkers in my near me in my business life.				
8. I can't start a business even if I have a good idea, skills and determination unless I have the capital				
9. Profitability is more important to me than producing a solution to a social problem.				
10. I prefer a enterprise that I believe will make a profit, even if the risk is high, to a safe but low-return business				
11. Creating solutions to social problems is more important to me than making money.				
12. With my initiative, I strive to develop projects that support non-governmental organizations and associations.				
13. In business life, at the point where the interests of society and my own interests conflict, I can give up my own interests.				
14. When making a decision, I always take the opinions of my teammates and those who will be affected by this decision.				
15. My aim in my enterprise is to be beneficial to the society while making a profit.				
16. Empowering and involving employees in decisions will lead to creative ideas				
17. Benefiting society and disadvantaged groups in my venture makes me feel successful				
18. I attach importance to providing innovative products and services for society and the environment.				
19. I struggle to implement ideas that I believe will improve the well-being of society.				

20. Education is a constant need for success in entrepreneurship.				
21. Seeing opportunities and being able to evaluate them is the most important rule of success in entrepreneurship.				
22. Innovative and creative ideas are indispensable for success in the enterprise.				
23. I support my colleagues to develop creative and innovative ideas				
24. I want the people I will work with to be creative, inquisitive and talented.				
25. I focus on making the right moves at the right time, without taking a big risk to make a profit in my business life.				
26. An enterprise with a good and correct strategy, even with low capital, provides high profit and success.				
27. I closely follow the innovations and changes in the market in order to gain a competitive advantage.				
28. I can develop successful projects inspired by changes in society and laws.				
29. Even if it takes time to get results, I implement a project that I foresee will be successful.				
30. I try to turn the weaknesses of the services offered in the current market into an advantage by improving them.				

Appendix 2. Final Form of the Multidimensional Entrepreneurial Profiles Scale

Considering what you want to do in business life, please mark how appropriate the following statements are for you.

	Definitely Disagree (0)	Disagree (1)	Agree (2)	Definitely Agree (3)
1. It is important to me that the work I do gives me prestige.				
2. I expand my social circle by becoming a member of associations and organizations to support me in business life.				
3. Being educated is not essential for success in business.				
4. I would like to draw all the praise for my initiative.				
5. I prefer educated and skilled colleagues in my business life				
6. Unless I have capital, I cannot start a business even if I have a good idea, skill and determination.				
7. It is more important to me that my enterprise is profitable than producing a solution to a social problem.				
8. Unless I have capital, I cannot start a business even if I have a good idea, skill and determination.				
9. Creating solutions to social problems is more important to me than earning.				

10. With my initiative, I strive to develop projects that support non-governmental organizations and associations.				
11. In my business life, at the point where the interests of society and my own interests conflict, I can give up my own interests.				
12. When making a decision, I always take the opinions of my teammates and those who will be affected by this decision.				
13. My aim in my enterprise is to be beneficial to the society while making a profit.				
14. Empowering employees and involving them in decisions will enable creative ideas to emerge				
15. In my enterprise, benefiting society makes me feel successful				
16. I care about providing innovative products and services for society and the environment.				
17. I struggle to implement the ideas that I believe will increase the welfare of the society.				
18. Seeing opportunities and being able to evaluate them is the most important rule of success in entrepreneurship.				
19. Innovative and creative ideas are indispensable for success in the enterprise.				
20. I support my colleagues in developing creative and innovative ideas				
21. I prefer creative, inquisitive and talented persons to work with.				
22. I focus on making the right moves at the right time, without taking a big risk to make a profit in business life.				
23. An enterprise with a good and correct strategy, even with low capital, provides high profit and success.				
24. I closely follow the innovations and changes in the market in order to gain a competitive advantage.				
25. I can develop successful projects inspired by changes in society and laws.				
26. Even if it takes time to get results, I implement a project that I foresee will be successful.				

Appendix 3. Final Form of the Tolerance to Uncertainty Scale

Considering your personality, mark how much the following statements describe you.

	Definitely Disagree (0)	Disagree (1)	Agree (2)	Definitely Agree(3)
1. Thanks to my intelligence and capacity, I can cope with the difficulties I encounter.				

2. I doubt that I can cope with new and unconventional situations				
3. I always believe that there are better methods than the existing ones				
4. If I do something, my target is always the best.				
5. I find it difficult to come up with new, interesting, or even crazy ideas				
6. I'd rather do something myself than wait or watch something happen.				
7. Although I am talented, ambitious and hardworking, I cannot start a business unless I have money.				
8. I like to make decisions and lead when there is uncertainty.				
9. I find it difficult to defend my own opinion against the majority opinion				

Appendix 4. Final Form of the Motivational Persistence Scale

Considering your personality, mark how much the following statements describe you.

	Definitely Disagree (0)	Disagree (1)	Agree (2)	Definitely Agree(3)
1. I often come up with new ideas on old problems or projects.				
2. I maintain my motivation even in activities for months.				
3. I have enough strength to focus on daily tasks.				
4. From time to time, I think of various ways to take advantage of opportunities that I have given up.				
5. Long-term goals motivate me to overcome everyday challenges.				
6. Once I decide to do something, like a bulldog, I don't give up until I reach my goal.				
7. I think about goals that I had to give up, even though they no longer matter.				
8. I seriously follow the success of my important projects.				
9. Even if the job is very difficult, I continue to pursue the work that others have given up.				
10. I often think of jobs I've given up working on before.				
11. I spend time and effort on ideas and projects that require years of work and patience.				
12. The harder the task, the more determined I will be to finish it.				
13. I wouldn't consider leaving an important project just because others wanted it.				

