

POSTGRADUATE SEMINAR SERIES

Research Findings Seminar

Topic Title : **Two Essays on Hybrid Entrepreneurs' Wage Work and Entrepreneurial Work Outcomes**

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Abstract : In this dissertation, I examine the effects of venturing activities on hybrid entrepreneurs' wage work and venture work outcomes through the development of two inter-related empirical essays. In essay 1, I examine how different levels and congruence of hybrid entrepreneurs' wage work and entrepreneurial identities influence their effort and subsequent performance in both wage work and entrepreneurial work roles. Specifically, I examine how wage work and entrepreneurial work effort are affected when one identity is higher than the other as well as how they are affected when both wage work and entrepreneurial identities are high versus when they are low. How these congruence and incongruence are conveyed to wage work and entrepreneurial performance through work effort were also investigated. To do this, I draw on the role identity theory and utilized polynomial regression and response surface methodology. Using a multi-wave and a multi-source data, I found that when wage work identity is higher than entrepreneurial identity, wage work effort is high and when entrepreneurial identity is higher than wage work identity, entrepreneurial effort is high. Moreover, the results also show that effort on both roles is better when both identities are low than when they are high. Further, wage work and entrepreneurial work effort served as explanatory mechanisms and carried the (in)congruence effects to wage work and entrepreneurial performance. In essay 2, I shift my attention to how hybrid entrepreneurs' involvement in venture activities facilitate or harm their social exchange relationships with team members at wage work and how such exchanges affect their venture and wage work outcomes. I take a crossover perspective and distinguish between two experiences that hybrid entrepreneurs can transfer from their venture to their wage work team members. Specifically, I differentiate between when hybrid entrepreneurs' involvement in venture activities enrich versus when they conflict with teamwork. I draw on social exchange and relational identity theories and examine how such enrichment or conflict affect the quality of exchange relations between the team members and the focal hybrid entrepreneurs. I further examine how these exchange relations affect hybrid entrepreneurs wage work, entrepreneurial work, and identity outcomes. Using data collected from four sources over five waves, I found that hybrid entrepreneurs who transfer enriching venturing experiences received higher psychosocial support and less social undermining from team members. However, those who transfer conflicting venturing experiences received higher social undermining and less psychosocial support. I also found that psychosocial support positively impacted hybrid entrepreneurs' wage work, entrepreneurial work, and identity outcomes. In contrast, social undermining had negative consequences on their wage work, entrepreneurial work, and identity outcomes. Together, these two essays shed light on the double-edged effect of the dual-work context of hybrid entrepreneurs on venturing and wage work roles. By highlighting the pivotal roles played by role identity and resource transfers, the results provide evidence that although being a hybrid entrepreneur has its merits, there are also some associated demerits that must be noted.

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Time : **10:00 – 11:30**

Venue : **SEK210 & Zoom** 

Please join Zoom Meeting, <https://lingnan.zoom.us/j/4585377093>

Language : **English**



*** All are Welcome ***