REPUBLIC OF TURKEY
ISTANBUL GELISIM UNIVERSITY
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Department of Business Administration

THE EFFECT OF CULTURAL ADAPTATION OF REFUGEES ON THEIR ENTREPRENEURSHIP INTENTIONS

Master Thesis

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Supervisor

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DECLARATION

I hereby declare that in the preparation of this thesis, scientific ethical rules have been followed, the works of other persons have been referenced in accordance with the scientific norms if used, there is no falsification in the used data, any part of the thesis has not been submitted to this university or any other university as another thesis.

Alyah Jasim Mohammed AL-ABBASI

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The thesis study of Alyah Jasim Mohammed AL-ABBASI titled as "The effect of cultural adaptation of refugees on their entrepreneurship intentions" has been accepted as MASTER THESIS in the department of Business Adminstration by out jury.

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SUMMARY

The goal of this thesis was to investigate the effect of cultural adaptation of refugees on their entrepreneurship intentions in turkey to study this effect three dimensions of the cultural adaptation (general adjustment , work adjustment and interaction adjustment) have been taken as an independent variables and also three dimension from the entrepreneur intention (nascent entrepreneurship ,commitment and choice) have been taken as an dependent variables.to study the relation between these factors the questionnaire has been chosen as a toll to gather data. The convenient sampling method was employed, and the questionaries were delivered both in electronic form and paper. A total of 145 questionnaires were filled out and submitted. 28 incomplete questionnaires were excluded from the analyses The Partial Least Squares Structural Equation Modeling (PLS-SEM) and path analysis were being used to configure out the hypotheses in this study . The results showed that general adjustment affects the Choice to become an entrepreneur positively and significantly and the work Adjustment affects commitment to entrepreneurship positively and significantly.

Key Words: Cultural adaptation, entrepreneurship intentions, refugees, interaction adjustment, and general adjustment.

ÖZET

Bu tezin amacı, mültecilerin kültürel adaptasyonunun türkiye'deki girişimcilik niyetleri üzerindeki etkisini araştırmak, bu etkiyi incelemek için kültürel adaptasyonun üç boyutu (genel uyum, işe uyum ve etkileşim uyumu) bağımsız değişkenler olarak alınmış ve ayrıca girişimci niyetinden üç boyut (yeni oluşmaya başlayan girişimcilik, bağlılık ve seçim) bağımlı değişkenler olarak alınmıştır.

Bu faktörler arasındaki ilişkiyi incelemek için anket, veri toplamak için bir geçiş ücreti olarak seçilmiştir. Uygun örnekleme yöntemi kullanılmış ve anketler hem elektronik ortamda hem de kağıt ortamında teslim edilmiştir. Toplam 145 anket doldurulmuş ve gönderilmiştir. 28 tanesi bilgi eksikliği nedeniyle çıkarılmıştır.

Bu çalışmada hipotezleri yapılandırmak için Kısmi En Küçük Kareler Yapısal Eşitlik Modellemesi (PLS-SEM) ve yol analizi kullanılmıştır. Sonuçlar, genel uyumun girişimci olma Seçimini olumlu ve anlamlı bir şekilde etkilediğini ve İş Uyumunun girişimciliğe bağlılığı olumlu ve anlamlı bir şekilde etkilediğini göstermiştir.

Anahtar Kelimeler : Kültürel uyum, girişimcilik niyetleri, mülteciler, etkileşim uyumu ve genel uyum.

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INTRODUCTION

The world is confronted with one of the most pressing issues in contemporary history: worldwide forced relocation. Globally, roughly 85.5 million people would have been forcefully displaced by the end of 2021. According to the UNHCR (2022), the vast majority of refugees and asylum seekers come from emerging countries, with Syria (6.6 million), Venezuela (3.7 million), Afghanistan (2.7 million), South Sudan (2.2 million), and Myanmar (1.1 million) accounting for more than two-thirds (68%) of all global refugees. The influx of migrants offers a significant challenge to politicians in other nations, who are under growing pressure to help newcomers integrate into society. In recent years, academics have focused on refugees' business potential (Bizri 2017; Shepherd et al. 2020). Scholars have looked into social capital (Mboko 2020; Yassine et al. 2019), advancements generated by refugees (Betts and Bloom 2015), entrepreneurial intention (Alexandre et al. 2019), barriers that refugees face in their host nation (Alrawadieh et al. 2018), support programs for refugee business owners (Meister and Mauer 2019), entrepreneurship for and by refugees (Freudenberg and Halberstadt 2018), and phycological entrepreneurship for and by (Shepherd et al. 2020The Turkish government has had an open-door policy and supported a friendly and open and accepting attitude towards refugees, particularly from Syria and other Arab countries, since the early stages of the war in Syria and other countries, emphasizing religious unity, togetherness, and a shared Ottoman identity , but only Syrian citizens, stateless persons and refugees from Syria, who came to Turkey since 28 April 2011 due to the events in Syria, are covered by the Turkish government under temporary protectionn,Because their legal status to reside in the host nation is established by governmental agencies that represent the vast

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majority groups, refugees a particularly susceptible to negative attitudes of the majority groups. In other words, the host community's perceived expectations and views might influence immigrants' readiness to embrace the host culture and engage in the host society, either favorably or adversely. Negative rhetoric about immigrants, prejudice, and discrimination, on the other hand, has been proven to influence their acculturation techniques and negatively impact their acculturation outcomes (Saracoglu & Belanger, 2019).

While various research, such as the one stated above, have uncovered many elements of the phenomena of refugee entrepreneurship, the literature has a major flaw: conclusions are very context-specific and so fragmented (Heilbrunn, 2019) The problems that refugees encounter in the host country vary greatly based on a number of aspects, including the refugees' personal and social capital, their newness and unfamiliarity with the host nation, and institutional discrepancies between the home and host countries. As a result, the current state of study necessitates a new way to comprehending the core construct that enables academics to explore the variety of refugee entrepreneurship in terms of cultural adaption impacts.

With the number of individuals displaced due to violence on the rise, refugee adaptation is crucial and now the focus of significant academic study Policy, particularly economic policy, plays a role in refugee movements at all levels: worldwide, national, regional, and local. There is no agreement on what policies are most successful or what should be done worldwide to best assist refugees in starting their own enterprises, and statistics on refugees is scarce. Many intriguing instances of refugee flows and state responses exist, with a broad range of outcomes and complicated historical origins. The study of migrants' cultural adaption is not new in academia, but the extent and depth of investigation is expanding. Although cultural elements have been studied in sociology and political science, there is no agreed-

upon collection of characteristics that are known to impact refugee entrepreneurial goals in specific ways. The way a country responds to refugees is inextricably related to its culture and national identity, as well as its history, geography, and current events, all of which have an impact on the business that refugees are considering. Researchers are hampered by the limitations of available data, as data on refugees is collected in an inconsistent manner by the government and non-governmental groups. Furthermore, the conditions in which migrants find themselves limit their economic and entrepreneurial enterprise options. This subject of study is certainly sophisticated, yet it still needs to be developed. In this thesis the focusing will be on the cultural adaptation of refugees on their entrepreneurship intentions in turkey.

The structure of this thesis will be as follows : in the first chapter the literature review of the study will be present which contain the concepts and theories of cultural adaptation, entrepreneurial intentions of the refugees and the relation between the cultural and other factors with entrepreneurial intentions of the refugees. In the second chapter the empirical study will be present which contains the problem , research design , population and sample and the results of the analysis. Finally in the third chapter the conclusion will be discussed and the recommendations will be given.

CHAPTER ONE

ENTREPRENEURSHIP INTENTIONS AND THE REFUGEES

1.1.THE CONCEPT AND DEFINITION OF REFUGEE

According to the United Nations High Commissioner for Refugees (2019), the refugee word described as the "People or groups of people who have been compelled to go away from their houses and apartments or places of habitual residence, as a result of specific bad situation to avoid the effects of violence, situations of generalized violence, human rights violations, natural or man-made catastrophes, and who have not managed to cross an international border," With the rise in interest in refugees in literature, political speeches, and the media, efforts to comprehend and explain refugee experiences throughout the world have resulted in the assumption of a single identity for refugees. Harris, Minniss, & Somerset, (2014) seek for establishing "an essential refugee" figure in the literature by attempting to convey a generalizable experiences for all refugees . Perception of a danger, decision to flee, the timeframe of extreme danger and flight, reaching security, camp behavior, repatriation, settlement or relocation, the early and late stages of settling, adjustment and acculturation, residual states, and behavioral changes caused by the experience (Harris,et al, 2014).

This image of the "essential refugee" was also used by the media and politicians throughout the world, notably in Western nations, depicting refugees and asylum seekers as a "undifferentiated mass of individuals, erasing individual differences" . This image was fueled by the belief that all refugees have a common identity, which is increasingly marked by a loss of identity as a result of relocation, pathologization, criminalization, and even dehumanization. People of all origins and experiences are stereotyped as refugees as a result of the institutionalization of a legal

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status for them, so generating and enforcing an institutionalized reliance. The term refugee should be understood as an administrative and legal term that encompasses a world of different histories, circumstances of flight, socioeconomic statuses, and observations of resolution as a refugee, not as a label for a homogeneous and generalizable kind of person or experience for the purposes of sociological analysis in general (Freudenberg, 2019).

1.2. ENTREPRENEURSHIP INTENTIONS

1.2.1.Entrepreneurship Meaning

Entrepreneurship is described as a commercial endeavor that takes a person's skills and mindset to create a company out of ideas and possibilities. As a result, Aloulou, (2015) defines an entrepreneur as a person who becomes self-employed and takes critical not hazardous ctivities that enable him or her to create a firm that generates enough money to pay basic expenditures. Ghazali, Ibrahim, & Zainol, (2012) describe entrepreneurship as "an activity that involves the identification, appraisal, and exploitation of chances to bring new items and services, methods of organizing, markets, processes, and raw resources via organization activities that did not exist previously."

However, Bosma, Hessels, Schutjens, Van Praag, & Verheul, (2012) divided and classified entrepreneurship into three divisions based on the varied traits, behaviors, and causes of entrepreneurs: (1) An occupational definition, (2) a behavioral definition, and (3) a definition of the outcome

Occupational definition: An entrepreneur is a person who owns a small business or is self-employed, according to the occupational idea of entrepreneurship. Many academics define entrepreneurship as someone who starts new businesses and generates new work prospects.

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Behavioural definition: By using Bosma et al. (2012)'s definition of entrepreneurship, which classifies entrepreneurship as a behavioral term. People who are on the lookout for prospective business prospects with economic benefits are notified by entrepreneurs. Knight, on the other hand, defines an entrepreneur as someone who is prepared to take risks despite little resources in order to earn a profit.

Outcome's definition: In this circumstance, entrepreneurship is characterized by the effects that various types of entrepreneurship may have on the economy. The nature of the venture's potential and requirement has a key impact in deciding the economic benefit or result. Opportunity entrepreneurship generates significant and beneficial economic growth, whereas necessity entrepreneurship has a minor impact on the economy.

1.2.2.Historical Overview Of The Entrepreneurship

Through the economic history of the world In its evolution as a movement of progress, entrepreneurship has faced several challenges. Philosophers in the ancient world paid little attention to the role of entrepreneurs in the economy. Aristotelian philosophers claimed that the economy was predetermined normatively. In other words, ancient thinkers claimed that manufacturing and agriculture had a place in the normative economy, but trading is a suspicious activity that destabilizes society's order. For this ancient philosopher's point of view, there are two arguments. To begin with, landowners had the most important position in ancient society and economy. Second, there was widespread skepticism about money at that time period (Krueger, & Brazeal, 1994).

The use of practice to sell or purchase below or over a given price was predetermined by religions established throughout the mediaeval era, which was ruled

by religious dogmatism. According to Bae, Qian, Miao, & Fiet, (2014), dogmatized beliefs in mediaeval culture claim that the only goal of one's existence is to prepare for a higher life, rather than to accumulate worldly riches. As a result, the mediaeval period was an underutilized historical time for business development. The countries and states of France, England, and Spain rose to prominence in the late 15th century. The growth of wealth and power through taxes and governmental bureaucratic control was a defining feature of this age. Entrepreneurship, on the other hand, is more closely linked to markets with less interference and greater competition. As a result, the late 15th and early 17th centuries were not the ideal age for entrepreneurial progress; yet, as compared to the ancient and medieval periods, this period saw small gains. In other words, the state regulated and owned the economy, but the economy was dependent on people who were willing to accept the individual incentive. Individual initiative resulted in the formation of new foreign trade businesses, which identified new overseas markets and provided fresh taxation inputs to the economies of the nations listed (Bae, et al ,2014).

Between the 18th and 19th centuries, there was a period of great entrepreneurial activity. In the middle of this time, the industrial and agricultural revolutions take place. Advancement in several sectors was attributed to various persons who were unknown at the time but are now well-known, such as James Wat, who invented the steam engine. In other words, the time between the 18th and 19th centuries sparked a wave of business activity. This time has been marked by a significant increase in capital, the establishment of new organizations, and advancements in the management of vast groups of people. Entrepreneurs did not have a good start in the twentieth century. Furthermore, during this time of global economic expansion, major corporations in many industries were founded. It looked at the time that the demands of entrepreneurs had vanished. However, the late twentieth century

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saw a variety of changes in society's history, as well as changes in the economy. The movements in the global economy from primary industries to service sectors have reflected the changes in the global economy. In addition, advancements in communication and computer technology accompanied changes in the global economy. All of these changes have resulted in new and unexpected opportunities for businesses. The twenty-first century has thrown up a world of opportunities for businesses. Entrepreneurs are currently the wealthiest individuals on the planet. Amazon CEO Jeff Bezos is now the world's richest man, with a net worth of over 131 billion dollars. Every other entrepreneur has a sizable net worth of capital and assets in a variety of businesses (Carland, 2015).

1.2.3.Illumination of the Entrepreneurship by the Mechanisms of the Intentional Behavior

Individuals with entrepreneurial intent may make a formal or informal decision or plan to start a new firm at some point in the future. That moment in time may be reached or may not be reached in the future to put it another way, individuals may have or express entrepreneurial desire, but the formal act of starting a new business is dictated by the effects of many external circumstances, which frequently create hurdles to the formal act of starting a new firm. The term "entrepreneurial purpose" isn't a fixed term. The intention changes with time and among people. Furthermore, it is critical to realize that entrepreneurship is a purposefully determined action. Furthermore, this means that launching a new business is a deliberate action, with intentions being the most powerful predictors of planned behavior. To put it another way, intentions play a critical role in predicting intended behavior (Bosma, Hessels, Schutjens, Van Praag, & Verheul, ,2012).

Furthermore, according to Krueger and Carsrud (1999), acceptance of the concept that entrepreneurship is a deliberate action has an influence on

entrepreneurship research. The "stimulus-response" model, according to the authors, is not suited for purposeful behavior. The authors believe that entrepreneurship research should be based on more robust, theoretically grounded models. The answer was based on social psychological theories. Social psychology models are more resilient and have greater explanatory power when it comes to predicting intentions. According to a recent comprehensive literature analysis on entrepreneurial intention, the theory of entrepreneurial event (EEM) created by Shapero's and Sokol (1982) and the Theory of planned behavior (TPB) produced by Ajzen (1991) are the two models from social psychology (Ghazali, Ibrahim, & Zainol, 2012).

Shapero's concept is more condensed and focused on entrepreneurship. According to Katz (1992) Shapero's model assumes that human behavior is based on inertia until certain changes occur, such as job loss, divorce, and so on. When these changes occur, the outcome might be either good or bad for human behavior. The Shapero model examines "perceived attractiveness," "perceived feasibility," and "propensity to act on the opportunity" as factors in deciding whether or not to start a business. In addition, Shapero's defines perceived desirability as the appeal of starting a firm, which is influenced by both external and internal factors. The personal opinion of one's capacity to establish a business is referred to as perceived feasibility. The capacity to act on one's choice is included in the tendency to act (Fayolle, Gailly, & Lassas-Clerc, 2006).

Following that, the theory of planned behavior was applied to entrepreneurship study. Sharpor's methodology, according to Fayolle, Gailly, and Lassas-Clerc (2006), is more focused on business formation than on the adoption of entrepreneurial behaviors. Furthermore, Van Gelderen et al. (2008) claim that Sharpero's model parameters may be flawed. The theory of planned behaviour, on the other hand, has a clearer definition and stronger empirical evidence within empirical investigations .

Ajzen's model is the main paradigm in the literature on entrepreneurial ambitions,. As a result of the theoretical considerations, the author has opted to base his thesis on Ajzen's model of planned behavior theory (Fayolle, Gailly, & Lassas-Clerc, 2006).

.1.2.4.Opportunity **vs** Necessity Entrepreneurship

Entrepreneurial motivation can justify an individual's motives and drivers for pursuing business. The phrases "necessity" and "opportunity" entrepreneurship were originally identified by the GEM in the year 2001. It claimed that a clear differentiation is required between persons who were involved in entrepreneurial activities due to a lack of alternative job opportunities (necessity entrepreneurship) and those who pursued entrepreneurship voluntarily (opportunity entrepreneurship). To put it another way, it's important to determine whether an entrepreneur's motivation for starting a firm is to take advantage of a market opportunity or because there are no other options. Enterprises started by opportunity entrepreneurs, on the other hand, generally have a greater and more favorable impact on economic growth and employment than businesses started by necessity entrepreneurs. Kidd, & McKenzie (2014) found that opportunity entrepreneurship has a strong beneficial influence on economic development and that necessity entrepreneurship does not boost economic progress. In comparison to necessity entrepreneurs, opportunity entrepreneurs have prepared more for their business path. Many of them become entrepreneurs as a result of the numerous enticing business options available. In reality, they frequently work in fields where they have specialized knowledge or a passion. As a result, these entrepreneurship-related traits lead to a more stable and profitable firm with more development potential, especially because the entrepreneur is defined by important

growth objectives. As a result, nations with a low ratio of opportunity to need are more likely to have weaker businesses (Kidd, & McKenzie, 2014)

Entrepreneurs in developed economies, on the other hand, are less driven by necessity. Opportunity motives, on the other hand, are influenced not just by economic concerns but also by other variables such as the desire for self-realization. Immigrant entrepreneurs are motivated differently than local entrepreneurs, according to Bagwell (2017). This might be linked to the difficulties (such as prejudice and licensing) that an entrepreneur may face while looking for work with a local firm. Under most cases, immigrants adopt alternate work tactics in these conditions, which leads to their being self-employed. As a consequence, the motivations of immigrant entrepreneurs to start a new firm in the host nation may be divided into two categories: (1) a requirement that drove the immigrant to seek entrepreneurship in order to live due to job-related issues; and (2) an opportunity worth pursuing (Bagwell, 2017).

According to Heilbrunn (2019) necessity immigrant entrepreneurs are those who are unable to find work in their host nation due to the barriers they confront. As a result, they want to engage in business as a means of surviving in the host nation and establishing a suitable lifestyle for themselves and their children. Immigrant entrepreneurs see their ethnic groups as vital to their survival because they offer them with information and co-ethnic workers who can help them work fewer hours and overcome the hurdles provided by employer-protection rules. As a result, ethnic populations are also considered target markets because ethnic products are primarily marketed towards them. Opportunity immigrant entrepreneurs, on the other hand, are often well-versed in English, well-educated, and possess an academic degree from the host community. They are primarily interested in mainstream markets, not only ethnic markets. As a result, they have access to financial institutions and do not have to rely solely on co-ethnic workers (Heilbrunn, 2019).

Immigrant entrepreneurship is sometimes related with need reasons. Immigrants are often subjected to a variety of challenges that locals in the host nation may not face. This encourages immigrants to consider entrepreneurship as a more convenient path to self-sufficiency than traditional wage employment. In line with this, studies on immigrants and entrepreneurship based on necessity/opportunity have ignored opportunity motives, arguing that immigrants' entrepreneurs are often motivated by necessity. This is due to the fact that immigrants and refugees, in particular, are primarily transferred to poor nations with low per capita income. Those nations have lower opportunity to requirement entrepreneurship ratios than industrialized countries with high per capita income, such as the Nordic countries (Betts, Omata, &Bloom, 2017). Furthermore, industrialized nations are noted for their individuality, which is linked to high levels of entrepreneurial activity. The political and economic climate is ripe for opportunity-seeking entrepreneurs. As a result, it's critical to concentrate on immigrant opportunity-entrepreneurship in nations like Sweden. Opportunity immigrant entrepreneurs are divided into two groups by Ajzen, Nicholas, Sheikh, & Cote, (2011): transnational immigrant entrepreneurs and classic opportunity immigrant entrepreneurs. Transitional entrepreneurs make use of their home country's business connections, information, and social capital. This gives them an edge in terms of gathering information and forming networks that enable them to access and leverage additional entrepreneurial possibilities in the host nation (Ajzen, et al 2011).

As a result, they are able to pursue a variety of economic strategies. These entrepreneurs typically maintain virtual or physical touch with their network, which allows them to expand their resources and experience as entrepreneurs. Bagwell (2017) claim that transnational entrepreneurs confront more problems while operating in a dual business setting where governmental and institutional regulations have a

significant impact on company operations. Traditional opportunity entrepreneurs, on the other hand, tend to launch their new businesses in the host nation. The performance of their typical entrepreneurial activity is primarily used to assess their economic contribution to the host country (Bagwell, 2017).

1.3. DIMENSIONS OF ENTREPRENEURSHIP INTENTION

Cultural adaptation is a complicated process in which a person learns to operate well in a culture other from the one in which he or she was raised. People's entire beings are affected when they get engaged in foreign cultures. Cultural adaptation may be measured from the outside by observing behaviour, either by members of the local culture or by scholars (Ringle, Wende, and Becker, 2015). One of the elements that represent the cultural adaptability of entrepreneurship is nascent entrepreneurship, which refers to persons who are involved in the creation of new companies. The second dimension is the choice which refer to the willingness to take risks, plan, streamline, organize and manage a new business venture in ever evolving and competitive global marketplace . The third dimension is the commitment which means a combination of strong foresightedness, orientation, Individual Factors, Facilitating Conditions and Career Success and decision-making capabilities . in this section more detailed information have been discussed about the dimensions of the cultural adaptation.

1.3.1.Nascent Entrepreneurship

A new enterprise is the result of a process. According to Wise, and Chapman (2005), this process, similar to biological creation, may be divided into four stages with three transitions (conception, gestation, infancy, and adolescence). The first transition occurs when one or more individuals begin to dedicate time and resources

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to the formation of a new business. They are referred to be fledgling entrepreneurs if they do it on their own and if the new business may be deemed an autonomous start-up. They are termed embryonic intrapreneurs if they are supported by an established firm. The second transition occurs after the gestation period is through and the new endeavour either becomes a running firm or the budding entrepreneurs cease their efforts, resulting in a stillbirth (Bergue, et al. 2012).

The third transition is the journey from infancy to adolescence - the successful transition from a budding new firm to an established new firm. It will not consider those who simply state that they prefer being self-employed over being an employee, a group known as latent entrepreneurs. A nascent entrepreneur is defined as an individual who is now attempting to start a new business, who expects to be the owner or part owner of the new firm, who has been actively attempting to start the new firm in the previous 12 months, and whose start-up did not have a positive monthly cash flow that covers expenses .

1.3.2. Choice

The entrepreneurial choice can also be conceived as the entrepreneur's firm's entry into an industry, as a unique form of real investment, or as a career choice in favour of self-employment: the entrepreneurial phenomenon can only be understood in its entirety by taking into account all of these contributions, which have limitations but may also add fruitful insights. The criteria that each perspective views as critical in influencing entrepreneurial choice are obviously unique to that perspective. Industrial organisation evaluates an important part in the industrial structure, whereas finance examines the unpredictable matching of market circumstances, and labour economics examines people' appraisal of potential career paths. However, the entrepreneurial decision has various nuances: a transversal study may be performed to distinguish between internal and environmental causes of the entrepreneurial choice (Baldassar, 2008).

A need for entrepreneurial services occurs in response to the level of profit potential and entry obstacles, the unique technology regime that characterises that business, the stage of the industry life cycle, and the degree of uncertainty disclosed at that time. Contextual variables are equally important in the financial approach, which examines entrepreneurial choices within the context of real company investment. Entrepreneurs make decisions based on signals derived from market situation indicators. Only by accounting for the different ways of understanding it that economic philosophy provides can the decision to become an entrepreneur be understood in all of its parts (Tracy, et al, 2007).

1.3.3.Commitment To Entrepreneurship

Attachment to, identification with, and engagement in the organization's projects (affective), readiness to devote substantial effort (normative), and a strong desire to belong in the long term (continuance) are all indicators of commitment in the context of organisational behaviour. Meyer and Herscovitch's (2001) work was developed by Tracy, & Robins, (2007) in the context of entrepreneurial activity. As a result, seven distinct structures form entrepreneurial commitment and impact the three components of commitment: I affective commitment is influenced by the entrepreneur's passion, values, and personality; ii) normative commitment is influenced by the entrepreneur's internalised norms, responsibility, and righteousness; and iii) continuous commitment is influenced by the entrepreneur's investment in the project and the lack of alternatives. Similarly, the entrepreneur's perceived responsibility as a consequence of internalisation of standards, receipt of advantages that produces a need to reciprocate, or stimulation of the acceptance of obligations, favourably influences the growth of entrepreneurial commitment (Fayolle, et al ,2006).

The literature on entrepreneurial intention has additional indications for the characteristics that encourage entrepreneurial commitment. Because entrepreneurial commitment may be thought of as a complement to entrepreneurial intention, current models of the latter can be extended to investigate the former. Almost all such models take into account a potential startup's perceived (internal and external) appeal as well as its perceived viability (Ramdhonee, 2012).

1.4.ENTREPRENEURIAL PROCESS

According to Fayolle, et al ,(2006) , before to 1990, entrepreneurship was focused on the traits of entrepreneurs for the success of new enterprises, and then it

shifted to the entrepreneurial process. Several academics have claimed that the entrepreneurial process has a unique ability to capture the intricacies of business as a phenomena. This is based on the premise that company entrepreneurs are responsible for a variety of crucial and distinguishing actions, as well as interpersonal collaboration and varied surroundings. Understanding this complicated dynamic necessitates an examination of the entrepreneurial process, which encompasses all intellectual and behavioral steps, capacities, exercises, and activities from idea development through the foundation of a new firm (Fayolle, et al ,2006).

However, such theoretical advancements in the flow domain of refugee entrepreneurship research are still to come. There are no researches that have established a procedural plan for the phenomenon, according to the writing. A large portion of current study continues to focus on the unique attributes and talents of refugees that underpin the establishment of successful entrepreneurial initiatives. Numerous studies continue to focus on how entrepreneurial traits and attributes that are inherent in refugee culture and the structural circumstances in the host community stimulate entrepreneurship. There has been no scholarly material on refugee entrepreneurs' pre-authoritative exercises and actions in their attempts to launch new businesses. As a result, this investigation uses some of the knowledge gained from the surviving collection of writing on the entrepreneurial process to set out the theoretical foundations needed to comprehend the refugee entrepreneurship process. Similarly, the sections that follow organize brief discourses on the existing assemblage of data that underpins the technique of looking into entrepreneurial literature. The talks are mostly focused on the progress of various types of process methods that aim to shape our understanding of the entrepreneurial process. The outcome of this activity illustrates the existing state of knowledge as well as gaps in current conceptualizations,

laying the groundwork for the entrepreneurial process described in this study (González-Serrano, Valantine, Hervás, Pérez-Campos, & Moreno, 2018).

Furthermore, the phrase "entrepreneurial process" refers to how entrepreneurs progress from a concept to a successful company endeavor. Entrepreneurs overcome many hurdles during the business process by discovering new possibilities and utilizing previous certainties (Hisrich, Peters, & Shepard, (2005). Another goal of this study is to learn how refugees entrepreneurs handle obstacles during the entrepreneurial process, such as idea generation,... Market-related problems, societal challenges, financial challenges, and a lack of Swedish business rules and regulations are only a few of the hurdles.

Setting in this study relates to the entrepreneurs' unique characteristics as well as the full-scale environmental circumstances in the host country. Past entrepreneurship research has shown that the entrepreneurial process is shaped by the combination of individual characteristics and large-scale level inserting settings, with varying implications at various phases (Lapista, Breugst, Heblich, & Patzelt, (2012). However, there is a scarcity of research on how they interact with endogenous intellectual processes to determine entrepreneurial behaviors at different stages of the entrepreneurial process. The research revealed a number of individual dimension characteristics that are mostly associated with the attributes and personality, aptitudes, and experiences of people involved in the new pursuit development process (Carland, 2015).

Researchers looking at refugee entrepreneurship have also discussed the impact of previous business experience and entrepreneurial demography. Several studies, for example, show that prior inventive commitment improves the ability of immigrant entrepreneurs to detect opportunity in new circumstances (Krueger, &

Brazeal, 1994; Ghazali, Ibrahim, & Zainol, 2012). According to a recent inquiry, the work of pioneering sharpness on the prospects of new endeavor development among evacuees has been uncovered . Their findings also show that two identification variables – adaptability and self-viability – have an impact on their entrepreneurial sharpness and pioneering goal, whereas a risk-taking propensity had no effect. However, the study has not yet taken into account how various aspects of identity issues impact the entrepreneurial activities of evacuees at various stages of the process (Bae, et al, 2014) .

Natural elements have long been recognized as having an influence on the entrepreneurial process in general and inventive activities in particular . According to Hisrich, et al (2005), the entrepreneurial process cannot be separated from the environment in which it unfolds. Meanwhile, researchers argue that entrepreneurial actions do not occur in a vacuum, but rather are embedded in a plethora of contexts. In my entrepreneurship research, I discovered a variety of ecological components that impact inventive behaviors, including a social, monetary, and administrative system. Several researchers argue that an individual's position in the interpersonal organization influences a variety of aspects of innovative activities during the new venture creation process with the businessperson, which is based on data and assets derived from social structures, systems, and participation (Ajzen et al, 2011).

Concentrations in entrepreneurship also indicate how social capital gained through ethnic systems transforms into enterprise explicit human capital, which is necessary for carrying out entrepreneurial tasks like as squandering business opportunities. As business people labor against the backdrop of these variables, macro-level host country laws, directions, and institutional course of action affect entrepreneurial activity from a variety of perspectives . The refugee entrepreneur literatures separate the many contexts of this multiplicity of macro level conditions.

The current state of capital markets and the national economy, including 1.the presence of racialized labor markets; 2. Approaches that make certain open doors difficult to reach and 3. Special projects aimed at assisting entrepreneurs, 4. Great or problematic societal norms for inventive workout (Aloulou, 2015) .

Regardless, these elements have little bearing on any stage of the entrepreneurial process. According to Aloulou (2015), the impact of each particular dimension and natural elements varies over phases. The idea is that a few things that play a significant role in one stage may become inconsequential in the next. Despite the fact that the presence of several logical factors suggests the genuine characteristics of inventive activities and the entrepreneurial process, the majority of research on the subject has shown a proclivity to develop generic business laws. In their attempt to provide a robust, transdisciplinary, and universal theory of entrepreneurship, existing hypothetical systems and process models misrepresent a variety of elements. Instead of delving into the wellsprings of ecological elements and how they form and are shaped by entrepreneurial actions, a few experts went so far as to give quantitative control for establishing (Aloulou, 2015).

The lack of appropriate experimental examinations of the pioneering technique, which archives the links between logical consequences and entrepreneurial actions, is one of the basic drivers of this issue. In their thorough examination of surviving process models, Ghazali, (2012) discovered that "the vast majority of them may be truly portrayed as antiques without specific verification." The unavoidable result of this is evident in their determination that no surviving innovative process display encompasses a wide range of pioneering locations and activities. The goal of this research is to place the entrepreneurial process in context by dissecting the small-scale setups of creative activities in the traits and states of refugee entrepreneurs, as well as the ecological possibilities that affect them. The postulation actualizes the blended

embeddedness point of view to represent the exogenous components. This fictitious system responds to the growing demand for contextualization of corporate enterprise research. The perspective captures the unfolding of inventive actions within the context in which they occur. It is particularly amazing in terms of comprehending the unpredictability of the pioneering method by capturing the many arrangements and cycles of entrepreneurial activities beneath the larger financial and politico-institutional framework (Ghazali 2012).

1.5.REFUGEES AND ENTREPRENEURSHIP

Entrepreneurial activities of persons with foreign backgrounds in their host nations have long piqued the interest of scholars who study autonomous work, business, and private company boards (Ajzen, Nicholas, Sheikh, & Cote, 2011; Kidd, & McKenzie, 2014). For more than four decades, a vigorous scientific emphasis has produced a large array of literature under many rubrics, such as "ethnic minority commercial enterprise," "foreigner (Immigrant) entrepreneurship," "migrant entrepreneurship," and so on. Despite the fact that a substantial portion of previous academic research concentrated on immigrant entrepreneurship, it does not focus on refugee entrepreneurship. When it comes to the hazy issue of entrepreneurial autonomous employment among remote imagined persons, surviving writing lumps refugees and immigrants together (González-Serrano, et al ,2018).

Because of their inherent social propensity toward business and availability to co-ethnic assets, it is often assumed that these meetings exhibit unavoidable entrepreneurialism and shared entrepreneurial traits. If any changes are made, it will be determined by their country of origin. In any case, these hypotheses prevent analysts from seeing the intricacies that exist within each class, resulting in the gradual development of identifiable entrepreneurial traits, aura, and method. On this issue,

Carland, (2015) claims that lumping all transients into a single categorization ignores their enormous diversity. Furthermore, the incapacity to maintain the ontological distinctions of refugees from entrepreneurship settler groups in particular has created legitimate flaws. In a later distribution, for example, refugee entrepreneurs were regarded as required components of a broader group of immigrant entrepreneurs (Carland 2015)

The perplexing thesauruses surrounding migration have undoubtedly contributed to the disordered order of distinct entrepreneurial groups in ethnic minority company firm research. When referring to the independent employment activities of non-majority persons in the UK, researchers frequently use the term "migrant". A closer examination of the term "migrant," on the other hand, exposes a variety of interpretations, obligations, and repercussions for academics (The language has particular ramifications in terms of starting a new firm. The United Nations' framework, which serves as the foundation for all other definitions, uses the term "migrant" to refer to all classes of people who have been living in a remote country for more than a year, regardless of their reasons for being there or their plans to leave. In any event, this definition lumps foreigners, shelter seekers, and displaced individuals together, despite the fact that their socioeconomic, demographic, and mental traits are all highly different (Hisrich, et al 2005).

The difference between refugees and immigrants stems from the fundamental character of their growth. Immigrants are persons who relocate to another country voluntarily in search of better financial opportunities. They are subject to the rules of the host country based on their qualifications for long-term residence, which include but are not limited to scholastic benefits and professional qualities. Despite popular belief, refugees are defined and protected under international law. The 1951 Refugee Convention, which serves as the cornerstone for current refugee protection, defines

refugees as an explicit and distinct group of people who have been forcibly forced from their homes due to conflict, persecution, or natural disasters. Regardless of the vast variation of refugees and their circumstances, the powerful concept of their journey creates certain aggregate aspects that impact their ensuing financial behavior in a way that is distinct from that of an immigrant. As a result, the definition of refugee entrepreneurs must emerge from an understanding of what fundamentally defines displaced individuals. Refugees are distinguished from other migrants by their different social, economic, and psychological qualities, as well as their migrating experiences and legal status. They arrive in their host nations with varying objectives and financial means. According to the literature, there are four key characteristics that distinguish refugees from immigrants (Freudenberg, 2019).

Refugees vary from immigrants in particular because of their unique social, financial, and mental characteristics, as well as their relocation experiences and legal conditions. They arrive with nations that have varying aspirations and asset sizes. The report outlines four main points that distinguish refugees from migrants.

Because of their limited/no preparation time in the relocation process, lack of access to their country of origin, and loss of properties during the perilous adventure, refugees have a low dimension of assets and money related capital,

Because of their many roots and the uncontrolled character of their growth, refugees face significant imperatives in the construction of ethnic systems based on family relationships, normal ethnic comradely, faction, or provincial beginning.

Refugees vary from foreigners in their ability to prepare for and deal with problems associated with living in an unfamiliar circumstance, owing to the fact that they have less time to prepare. new life, and see the negative consequences of mental illnesses that have arisen as a result of their traumatic experiences. Having a thorough understanding of the legal procedures for obtaining residence, People who are

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refugees benefit from a variety of benefits that are not available to employees, such as financial assistance, language assistance, and resettlement services. These factors have an influence on refugees' entrepreneurial activity in their host country in a manner that outsiders do not (Gold, 1988).

Few experts believe that the combined influence of the following characteristics on displaced people's undertaking related activities represents a distinct type of activity known as "refugee entrepreneurship". As a result, there is a growing recognition of the many domains of refugee entrepreneurship among recent studies, as well as deep discontent with the unpolished agglomeration. The central argument is that, while refugee business has certain traits with migrant and ethnic minority entrepreneurship, it has its own distinct qualities. This emphasizes the need of treating the phenomena as a separate issue worthy of investigation. This study takes a distinct look at displaced people's entrepreneurial efforts in order to meet their requirements (Heilbrunn, 2019).

Finally, the notion of refugee entrepreneurs needs a global perspective in order to maintain its distinction from migrant and ethnic minority entrepreneurs. According to research, displaced persons exhibit innovative behavior throughout the period when they are confronted with liabilities of strangeness and refugees. However, with more embeddedness in the host context, their entrepreneurial activity may not differ significantly from that of foreigners. There is no universally agreed-upon time frame or yardstick for determining when "refugeehood" ends. It has been suggested that obtaining a new nationality and full involvement in the host society's social, financial, and political circles signify the end of being a "refugee." According to anecdotal evidence from Sweden, it might take up to ten years for asylum seekers to meet these requirements, which is far longer than the usual. However, this is not to say that exiles are immediately free of the sensation of being confined in their homeland. To be

honest, frequent behaviors relating to mental damage might last for the rest of a refugee's life. The idea in this section is that when refugees get access to social and financial assets in both their host and home countries, they share a few entrepreneurial characteristics and behaviors with immigrants. The number of refugee entrepreneurs should be reduced in the future. In light of the preceding debate, in this essay, The term "refugee entrepreneurship" refers to individuals and groups of refugees who are involved in the process of starting a new business in a host country, from the time they arrive through the end of their first 10 years of residency (Ajzen et al 2011).

1.6. REFUGEE ENTREPRENEURSHIP AND ITS COMMON CHALLENGES

According to Kidd, & McKenzie, (2014), there is variation among refugee populations. As a result, the migrants' decision to pursue entrepreneurship might be motivated by a variety of personal factors. The desire to better their living conditions, adapt into their new surroundings, and seek independence and access to social capital are only a few of these motivations. Bagwell (2017) also emphasized social integration and being unable to advance in the host country's labor market. Refugees frequently struggle to demonstrate their professional abilities due to a lack of official documentation of their experience and education. Refugees are frequently unable to carry their official paperwork (diplomas or certificates) from their native country due to unforeseen immigration decisions. On the other side, getting their documents as soon as feasible is not always enough, since they may face issues with diploma equivalency (Bagwell 2017).

The host country must evaluate and recognize their qualifications before they may be proclaimed approved. As a result, their capacity to enter the labor market may be hampered, and they may be forced into self-employment. However, it is notable

that immigrant entrepreneurs primarily operate in overcrowded sectors such as small grocery stores, barbershops, restaurants, and car services, which need little training and investment. As a result, it is usual for refugees to choose industries with minimal perceived obstacles rather than those with market prospects or credentials that match their qualifications. Aside from that, family members act as role models for refugees who want to start their own business. Refugees whose family members are self-employed have a stronger drive to become entrepreneurs than those whose family relatives are not self-employed. Furthermore, refugees who have been involved in any type of entrepreneurial activity in their home country, or who have a family member who has, are more likely to pursue entrepreneurship. Whatever the motivations, successful entrepreneurship empowers refugees and provides them a sense of purpose in life when they self-manage to develop a lucrative firm and a stable income. Entrepreneurship among refugees in their new host nation, on the other hand, is fraught with difficulties (Betts et al, 2017).

The most prevalent hurdles for refugee entrepreneurs are cultural and linguistic barriers, a lack of social networks, and prejudice. Other issues affecting refugees' emotional and psychological health have a substantial influence on their performance. Researchers emphasize the importance of the host country's language as well as the communication challenges that refugee entrepreneurs face. Furthermore, immigrant entrepreneurs face difficulties in obtaining financial resources and lack the necessary business experience for their new enterprises. Refugee entrepreneurs confront cultural and legal challenges in their new countries of residency. Furthermore, many of these migrants lose their entrepreneurial motivation and capacity to settle in their new home nation due to governmental and institutional constraints that limit their ability to adjust to their new surroundings. Family, on the other hand, is typically a top concern for refugees, and they are expected to take after them as part of their responsibilities.

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However, refugees' hasty departures from their homes may result in the separation of family members. As a result, in order for refugees to settle in their new nation without worrying about their relatives back home, they must take care of them .This element is predicted to have an impact on the success of refugee entrepreneurs (Bae et al,2014).

Rfugees who do not have a large or relevant social network are at danger of getting inaccurate or incomplete information. For instance, the information available for location selection might be a determining factor in a startup's success. Furthermore, because they are unfamiliar with the responsible institutions and posed customs, refugees confront significant limits and legal restraints. Administrative processes and'red tape,' which refugees may overlook or disrespect, are unfamiliar to them. As a result, refugees may encounter legal difficulties because they are only aware of their mistake after being informed by an outsider (e.g., commercial inspection). With this in mind, refugees' incapacity to comply with various administrative procedures might be attributed to their lack of information. The obstacles that refugees face are not just informational, but also financial. Starting a business necessitates a certain amount of capital, which immigrants may lack. This is mainly owing to the fact that they are unable to carry their assets from their native country with them. It is typical for migrants to start over without any financial resources. Refugees are unable to obtain financing from a variety of banks and granting agencies, and here is where their situation varies from that of immigrants (Carland& Carland, 2015).

Lapista, et al ,(2012) summarize the following characteristics that might be considered as comparative disadvantages for refugees while beginning and operating their own business in compared to immigrants: less extensive social networks; difficulty to get resources from their native countries; less preparation before to immigration; unsuitability for paid job; precious resources left behind; and psychological difficulties resulting from traumatic occurrences while emigrating.

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Clearly, these many characteristics and problems have an impact on refugees' ability to start a successful firm and their access to entrepreneurship, and they are often more challenging for refugees than immigrants (Lapista et al , 2012).

Bagwell, (2017) identified three key problems encountered by migrants in Germany in his research on refugee entrepreneurs: These include I lack of funding and start-up capital, (ii) lack of skills and expertise, and (iii) lack of social networks. Because refugees are linked with higher risk rates, it is nearly hard for them to obtain a bank loan in Germany. Banks are concerned about non-payment since they can't guarantee that refugees will make enough money from their business in the period allotted. Furthermore, due to the nature of refugees' pre-migration trip, banks are unable to examine their credit history due to a lack of documentation and other financial records. Second, self-employed refugees' capacity to communicate with possible stakeholders and cope with complicated bureaucratic processes may be hampered by a lack of information and skills, such as language abilities. Kidd, & McKenzie, (2014) claim that newbie entrepreneurs have expressed their difficulties to navigate the German system and get the information they want. Institutional challenges appear to have a detrimental influence on refugee entrepreneurs' intentions . For refugees, registering a company is a lengthy process including several difficult procedures and documentation Nonetheless, owing to language barriers, migrants frequently seek assistance with these procedures. Opportunity immigrant entrepreneurs who have earned an academic degree in the host nation, on the other hand, are unlikely to suffer language barriers during the startup and management of their businesses. Furthermore, it is noteworthy that immigrant entrepreneurs primarily operate in overcrowded sectors such as small grocery stores, barbershops, and restaurants, which need less training and investment. As a result, it is usual for refugees to choose industries with minimal perceived obstacles rather than those with

market prospects or credentials that match their qualifications. Given what has already been mentioned, this may or may not be applicable to opportunity entrepreneurs. Entrepreneurial success relies heavily on social network integration. Immigrants take a variety of tactics to gaining access to and obtaining resources in their new nation (Kidd, & McKenzie, 2014).

A good social network should be acquired in order to get knowledge of the system and the market, as well as to reach a larger consumer base. However, in comparison to other immigrants and locals, refugees generally have a small network . According to Aloulou, (2015), refugee entrepreneurs rely on their local network, which is tiny yet powerful enough to help them satisfy their demands. That was also the case in Bagwell (2017) research, where he discovered that refugee entrepreneurs have a restricted network and often turn to social initiative communities or their ethnic community for critical support, mentorship opportunities, and legal assistance (Bagwell, 2017). Because immigrant opportunity entrepreneurs may not always focus their businesses at their ethnic market, they may be dissatisfied with the information provided by their network. A conventional necessity-driven immigrant entrepreneur may be unfamiliar with the market. According to Heilbrunn, (2019), the socioeconomic results of foreign-born inhabitants in Sweden are influenced by refugee placement programs, residential segregation, and co-ethnic concentrations. The authority pays little or no attention to refugees' requests for settlement locations. The physical and social barrier between refugees and locals has a significant impact on their access to knowledge and skills in the host nation. As a result, opportunity-driven immigrant entrepreneurs may find it challenging to obtain the necessary resources and assistance under these situations. Heilbrunn, (2019). discovered many themes relating to the problems faced by refugees in starting and maintaining their businesses. Language and communication are among the topics, as are pressures, a

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lack of information, financial literacy and access to cash, and cross-cultural obstacles. Pre-literate refugees and those with low English skills, in comparison to language and communication challenges that restrict refugee employment, require significant support to manage the paperwork required to run a small company. A number of pressures may work against the immigrant entrepreneurs. Refugees must adapt into the new culture and attain self-sufficiency once they have been resettled in the host nation. As a result, starting a new business at the same time will surely cause uneasiness and add to the anxiety (Ajzen et al , 2011).

Refugees cited a lack of understanding of the system in terms of how to start and operate a business as a problem. Although the methods vary by nation, refugees typically encounter challenges such as drafting a business strategy, budgeting, obtaining licenses and permissions, complying with environmental standards, and paying federal taxes. In addition to the aforementioned, disparities in business culture and other cross-cultural barriers were common in the entrepreneurial journeys of refugees. Cross-cultural differences include divergent ideas on time and appointment timeliness, as well as other social conventions. Refugee entrepreneurs encounter prejudice based on race or ethnicity. Indeed, they claimed that refugees are vulnerable to disparities in government support for minority company development (Harris, 2014).

CHAPTER TWO

REFUGEES CULTURAL ADAPTATION

2.1. CULTURAL ADAPTATION MEANING AND BUSINESS CULTURE

Nowadays, the globe is rapidly becoming more globalized. Individuals are increasingly interacting with people from various cultures, which necessitates changes in their culture and way of life. It is especially visible in the business sphere, where it is nearly impossible to do business without engaging with people from various cultures. Berry, (2005) describes the interaction as a communication process that takes place in a given setting. According to Abe, Zane, & Chun, (1994), there are two categories of difficulties that might cause communication challenges between two cultures. The first is based on differences in worldviews and assumptions among persons from diverse cultures, while the second is based on disparities in worldviews and expectations across individuals from various cultures. As a result, knowing the corporate culture of the partner can help the other side of the dyad avoid the cultural experience, ambiguities, and misinterpretation of conduct. Hauff, & Vaglum, (1994) define culture as a "toolkit" containing symbolic vehicles such as narratives, language, religious rituals, beliefs, and global that people might use in various configurations to handle all sorts of difficulties. In this study, these symbolic vehicles are seen as cultural aspects. When discussing business connections, it is more appropriate to discuss corporate culture. Gratz, & Roemer, (2004) define business culture as a "means of doing business inside a given country." The idea of business culture is interpreted as "a loose set of symbols supposed to

explain how individuals from a certain nation do business" in symbolic terms (Gratz, & Roemer, 2004).

The "rules of a game" metaphor, in which "game" = "life," is frequently used to describe culture. This may give the impression that the rules are "carved in stone," as they are in most games. Culture is fluid, and how it is represented changes all the time depending on the circumstances. "The genuine challenge is not to examine how human existence submits to laws – it simply does not; the true issue is how the rules become evolved to live," In their study, Markus, & Kitayama, (1991) Malinowski was a structural-functionalist, and culture is viewed as a fixed variable rather than a fluid, dynamic metaphor in the functionalist paradigm. The issue isn't only understanding how the rules are applied in real life, but also how they are applied in diverse scenarios. In this approach, adapting "rules" is a dynamic process rather than a one-time effort, as the interpretation of Malinowski's phrase suggests (Markus, & Kitayama, 1991).

Adaptation is described by Brennan, Turnbull, and Wilson (2003, 1639) as individual, group, or corporate behavioral or organizational alterations taken out by one institution to satisfy the particular demands of another organization. Cultural adaptation may be defined as an endeavor to accept the other culture participant's perceived foreignness by changing communication styles and adapting to customs, behavioral norms, and variations in beliefs. Cultural differences were mentioned among other variables on the sociocultural adaptation scale by Ward, Bochner, & Furnham, (2001), including comprehension of jokes and humor, local accent/language, local political system, and local worldview. From an organizational standpoint, "knowing local accent/language" might be rephrased as "understanding the organization's professional language." Apart from comprehending these

fundamental concepts that apply to humans in general, understanding how business is conducted in a firm, its corporate rituals, and beliefs are critical in the business world. For the sake of this study, cultural adaptation within business partnerships is defined as the process of adjusting to partner businesses' culturally distinct backgrounds and behaviors as a consequence of their persons' social norms to preserve the relationship's development (Ward, Bochner, & Furnham, 2001).

2.2. CULTURAL ADAPTATION STAGES

Cultural adaptation takes place in the context of commercial interactions, which, as previously said, cannot be divorced from the building of trust. As a result, in the following sections, the "awareness," "exploration," and "expansion" phases will be used as a foundation for a discussion of how cultural adaptation influences trust formation in the process of relationship growth (Collins, Sidhu, Lewis, & Yeoh,,2014).

Awareness Stage

Knowledge collected during the awareness phase of a relationship's growth is based on information obtained without interacting with the partner. Individuals' attitudes regarding trustworthiness are influenced by their cultural background. According to Eid, & Diener, (2001), cultures that value open communication, information exchange, and open discussion of concerns would foster and reward trustworthy behavior. In the early phases of trust formation, when trust is founded on "calculus," an external assessment of a partner's corporate culture and its impact on trust may be noticed. The building of trust during the awareness phase of a relationship is heavily reliant on reputation (Eid, & Diener, 2001).

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Without interacting, relying on external assessments of culture might lead to stereotyped assessments of the party, which can contribute to expectation breaches. In other words, learning about another person's culture without engaging with them might lead to incorrect expectations and impressions. Stereotypical evaluation can lead to a negative reputation. When the parties are just getting to know each other and have no experience working together, reputation becomes a highly important issue to consider and plays a significant influence in deciding trust. Still, reputation is a form of "second-hand information" that spreads quickly across companies in a given sector through words and acts. A company's reputation may also be regarded as a reputation for dependability and trustworthiness. A party's reputation for trustworthiness is defined by LaFramboise, Coleman, & Gerton, (1993) as an asset based on its previous history of trustworthy behavior. The only source of information about a possible partner is reputation, which is based on third-party experience. However, to prevent the problem of incorrect information, the information obtained must be properly examined (LaFramboise, et al,1993).

Because culture is not a "hard" notion, like technology, the corporate culture side of reputation may be substantially skewed. As a result, even the most earnest assumptions of a third party can appear to be incorrect. When this misleading information is used in the real contact process with the partner, the degree of trust is severely harmed. This might be related to both parties' levels of trust. External sources, for example, provide information on firm B's corporate culture to representatives of firm A. When engaging, representatives of firm A will aim to act in a way that is consistent with their understanding. If the information received was stereotyped and inaccurate, it will lead to misconceptions about their behavior among business B representatives. The degree of trust might be lowered as a result of misinterpretations of behavior. Representatives of business A, on the other hand,

have their picture of firm B based on the information acquired. After confronting reality, firm A representatives' expectations will not be realized, and faith in firm B based on external information may be shaken. This is an example of stereotyped adaption, which is based on "second-hand" information and can lead to misconceptions and misinterpretations. As a result, it is critical that an understanding of another party's culture be acquired through engagement (Jamil, Nassar-McMillan, & Lambert, 2007).

In this study, trust is not considered a stable characteristic that is influenced by an individual's or a group's cultural background. It is considered that the degree of trust may be increased by being acquainted with one another and knowing how one's cultural aspects are used in various major events. "Trust emerges via the process of a development of knowledge and understanding of the individuals with whom we contact, as well as the real experience of working with them,". Interacting with the partner provides 'first-hand information' and insight, as well as experience (Lechuga, & Fernadez, 2011).

Exploration Stage

Culture and interaction have a two-way relationship. When a person begins to engage, he carries his cultural background with him and applies different cultural features to different interaction events, resulting in interaction taking place in a cultural context. Learning is required to comprehend a party's corporate culture and adapt to it on a cultural level. Interaction with the partner begins throughout the exploration phase, and so the learning process is extensive. It's also worth noting that organizational learning, like any other discipline of business, is founded on the notion of the individual actor. Magent, (2009) highlights two approaches to institutional theories of learning, which both base their information about

organizational learning on individual learning's cognitive activity. The issue here is that it's difficult to discern intellect at work in the behaviors of organizations. As a result, it will be difficult to understand the degree of values and assumptions while studying culture (Magent, 2009).

In the exploration phase, trust is still in the initiation-growth stage, and cultural adaptation is required to improve trust and bring it to maturity. However, there is a distinction to be made between objects and symbols. The foundation of organizational learning is how an individual understands information. Artifacts cannot stand for any meaning, thus symbolic carriers of culture and symbolic meanings appear to be more suited to an investigation. In the exploration phase, trust is still in the initiation-growth stage, and cultural adaptation is required to improve trust and bring it to maturity (Popiel., & Zawadzki., 2015).

Expansion Stage

Concerns of similarity probably have a role in cultural adaptation and its influence on trust. In terms of husband-wife partnerships, it is thought that as the relationship progresses, the husband and wife become more and more alike, and as one Russian proverb puts it, "Husband and wife - one Satan," referring to the marital relationship actors' identical views and acts. Adaptation, just like it does in male-female relationships, may lead to the similarity of views, and perceptions of the elements of the partnerships, and favorably affect trust-building during the formation of long-term commercial connections (Padilla, & Perez, 2003).

As a result of the above considerations, cultural similarity and trust have a positive connection, and cultural similarity facilitates interpersonal engagement and

communication. According to Nickerson, Steel, Bryant, Brooks, & Silove, D.,2011), we are more "fluent" in understanding the trust-relevant signals, signs, and structures of our own culture than others, and as a result, actors trust others more readily if their cultural backgrounds are comparable. Even in long-term partnerships, the parties are unlikely to share a cultural background that is identical or quite comparable. The most important component is that, over time, the parties will be able to gain appropriate information about each other's cultural background and "fluently read" it, which will make their professional connections and interactions easier. The parties will be able to achieve reciprocity in their economic dealings through interacting with one another (Nickerson, et al,2011).

Last but not least, cultural adaptation should not be confused with imitation. Both sides must maintain their own culture. Based on American-Japanese and American-Korean commercial talks, Ramdhonee, (2012) found three levels of adaptation: moderate, significant, and no adaptation. According to Ramdhonee, (2012), moderate adaptation may be defined as a partial adaptation to another company's corporate culture while still maintaining one's own culture. Substantial adaptation can be described as an entire adaptation, which is comparable to cultural imitation. Only modest adaptation was shown to have a favorable influence on negotiations, whereas extensive adaptation was perceived as a threat to group identity by the parties. Parties want to maintain their cultural identity, and attempts to imitate rather than adapt to other cultures may be seen as a breach of their "cultural space." As a result, significant adaptation might reduce trust and cause a party to return to a prior period of their relationship to learn more about the partner's worldview and behavior, as well as evaluate how adaptation could be improved. In the worst-case situation, a relationship might be ended because of an inability or reluctance to adjust to cultural differences. Moderate adaptation, on the other hand, allows for the

development of trust and the attainment of some level of commitment (Ramdhonee, 2012).

2.3.THE PROCESS OF CULTURAL ADAPTATION

Porter, & Haslam, 2005 use four theories of John Berry, one of the founding fathers of the area of acculturation psychology, in this part. His work has had a significant impact on the subject of cultural adaptation, and he has been recognized as a pioneer in defining modern methods of acculturation. Acculturation of psychology is also one of the most commonly mentioned ideas in social work when it comes to refugees and refugees (Porter, & Haslam, 2005).

Individuals or groups change in response to environmental needs, which is referred to as adaptation. These changes may occur sooner or later. Berry (2005) defines acculturation as the process of cultural and psychological changes that happen as a consequence of contact between two or more cultural groups and their members. In the majority of cases, the surgery is performed on two levels. It is a form of change and psychological events that impact different forms of mutual accommodation on an individual basis, resulting in some longer-term psychological and socio-cultural adjustments across both groups. Contact and changes occur often for a variety of causes, including colonization, migration, armed invasions, and sojourning for tourism, foreign study, and abroad assignments. "In culturally diverse societies, where ethnocultural communities keep features of their ancestral cultures, it endures long after initial encounter" (Berry, 2005,).

Acculturation is a process that occurs when people of various cultures come into touch with one another. This occurs as a result of groups nearby sharing culinary preferences, modifying dressing styles, forming social bonds, and learning

languages. The method and time it takes a person to integrate into a new (host) culture are discussed in cultural adaptation theory. For example, if the society is dramatically different from his or her native nation, a person living in a foreign culture may have challenges in the process of cultural adaptation (Berry, 2005).

Intercultural contact can lead to cultural conflict and acculturative stress. This means that when a person is forced to give up his or her culture, there will be some degree of cultural conflict. Conflict can be avoided, though, if two parties in contact make certain mutual concessions. A straight procedure of letting go of one's own culture while learning the features of the receiving culture is defined as uni-dimensional acculturation or assimilation. Individuals, tend to maintain their own culture while adjusting to the host society (Cheng, Tracy, & Henrich, 2010).

Berry, Segall, & Kagitcibasi, (1997) identified four types of acculturation strategies:

According to Berry, et al, (1997), persons who are confronted with many cultures in their new country adopt four different acculturation strategies. This approach was influenced by Berry's 1980 idea of cultural conservation and contact engagement. Individuals that desire to keep their native culture while accepting the host culture and interacting with other groups are said to be integrating.

Individuals who assimilate renounce their own culture and cultural identity while accepting the culture of the receiving nation and interacting with other groups.

Separation occurs when people are more engaged in their own culture and avoid interacting with those in the host society.

Because of forced cultural loss and little desire in having a connection with other groups as a result of discrimination and social exclusion, marginalization happens when individuals have no interest or limited possibility in cultural maintenance.

There are two techniques for acculturation, as per Browne et al., (2015): one is a linear assimilation process, in which integration is done by starting with one culture and gradually evolving into the other. Cultural plurality is the second point of view, which relates to a person's capacity to adapt to two different cultural backgrounds while keeping their original cultural identity or ethnicity. Acculturation includes various domains, according to many scholars: the first is people's identity, the next is friendship choice, the third is the production of actions or attitudes, and the fourth is geographical history. As a result, the focus of these self-report evaluations was on people's behavioral and cultural views.

2.3.1. Berry's Models Of Cultural Group Relations In Plural Societies

Intercultural connections and multiple societies are explained by acculturation theory. Acculturation, for example, occurs when individuals of many cultures come together to live and share cultural variety with the host nation. There is no such thing as a civilization made up of people who share the same culture, language, or identity, according to Burry (2005). Instead, they highlight two cultural group relations theories in multiple societies.

1. The melting pot paradigm is about a dominating civilization and marginalized minority populations. In this paradigm, minority groups are rejected, but they are welcomed into society by being assimilated into the mainstream culture, and they essentially vanish as a group. In other words, it is made up of dominant society, a minority society, and restricted groups, with the latter being absorbed in the dominant

culture and unable to be regarded as a single culture (Rienties, Luchoomun, & Tempelaar, 2013)

2. Individuals and groups who maintain their cultural identity are the focus of the multicultural approach. At the same time, they are part of the greater society's social structure. All cultures and communities should be tolerated, but they should be required to develop agreed rules for how to live together. Individuals and groups keep their cultural identities as part of a wider social framework and build common rules for functioning in a diverse society.

Assimilation was dubbed the Melting Pot when it was pursued by the non-dominant acculturating group. Segregation occurs when the dominant group forces a separation. Exclusion is the result of marginalization enforced by the dominant group. Multiculturalism is a term used to describe when cultural variety is a feature of a community as a whole, incorporating all ethno cultural groupings.

The degree of interaction someone has with the acquiring nation as well as individuals from his or her original cultural background influences his or her social inclusion or assimilation. Berry et al (1980) acculturation theory includes two ideas: cultural survival and interaction, which are decided by the amount of interaction a person has had with the host country as well as his or her social background.

2.3.2. Acculturation Moderators

Acculturation modifiers such as age, educational status, distance from acquiring society, gender, and migratory characteristics, according to Berry, have a significant impact on a person's acculturation process. Age influences how quickly a person acculturates; for example, younger individuals acculturate faster than older people as they're more ready to adapt to the host group. According to Carver, Sinclair,

& Johnson, (2010), the rationale for this might be linked to increased personal flexibility.

People with higher degrees of education adapt to new societies considerably more quickly than those with lower levels of education. As a result, they make more money and interact with more individuals in the host community. Gender plays an important part in adjusting to the norms of the receiving nation. According to Carver, et al (2010), due to the huge differences between their new responsibilities in the new culture and their home nation, it may be difficult for females to acculturate to a new society and adjust to the host society.

Geschke, et al, 2010 in their study about acculturation have distinguished two separate but related components of cross-cultural adaptation: social adaptation and psychological adjustment. Sociocultural adaptation is the capacity to deal with the problems of ordinary living and social interactions in a new cultural situation (Geschke, et al, 2010).

Psychological adaptation in a new cultural environment refers to a wide range of psychological outcomes about a clear sense of the client's culture, psychological well-being, and emotional enjoyment. According to empirical studies, socio-cultural and psychological adaptation are significantly and favorably linked. However, there are both conceptual and empirical reasons to distinguish them. One possibility is that they are impacted by a variety of factors. For immigrant communities and people, acculturation has far-reaching consequences, including mental health results. Internal factors may have a similar impact on an immigrant's choice of acculturation strategy as they do on their choice of acculturation technique, however, this study lacks delineation. The area has struggled from a static view of intergroup linkages and a lack of perspectives on contextual factors, according to Mackie, Smith, & Ray,

(2008), who propose a socio-cognitive approach to acculturation research. They believe that acculturation is a dynamic process that is influenced by external factors. Furthermore, temperamental predispositions (Mackie, 2008).

Individual differences and systemic characteristics, according to studies, both aid or impede the successful execution of acculturation methods. Individual diversity is expected, although self-efficacy is positively connected to the effective adoption of acculturation methods. Self-efficacy is connected to cultural adjustment since it refers to a person's sense of his or her ability to deal with unexpected or challenging circumstances. In psychological study, variables such as health, health-related behaviors, achievement, optimism, and social integration have all been explored (McKay, 2006).

Rienties, & Tempelaar, (2013) investigated the relationship between acculturation and consciousness in immigrant communities and discovered evidence that self-efficacy and acculturation scores are positively associated. Low results on an acculturation test, on the other hand, were shown to be strongly connected to lower self-reported scores on a self-efficacy scale, implying the use of a marginalization acculturation strategy (Rienties, & Tempelaar, 2013).

2.4. EMOTION IN THE PROCESS OF CULTURAL ADAPTATION

Emotions are embodied and conscious experiences. Our emotions are influenced by our contact with people, places, and events. Svašek, (2010) has examined the emotional phenomena that accompany migratory movements over the past decade, with the objective of greater understanding of how emotional dynamics drive refuge and vice versa. On a global scale, migration is generally acknowledged to be linked to certain sensations of being and becoming. It's also obvious that

refugees have regrets and longings for individuals and places that have grown geographically distant as a result of their move. In the upcoming sections, we'll look at the second of these emotional categories: negative, unpleasant, or even disruptive sentiments that migrants may have brought with them when they crossed international boundaries (Svašek, 2010).

The capacity to monitor, appraise, and adjust emotional responses in a way that supports adaptive functional behavior is known as emotion regulation. Emotions are frequently believed to influence future conduct. Emotions are thought to influence how cognitions influence behavior. Emotion appraisal theories claim that cognitive judgments produce emotions, which then trigger certain behavioral reactions. Emotions matter because they influence how we move, see, listen, and feel, and how we view our past, current, and future. This is especially evident in refuge , as people's feelings about where they're from and whom they have become more intense as they travel and adjust to new situations. However, because many or most refugees might be forcefully evicted from their homes, the influence of emotions on refugees' refuge would be different in terms of strength and direction. Furthermore, because refugees are regularly subjected to various forms of interpersonal trauma as a consequence of persecution, they may be especially vulnerable to emotion deregulation (Tracy, & Robins, 2007).

Refugees have been persecuted by definition, and they are frequently subjected to horrific events like the loss of loved ones, physical or sexual assault, and torture. As a result, migrants are more likely to experience psychological issues such as post-traumatic stress disorder (PTSD) and depression, which they report. Refugees are emotionally distinct not just because of their circumstances. Their emotions are social in character, and they see the world differently than the rest of the community in their

new environment. In one study, this emotion-driven intergroup behavior was explored. People were invited to think about themselves first as individuals, then as members of diverse groups, before being given a series of questions on various sensitive emotions including happiness, anger, worry, pride, and so on. According to the study, people report having unique sensations as members of each group, which vary from the feelings they feel when thinking of themselves as individuals (Wise, and Chapman, 2005).

People's reactions as group members, according to Wise and Chapman (2005), were not distinctive, but instead shared with other group members. If you consider yourself an American, for instance, you have roughly the same level of rage as your peers. The intergroup emotions theory states that membership in a social or identification group produces intergroup feelings, which can be shared between individuals along with their features, attitudes, and behaviors. Refugees frequently share their painful experiences (war, refugee camps, and reintegration into new contexts). Over 35 million refugees and internally displaced individuals live around the globe today. With such a big cohort, researchers must delve into a variety of determinants of cross-cultural adaptation for this group and look for any potential moderating variables in acculturation processes. Although earlier research has examined the relationship between acculturation approaches and cross-cultural adaptation, the extent to which these relationships are mediated by other factors has not been investigated (Zhang, & Goodson, 2011).

Anger

Anger is defined as an emotion that prompts retaliatory behavior, making it a powerful motivator rather than a deterrent to action. Even though there is substantial debate in the literature about what causes anger, most researchers feel that impediments that prevent people or groups from attaining their goals and objectives are the source of anger. Anger appears to have a substantial influence on the psychopathology of traumatized migrants (American Psychiatric Association,2013).

The extent to which refugee resettlement in a country is perceived as a major contributor to present international tensions and societal instability, which exacerbates the impact of refugee trauma and maintains animosity, is a critical topic to address. Refugees' adaptation and acculturation processes in this new cultural environment may be hampered as a result of such anger, which may lead to more conflict. According to the adaptation model, conflict-related trauma causes a community-wide state of fury, which leads to further violent outbursts. However, as the information provided thus far appears to be primarily anecdotal and narrative, there is insufficient empirical evidence to support the preceding hypothesis (Bergue, 2012).

Guilt

Baldassar, (2008) defines guilt as a "basic human feeling" that can lead to self-criticism in some people. People frequently report feeling guilty about prohibited acts, with the degree of guilt ranging by race and culture, as well as personality differences. The emotional element, such as discomfort or emotional anguish, and the cognitive process, such as dysfunctional concepts, underpin this phenomenon, as per a multidimensional model of guilt. Problematic guilt beliefs include distress,

blame, wrongdoing, and insufficient justification, to name a few. Inadequate justification for one's actions; total responsibility for causing unfavorable, often catastrophic circumstances; breaching one's standards throughout the trauma; and a collection of general, guilt-related cognitions. While migration may fulfill a person's desire for a new life, remorse may accompany or follow the journey. This experience may cause individuals to reflect on what they've left behind in their previous surroundings, such as their homes, friends, and families. Refugees are more likely to be exposed to painful situations previous to and during their refuge , hence guilt is predicted to be more severe (Baldassar, 2008).

Pride

Pride is a basic human emotion that has been linked to several social and psychological functions. According to researchers, pride is both an emotional reaction to and a motivation to improve oneself. Furthermore, pride may be seen favorably when viewed as an adaptive mechanism for driving social status-enhancing behaviors. Although pride is a universal emotion, there are significant differences in how individuals think about and feel pride in the contexts of individualism and collectivism. Individualism stresses the importance of appreciating one's perspective, accomplishments, and ideas, as well as thinking positively about oneself. Western civilization is replete with examples of this concept. Individualism is frequently seen as the polar opposite of collectivism, meaning that community involvement, harmonious close ties, and sacrifices for the common good have major significance. Eastern society is organized upon the collectivistic model (Fazel, Wheeler, & Danesh, 2005).

According to one study, Asians are less likely than Westerners to feel proud of their accomplishments and success. In light of these cultural differences in attitudes

about pride, researchers looked for characteristics that could underpin pride. In a series of eight studies, Tracy, et al, (2007) found that pride in the United States has two distinct faces, each of which encourages different strategies for obtaining social status and is linked to a larger set of psychological characteristics. The second characteristic is "hubristic pride," which is frequently associated with arrogance, egocentrism, and arrogance. We propose that the two components of pride are linked to the employment of acculturation methods by refugees in different ways based on these findings (Tracy, et al, 2007).

Anxiety

Acculturative stress is a term that refers to a group of unpleasant conditions that arise as a result of the adaptation process (Berry et al., 1986). In the treatment of post-traumatic stress disorder in refugees, worry plays an important role. Moving from an insecure to a secure visa status has also been associated with fewer living problems and improved mental health functioning (Ramdhonee, 2012).

Individual qualities, in addition to everyday annoyances, have an impact on migrants' adaptation. In a cross-cultural psychology study, the influence of Big Four traits on acculturation is examined. Extraversion, emotional maturity, sociability, agreeableness, and accessibility were shown to be positively linked with the integration approach, whereas neuroticism, aggressiveness, impulsivity, and anxiety were found to be negatively correlated. As a result, we feel it's crucial to include anxiety as a primary subjective correlate of stress when looking at factors that influence the acculturation process. We'd want to investigate worry, or more general anxiety, as a personality feature discovered in immigrant populations (Ting et al, 2017).

Integration

Integration, according to the United Nations, is a two-part process that comprises "...the process and the completion of the process, the outcomes of persons of foreign origin adapting to their new home society and acceptance of the foreigner by that community." On the other hand, refugees are not required to give up their cultural identity.

As a result, Sweden's integration policy is founded on human rights, gender equality, and democratic governance, not merely on an individual's rights, independent of ethnic or cultural background. Sweden has also created multi-cultural integration perspectives. They believe that integration is a two-way process in which neither group must give up its cultural identity as long as both have a shared dimension (Baldassar, 2008).

According to Rienties, & Tempelaar, (2013), integration is commonly employed as a topic in sociology-related academic study. The constituent groups, organizations, and people in a society will almost probably form a strong link as a result of integration. The terms "social cohesion" and "societal integration" are frequently interchanged. They created a benchmark indication that comprises four integration process components. The social, legal, and political elements of refuge and cultural assimilation, as well as the views of recipient societies toward refuge and cultural assimilation, are all covered (Rienties, & Tempelaar, 2013).

1) Socioeconomic Integration: It has various characteristics that help or impede the integration process, such as language ability, knowledge, and training, and it may be used as a predictor of successful integration. Income level is used as an indication to see how engaged migrants are at work, for example, to see if they are over-

represented in low-skilled occupations or ones that need a degree. Another indicator of a migrant's social and economic integration is social security and welfare. For example, acquiring a house, a job, health care, and education are all important, as is the quality of one's living standard (Wise, and Chapman, 2005).

2) Cultural Integration: The fundamental question in cultural integration is whether or not a migrant must give up his or her own national culture to completely assimilate, or if he or she can keep it in the host country. To put it another way, cultural integration refers to refugees' adoption of the host country's norms and essential regulations, as well as their attitudes about such rules and norms Svašek, (2010) goes on to state that cultural integration requires respecting different faiths, views, sexual preferences, and cultural ties, as well as ensuring that all members of a society have equal rights (p.6). A person with strong ties to his or her original country will struggle to fit into the host culture. Many individuals marry someone from their native country, which might be misunderstood as a sign of cultural acculturation. Furthermore, the capacity of migrants to interact with members of the global community is a vital component. refugees' capacity to speak in the host country's language (Svašek, 2010).

The environment in which refugees live can have an impact on their level of acculturation. In a segregated community, for example, those who have lived there for a long time, as well as newcomers, have an eagerness to understand the language. Migrant societies have a high crime rate due to the country's poor assimilation. On the one hand, high crime rates may be seen as proof that offenders disregard core society norms. On the other side, it may be taken as evidence that criminals are not fully accepted as citizens. Furthermore, a large proportion of crimes committed by

refugees harm all refugees' perceptions of a nation, reducing their integration opportunities (Tracy, & Robins, 2007).

2.5.THE ROLE OF CULTURE IN SUCCESSFUL REFUGEE SETTLEMENT

Given the relevance and stakes of refugee policy, there is a lot of study on the subject. The psychological and societal mechanisms involved have gotten a lot of attention. Political scientists have also performed studies, albeit little has been written about why refugees succeed or fail, as well as the impact of culture. In comparison to the more usual qualitative study on specific national or regional refugee situations, there is a dearth of quantitative research. Social identity theory, the host country's attitude, acculturation and integration, refugee attitudes, and the function of policy are the primary topics I found in the related literature.

2.5.1.Social Identity Theory

The fundamental aspect determining the host country's reaction is the migrants' identity, according to social identity theory. More than economic factors or perceived dangers to safety, according to Geschke, et al, (2010)., the immigrant's national identity is the most crucial element in predicting an exclusionary attitude. This is significant since many political considerations for refugee programs emphasize these economic or safety issues verbally. The authors questioned Dutch respondents if they believed it was beneficial for a new set of refugees to arrive based on economic or cultural factors like their ability to speak Dutch and 'fit in' with Dutch society, and the authors found that the cultural features were far more relevant. This study backs up the theory that, as refugees, the refugee's social identity (or culture) is the primary

element provoking a negative reaction, rather than security or the economy (Geschke et al, 2010).

A study of bias towards Cuban, Mexican, and Asian refugees in the United States confirms social identity theory as it relates to migrants. It analyzes real and metaphorical dangers, as well as intergroup fear and negative stereotyping. Symbolic threats, according to the authors, symbolize in-group values and a feeling of superiority over others, which is consistent with social identity theory, which holds that group identification is the most important factor. The notion that the out-group holds values that endanger or oppose in-group values leads to symbolic danger and hostility. As a result, group identity and perceptions of identity, as well as cultural values, influence the bias displayed by persons in the settlement nation. Importantly, the authors discovered that if the two groups had pleasant historical interactions, good contact, broad knowledge of one other, and so on, the significance of symbolic threat is lowered. This is what qualitative case study analysis will aim to capture (Fazel, Wheeler, & Danesh, 2005).

Even the media's impact is shaped by social identity. Public opinion is framed and gated by the media, which sets the agenda for what problems are relevant and how they are presented. As a result, the media can influence public opinion on refuge by priming people to have strong favorable or negative feelings about it. Ethnic cues impact emotional reactions to media coverage of migration, according to Eid, & Diener, (2001), and even when the costs of refuge are shown similarly, ethnic group signals generate animosity. According to the authors, worry causes refugees to oppose each other based on how different they are, and migration rhetoric is group-centric. This bolsters social identity theory and demonstrates that culture and identity matter, even in the face of media-skewed judgments (Eid, & Diener, (2001).

2.5.2.Theory Reflections: Cross-Cultural Adaptation Theory

Thousands of individuals cross-cultural borders every year, including refugees and refugees looking for a better life, state workers, Peace Corps participants, military members, and students studying, to mention a few. Regardless of their circumstances, all foreigners in a foreign land must engage in a collaborative effort of cross-cultural adjustment, which necessitates the establishment and maintenance of a generally stable and reciprocal relationship with the host environment. Even short-term tourists must be concerned with achieving a high level of functional fitness in the same manner that the local population does. This theory of cross-cultural adaptation focuses on such universally shared adaptation experiences. In this concept, cross-cultural adaptation is viewed as a dynamic unfolding of the basic human will to fight for internal balance in the face of usually adverse external stimuli (Ramdhonee, 2012).

Environmental circumstances, as well as the individual's ethnic and personal predispositions, all, play a role in the communicative interaction between the individual and the host environment. Specific features of cross-cultural adaptation may be more significant than others in some cases. In other cases, the stranger's personality traits of openness, strength, and cheerfulness may be practically entirely responsible for adaptive success, allowing the stranger to defeat even the most hostile host environment. In other cases, outsiders may demonstrate very minor adaptation because their ethnic community shields them from the challenges of the host culture. This adaptation process requires host communication competency, or the ability to communicate following the host culture's processes and rules while actively engaging in its social communication processes. This suggests that if we are to adapt successfully, we must concentrate on acquiring new cultural communication styles

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while letting go of some of the old ones. Competence in the host communication system demands active participation in interpersonal and mass communication methods in the local community. We can't truly learn to communicate without chatting, just as we can't learn to swim without diving into the ocean (Wise, and Chapman, 2005).

According to the concept, we should retain our focus on the goal of successful adaptation in the host community while maintaining our focus on the goal of effective adaptation in the host community. This process includes the development of perceptual and emotional maturity, as well as a greater understanding of human problems. Despite and because of the many unforeseen vicissitudes of the new existence, we are compelled to go into a domain that extends beyond the original cultural boundaries. Although our old character will never be replaced with a new one, it can be converted into something that will always encompass some of the old and new sides by side, forming a new point of view that allows for greater openness and acceptance of people's differences, as well as the rights to engage in the depth of others' intellectual, aesthetic, and impacted (Zhang, & Goodson, 2011).

In the end, the reality to which a theory is applied determines its practicality. The reality, according to the present viewpoint, is the development of experiences and accompanying changes in a large number of people who are attempting to build a new life away from their familiar surroundings right now and in all corners of the planet. Without a doubt, cross-cultural adaptation happens, and our hypothesis only validates that reality. The only option we have now is to pick the difficulty level. We are willing to go through change and look forward to it. We may limit change by refusing to change. The tightly interwoven system of communication and transportation keeps bringing numerous cultures, countries, races, beliefs, and

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linguistic communities closer than ever before in a web of interdependence and a shared fate. We no longer need to leave our houses to acquire new cultural information or adapt to various cultures. Physical distance no longer defines how often people are exposed to images and sounds from formerly distant civilizations for many people throughout the world (McKay, 2006).

Many urban regions have their cross-cultural adaptation settings, with locals and non-natives frequently coming into close touch. Culture in its "pure" form has become more of a romantic idea than a reality, and business-as-usual methods of operation are rapidly losing their relevance. They are forced to confront one another's many differences and seek out personal relationships to think outside the box and develop innovative solutions to problems. Everyday encounters like this demand everyone involved to put aside, if not relearn, at least a portion of their basic cultural conventions (Bergue, 2012).

Many individuals may find the fast-changing realities of a globalizing world alarming, creating a strong sense of uncomfortable discontinuity, sadness, and nostalgia for a period when certainty, stability, and a stable and cohesive cultural identity were the norm. On the other hand, the dynamic nature of cross-cultural adaptation and intercultural identity creation implies an alternative way of existence. It highlights how we may try to assimilate and blend divergent cultural elements into something new and unique—something that brings people together rather than separates them. It sees the true potential of cultivating a mentality in which cross-identity borrowing is an act of cultural respect that favors neither the lender nor the borrower, rather than an act of "surrendering" one's personal and cultural integrity (Svašek, 2010).

Finally, cross-cultural adaptation is a journey in which we must make choices and accept responsibility for our actions. Those who have successfully crossed cultural barriers are more inclined to adapt and change as a result of their decision. Even though their hardships appeared to be insurmountable, they persevered and emerged victorious, with a stronger ability to understand others, themselves, and situations in new ways. Their achievements are a monument to the human capacity to adapt—the ability to face challenges, learn from them, and evolve into a more fully integrated self that defies fundamental and traditional categorizations. Theirs is a way of life that highlights the value of individual liberty in tackling one of our generation's most serious challenges: the need to reach out in new ways to anchor oneself creatively and constructively in a rapidly changing environment (Tracy et al, 2007).

2.5.3. Cross-Cultural Adaptation Among Refugees

In recent years, the number of refugees living outside of their home countries has increased. Getting used to a new culture may be a difficult and stressful experience. Individuals transcend language and cultural barriers to expose themselves to new ways of thinking and living, which can lead to a shift in how they see themselves and others.

Elvin-Nowak, (1999) discovered strong evidence that immigrant experiences vary in degrees and ways among a variety of groups, including tourists, international students, global businesspeople, migrants, and refugees. Everyone would have a memorable experience since each sample, and indeed each human, has a distinct aim, perspective, chronology, and story. As a result, the voluntary character of refuge is a crucial contextual feature to address in the study of acculturation. Due to the arbitrary nature of their refuge , refugees who have a faster and more favorable adaption process than refugees may have better outcomes. There is also a corpus of

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information about refugees resettling in host communities (Elvin-Nowak, 1999).

Demonstrates that any history of trauma, combined with everyday pressures, has an impact on mental health and wellbeing, especially among refugees who report higher levels of despair and post-traumatic stress disorder symptoms. As a result of the growing amount of study on refugees, which emphasizes their losses, difficulties adapting, and pressures, refugees are now classified as one of the most vulnerable groups of refugees (Bergue et al. 2012).

2.6.DIMENSIONS OF THE CULTURAL ADAPTATION

The systematic adjustment of an evidence-based therapy (or intervention protocol) to take language, culture, and context into consideration in order to make it consistent with the client's cultural patterns, meanings, and values is known as cultural adaptation. A person develops the ability to operate successfully in a culture different than the one they were raised in through the difficult process of cultural adaptation. People's entire selves are impacted when they become fully absorbed in foreign cultures. The entire person approach is one technique to analyse this, and management scholars have taken this approach since the development of the Black and Stephens (1989) instrument. Another approach to better comprehending the holistic picture is to break it down into its component elements. Plato (1989, p. 436a) debated whether we "learn with one part of ourselves, experience wrath with another, and seek the pleasures of nourishment and procreation and their type, or if it is with the full soul that we operate in each situation when we once begin," and came down on the side of the former. Additionally, contemporary neuroscience recognises a "tripartite amalgam of cognition, emotion, and motivation" (LeDoux, 2002, p. 174).

2.6.1.Work Adjustment

Work Adjustment means the explanations of the connection between the person and their workplace. The theory of work adjustment was created as a framework for a research programmer in occupational psychology, and this is still where it sees the most use today. The theory of work adjustment has influenced the creation of the tools, materials, and a number of research books. The key ideas of the Theory of Work Adjustment are succinctly summarised in the following sentences from Ren, Shaffer, Harrison, and Fodchuck. (2014)

- The idea of work adjustment is the relationship between a person and their working environment.

- The individual has the skills necessary to accomplish the duties that are required by the workplace.

- In exchange, the person has to be paid for their work performance and given some preferred circumstances, such a secure workspace.

- For the contact to continue, both the environment and the person involved must continue to fulfil their respective needs. Correspondence can be defined as the extent to which both sets of requirements are satisfied.

- The process of establishing and sustaining correspondence is called work adjustment. Work adjustment is determined by the degree to which the individual is satisfied with their working environment and the degree to which their workplace is satisfied with them.

- Tenure, the main indication of job adjustment, is the outcome of satisfaction and satisfactoriness. The compatibility of a person's work personality with their workplace can be used to predict tenure.

- Structure and style variables that are measured on the same dimensions can be used to define both work personalities and work environments.

- The tools and resources offered by the Vocational Psychology Research assess the work surroundings and personalities of employees, enabling prediction of the degree of person-job fit.

2.6.2. Interaction Adjustment

The degree of psychological comprehension, acceptance, and comfort with regard to the communication and interpersonal norms of a host nation is referred to as interaction adjustment. According to Howe-Walsh, and Schyns. (2010), social support assesses both the availability of and satisfaction with connections that can offer people a sense of self-worth, allow them to share interests, and serve as a source of practical help. Social support gauges the accessibility to and contentment with intimate emotional connections. Rajasekar, and Renand. (2013) noted that as a result, refuges should be ready to adapt their ways of thinking, acting, speaking, and behaving in public. They should also consider how they negotiate their stay, the people they identify with and associate with, and the methods they employ to assimilate into the new society and that's contribute in enhancing the interaction adjustment (Rajasekar, & Renand, 2013).

2.6.3. General Adjustment

General adjustment is the acceptance and comfort level with regard to the culture and customs of the host nation, such as the cuisine, housing, and educational system. Any change in environment requires adjustment in all of its forms, especially when it occurs in a foreign nation and a strategically important industry like higher education. When one changes their surroundings, they could anticipate changes in

their living arrangements, way of life, and daily routine, as well as those of their friends and coworkers. This entails stepping out of one's comfort zone and creating new habits, as well as learning about a new organisational culture, a local language, a local culture, etc. Consequently, in order to fit into the new circumstances, one must adapt and modify. This study adds that, in addition to migrants, host nations and host institutions should create programmes to welcome and integrate expatriates for mutual benefit (Steyn, 2015).
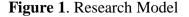
CHAPTER THREE

METHODOLOGY

3.1THE PURPOSE, IMPORTANCE, AND MODEL OF THE RESEARCH

As the world passes through a turmoil stage, we will experience moreand more refugees across the globe. Refugees have to sustain their lives either on aid provided by the international community, employment, or by starting their own businesses. For refugees, relying on international aid worsens the situation, and providing job opportunities for millions of refugees is a big challenge for any economy. Given such undesirable conditions, the best option for refugees is to start their own businesses. Starting a new business both ensures a sustainable livelihood for refugees and creates new job opportunities for both locals and refugees at the same time. This study is trying to assess the effect of cultural adaptation of refugees on their entrepreneurship intentions.

Figure 1. Research Model

Our hypotheses as per the research model given above are:

H1a: General Adjustment affects Nascent Entrepreneurship positively and significantly.

H1b: General Adjustment affects Commitment to Entrepreneurship positively and significantly.

H1c: General Adjustment affects the Choice to become an entrepreneur positively and significantly.

H1d: Work Adjustment affects Nascent Entrepreneurship positively and significantly.

H1e: Work Adjustment affects Commitment to Entrepreneurship positively and significantly.

H1f: Work Adjustment affects the Choice to become an entrepreneur positively and significantly.

H1g: Interaction Adjustment affects Nascent Entrepreneurship positively and significantly.

H1h: Interaction Adjustment affects Commitment to Entrepreneurship positively and significantly.

H1i: Interaction Adjustment affects the Choice to become an entrepreneur positively and significantly.

3.2.DATA COLLECTİON TOOLS

Two different measurement tools were obtained from the literature review. The first measurement tool is to assess cultural adaptation and was developed by Al-Rajhi, Bartlett, and Altman (2013). The scale has 13 items and three dimensions: general adjustment, work adjustment, and interaction adjustment.

Vamvaka, Stoforos, Palaskas, and Botsaris (2020) developed the entrepreneurial intention scale, which has 12 items and three dimensions: nascent entrepreneurship, commitment to an entrepreneurial career, and choice intention.

A 5-point Likert-type scale was used to collect the participants' responses for all scales. The response options "1 = Strongly disagree; 2 = Disagree; 3 = Somehow agree; 4 = Agree; and 5 = Strongly agree".

Sampling

In this cross-sectional study, the participants were refugees living in the Istanbul province of Turkey. There is no precise data on the size of the research population. The convenient sampling method was employed, and the questionaries were delivered both in electronic form and paper. A total of 145 questionnaires were filled out and submitted. However, 28 partially filled responses were excluded from the analyses. The demographics of participants are reported in Table 1.

Table 1. Demographic Characteristics of Participants

		f	%
Gender	Male	74	63,2
	Female	43	36,8
Age	Below 25	5	4,3
	26-30 Years Old	31	26,5
	31-35 Years Old	41	35,0
	36-40 Years Old	19	16,2
	41-45 Years Old	8	6,8
	46 Years Old and Over	13	11,1
Nationality	Afghani	6	5,1
	Iraqi	52	44,4
	Syrian	41	35,0
	Other	18	15,4
Education	Primary School	7	6,0
	Secondary School	6	5,1
	High School	13	11,1
	University	56	47,9
	Graduate School	35	29,9
Marital Status	Single	65	55,6
	Married	46	39,3
	Divorced or Widowed	6	5,1
Number of Children	0,00	75	64,1
	1,00	10	8,5
	2,00	17	14,5
	3,00	10	8,5
	4,00	2	1,7
	5,00	2	1,7
	12,00	1	0,9
Number of Household People	1,00	11	9,4
	2,00	12	10,3
	3,00	12	10,3
	4,00	29	24,8
	5,00	27	23,1
	6,00	13	11,1
	7,00	6	5,1

	8,00	3	2,6
	9,00	1	0,9
	10,00	1	0,9
	13,00	1	0,9
	14,00	1	0,9
Household Income	0-99 USD	8	6,8
	100-299 USD	10	8,5
	300-499 USD	33	28,2
	500-699 USD	33	28,2
	700 USD and Over	33	28,2
Currently Employed	Yes	76	65,0
	No	41	35,0
Previously Owned A Business	Yes	46	39,3
	No	71	60,7

N=117

3.3. ANALYSIS OF THE DATA

Prior to hypothesis testing, Confirmatory Composite Analysis, Convergence and Discriminant Validity, and Reliability Tests were performed. The Partial Least Squares Structural Equation Modeling (PLS-SEM) path analysis was performed via SmartPLS 3.2 statistical software (Ringle, Wende, and Becker, 2015) to test the hypotheses. The coefficient of determination which is known as R-sq, and the prediction relevance, known as Q-sq value, were used to evaluate the acceptability of the research model.

In order to assure the convergent validity, internal consistency, and reliability of the study, the threshold values were determined as Cronbach's Alpha 0,60 or above; Composite Reliability (CR) 0,70 or above; Average Variance Extracted (AVE) 0,50 or above. The factor loadings of items were expected to be 0,70 or above, and the items with factor loadings below 0,40 should be excluded from the analyses. Items with factor loadings between 0.40

65

and 0.708 should be included in the analysis if the corresponding Cronbach's Alpha, CR, and AVE values are above the thresholds (Hair et al., 2014; Hair et al., 2019).

For discriminant validity, the Heterotrait-Monotrait Ratio (HTMT) was used. The HTMT value was expected to be 0,90 for the theoretical concepts close to each other and 0,85 for those distinct (Henseler et al., 2015).

And finally, the multicollinearity between the variables was tested by the VIF (i.e., Variance Inflation Factor) value, and the suggested threshold was below 5.

3.4.FINDINGS

In this section, the PLS-SEM analysis results will be reported and interpreted.

The Measurement Model

The Confirmatory Composite Analysis (CCA) was performed, and the results are reported in Table 2.

Table 2. Measurement Model Results (Factor Loads, Cronbach's Alpha, CR, and AVE Values of the Model)

Variable	Item	Factor Loading	Cronbach Alpha	CR	AVE
Choice	ENT17	0,787	0,695	0,785	0,550
	ENT18	0,677			
	ENT19	0,756			
Commitment	ENT20	0,788	0,945	0,955	0,782
	ENT21	0,920			
	ENT22	0,923			
	ENT23	0,842			
	ENT24	0,924			
	ENT25	0,898			
Nascent Entrepreunership	ENT26	0,825	0,787	0,875	0,700
	ENT27	0,848			
	ENT28	0,836			
General Adjustment	GENADJ01	0,762	0,870	0,899	0,529
	GENADJ02	0,777			
	GENADJ04	0,565			
	GENADJ03	0,717			
	GENADJ05	0,771			
	GENADJ06	0,790			
	GENADJ07	0,634			
	GENADJ08	0,770			
Interaction Adjustment	INTRADJ01	0,910	0,915	0,940	0,796
	INTRADJ02	0,866			
	INTRADJ03	0,916			
	INTRADJ04	0,876			
Work Adjustment	WORKADJ01	0,854	0,727	0,846	0,648
	WORKADJ02	0,824			
	WORKADJ03	0,732			

As per the results given in Table 2, the factor loads, Cronbach's Alpha, CR, and AVE values of the analysis confirm that the scales collectively satisfy the conditions set for internal consistency reliability and convergent validity.

The HTMT values reported in Table 3 show that conditions of discriminant validity are also satisfied since the highest value measured was 0,839, which is smaller than 0,850.

Table 3. HTMT Values

	1	2	3	4	5	6
1- Choice						
2- Commitment	0,839					
3- General Adjusment	0,614	0,337				
4- Interaction Adjustment	0,409	0,200	0,807			
5- Nascent Entrepreneurship	0,776	0,712	0,372	0,351		
6- Work Adjustment	0,597	0,476	0,836	0,759	0,404	

The highest measured VIF value of the research model was 2,743, between Nascent Entrepreneurship and General Adjustment. Moreover, since the highest VIF value is below its benchmark value of 5, we concluded that there is no collinearity.

Table 4. R-sq Values

	R-Sq	R-Sq Adj
Choice	0,229	0,208
Commitment	0,193	0,172
Nascent Entrepreneurship	0,115	0,091

The coefficient of determination (R-sq) is the value to evaluate the 'goodness-of-fit' of the model. In this study, R-sq was found to be 0,229 for Choice, 00,193 for Commitment, and 0,115 for Nascent Entrepreneurship. Since all values are above 0,10, it is concluded that the model is acceptable (Falk and Miller, 1992; Hair et al., 2019).

The Structural Model

The Partial Least Squares Structural Equation Modeling (PLS-SEM) and path analysis were being used to test the structural equation model. In the analyses, 5.000 sub-samples were taken using the bootstrapping method. Their corresponding t-values were calculated with which the statistical significance and path coefficients were used to assess the effects of independent variables on the dependent variable (Ringle, Wende, and Becker, 2015).

Table 5. Results of Path Analysis of the Research Model

	β	Mean	Standard Deviation	t	p
Work Adjustment -> Commitment	0,456	0,444	0,145	3,135	0,002
General Adjusment -> Choice	0,411	0,438	0,140	2,943	0,003
Interaction Adjustment -> Commitment	-0,231	-0,245	0,131	1,767	0,077
Work Adjustment -> Choice	0,220	0,211	0,154	1,431	0,152
Interaction Adjustment -> Choice	-0,155	-0,162	0,157	0,988	0,323
General Adjusment -> Commitment	0,153	0,189	0,156	0,983	0,326
General Adjusment -> Nascent Entrepreneurship	0,133	0,167	0,155	0,859	0,390
Work Adjustment -> Nascent Entrepreneurship	0,121	0,108	0,157	0,769	0,442
Interaction Adjustment -> Nascent Entrepreneurship	0,120	0,113	0,176	0,682	0,495

As a result, the Work Adjustment affects the Commitment to Entrepreneurship, and General Adjustment affects the Choice to become Entrepreneur. Hence, our hypothesis is partially supported.

Hypothesis	Result
H1a: General Adjustment affects Nascent Entrepreneurship positively and significantly.	Not Supported
H1b: General Adjustment affects Commitment to Entrepreneurship positively and significantly.	Not Supported
H1c: General Adjustment affects the Choice to become an entrepreneur positively and significantly.	Supported
H1d: Work Adjustment affects Nascent Entrepreneurship positively and significantly.	Not Supported
H1e: Work Adjustment affects Commitment to Entrepreneurship positively and significantly.	Supported
H1f: Work Adjustment affects the Choice to become an entrepreneur positively and significantly.	Not Supported
H1g: Interaction Adjustment affects Nascent Entrepreneurship positively and significantly.	Not Supported
H1h: Interaction Adjustment affects Commitment to Entrepreneurship positively and significantly.	Not Supported
H1i: Interaction Adjustment affects the Choice to become an entrepreneur positively and significantly.	Not Supported

CHAPTER FOUR

4.1.DISCUSSION AND CONCLUSION

Understanding refugees' entrepreneurial intentions and the impact of cultural adaptation is crucial to their integration into host societies and the country's long-term growth for both natives and refugees. Furthermore, the fact that refugee entrepreneurs vary from other businesses in the host nation is acknowledged. There are multiple notable gaps in the literature on the influence of cultural adaptation on refugee entrepreneurial goals in Turkey. By presenting the influence of cultural adaptation on refugee entrepreneurship to integrate into the host nation, this study hopes to add to the current literature and host countries.

This thesis aimed to study the effect of cultural adaptation of refugees on their entrepreneurship intentions in turkey and attempt to theoretically understand the phenomenon of cultural adaptation of refugees and revealed and highlighted the cultural adaptation of refugees on their entrepreneurship intentions in turkey.

İn this thesis the participants were refugees living in the Istanbul province of Turkey. There is no data about the population. The convenient sampling method was employed, and the questionaries were delivered both in electronic form and paper. A total of 145 questionnaires were filled out and submitted., 28 from them were excluded beacuse of the lack of information.

This thesis revealed two fundamental relations to provide a deeper understanding of the role of cultural adaptation on the refugees' entrepreneurship intentions .

The first relation was between general adjustment and the choice to become an entrepreneur , where the results of this thesis showed that there is a positively and significantly an effect of general adjustment on the choice to become an entrepreneur.

The second relation was between work adjustment and the commitment to entrepreneurship, where the results of this thesis showed that there is a positively and significantly an effect of work adjustment on the commitment to entrepreneurship.

Based on the findings, we can conclude that the current study contributes to the understanding of refugees' cultural adaptation phenomena and, in doing so, has raised the importance of refugees' entrepreneurship activities in dealing with ongoing refugee issues by turning them into a win-win situation for both parties.

4.2. THEORETICAL IMPLICATIONS

This thesis adds to the body of knowledge in the refugee entrepreneurship research stream, pointing to cultural adaptation as a key factor in enhancing entrepreneurial ambitions (e.g., Ajzen, I., Nicholas, et al ,2011; Hirst, et al, 2018). Entrepreneur refugees regarded every elements that emerged as a consequence of the investigation differently. We feel that these findings will be useful to researchers and writers working on this issue.

This research adds to a better understanding of the variables and factors that influence entrepreneurial intentions by using the model offered. It adds to a better understanding of entrepreneurial goals among refugees. The findings of this study have a number of ramifications. Because becoming an entrepreneur can be viewed as a voluntary and conscious act, making this decision in unusual circumstances such as asylum necessitates a broader set of requirements for beginning an entrepreneurial enterprise due to the significant challenges that these exceptional circumstances present.

4.3. PRACTICAL IMPLICATIONS

Our findings have practical consequences for policymakers in countries that absorb refugees, as these nations are under pressure to help newcomers integrate into society. Many governments have not recognized the business potential of refugees or taken aggressive efforts to encourage the large numbers of refugees with entrepreneurial goals, owing to a widespread belief among policymakers that entrepreneurship is a need for refugees. At a macro level, refugee entrepreneurs' actions may appear to be the outcome of labor market disadvantages, since these refugees are forced to confront institutional hurdles.

Based on the findings, we also recommend the establishment of support groups for refugees' entrepreneurial activities, such as business incubators and public organizations, as well as a better knowledge of different sorts of possibilities from a multiple embeddedness viewpoint.

These data may be utilized to assist the work of humanitarian groups, UN agencies, and host governments in encouraging refugees to start businesses.

Understanding how a variety of cultural elements influence entrepreneurial intent in the asylum environment will help us better understand the push-and-pull forces that influence entrepreneurship in such situations. The study's findings encourage managers, decision-makers, and program implementers in international agencies and humanitarian organizations to focus on the set of factors and determinants that specifically affect refugees, and which contribute to improving their intentions forward into achieving common economic, social, and humanitarian goals, and thus a sustainable livelihood for refugees.

4.4.LIMITATIONS

This study has some limitations as well. Due to the limitations listed below, the results should be interpreted carefully and accordingly:

(1) adopting an unadministered survey may affect the responses;

(2) this study was carried out in a single country and only in Istanbul, a city with a population of over 15 million. The overcrowded city life may have caused the perception of the participants to differ from refugees located in other countries and/or cities hence limiting the generalizability of the findings,

(3) the study is a cross-sectional study that adopted a convenient sampling method, another limitation.

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