

Forced To Become Entrepreneurs: Investigating the Impact of Workplace Bullying on the Entrepreneurial Intentions of Immigrant Workers in Turkey

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ABSTRACT Purpose: The issue of migrant workers has been frequently addressed in management and organiza-

tion studies, as in many other fields since migration has become a global phenomenon. By referring to the push-pull theory of entrepreneurship, the current study aims to understand to what extent the bullying behavior that migrant workers are exposed to in the workplace encourages them to engage in entrepreneurship. The main assumption that constitutes the hypotheses is that negative workplace experiences push migrant workers to create alternatives against undesirable working conditions.

Methodology: A quantitative research design was employed, involving standardized questionnaires to gather data from 231 migrant workers employed in Turkey's textile sector. The hypotheses were tested using the AMOS statistical program.

Findings: The findings support the bullying behavior that migrant workers are exposed to in their workplaces pushes them to become entrepreneurs ($\beta = 0.36, p < .001$). Further, the findings indicate that individual entrepreneurship orientation (IndEO) does not moderate the relationship mentioned ($\beta = 0.03, p = .33$). **Originality:** Unlike mainstream entrepreneurship literature, this study demonstrated that entrepreneurship can be an 'imperative' stemming from unfavorable working conditions of migrant workers, rather than an 'attractive' phenomenon. Yet, the success and sustainability of such entrepreneurial activities is debatable. The study is expected to provide a clearer picture of migrant entrepreneurial initiatives and, therefore, guide policymakers in developing effective strategies to support economies.

Keywords: Entrepreneurship, migrant entrepreneurship, workplace bully, push-pull theory, IndEO **Jel Codes:** L26, J61, J15

Girişimci Olmaya Zorlanmak: İş Yeri Zorbalığının Türkiye'deki Göçmen İşçilerin Girişimcilik Niyetleri Üzerindeki Etkisinin Araştırılması

ÖZET Amaç: Göçmen işçi konusu, göçün küresel bir olgu haline gelmesiyle birlikte diğer birçok alanda olduğu gibi organizasyon çalışmalarında da sıkça tartışılmaya başlanmıştır. Bu çalışma, girişimcilik yazınında itme-çekme teorisine atıfta bulunarak, göçmen işçilerin işyerinde maruz kaldıkları zorbalık davranışlarının onları girişimcilğe ne ölçüde teşvik ettiğini anlamayı amaçlamaktadır. Araştırmanın temel varsayımı, olumsuz işyeri deneyimlerinin göçmen işçileri istenmeyen çalışma koşullarına karşı alternatifler yaratmaya ittiğidir.

Metodoloji: Nicel bir tasarıma sahip olan araştırmanın verileri Türkiye'de tekstil sektöründe istihdam edilen 231 göçmen işçiden standartlaştırılmış anketler aracılığıyla toplanmıştır. Hipotezler AMOS istatistik programı kullanılarak test edilmiştir.

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Bulgular: Araştırma bulguları göçmen işçilerin işyerlerinde deneyimledikleri zorbalık davranışının on- ları girişimci olmaya ittiğini destekler niteliktedir ($\beta= 0.36, p<.001$). Diğer taraftan bireysel girişimcilik eğiliminin bahsedilen ilişki üzerinde düzenleyicilik etkisi olmadığı ortaya konmuştur ($\beta= 0.03, p= .33$). Orijinallik: Ana akım girişimcilik yazınından farklı olarak, bu çalışma göçmen işçiler açısından girişim- cilikğin ‘çekici’ bir olgudan ziyade olumsuz çalışma koşullarından kaynaklanan bir ‘zorunluluk’ ola- bileceğini doğrular niteliktedir. Ancak, bu tür girişimcilik faaliyetlerinin başarısı ve sürdürülebilirliği tartışmalıdır. Çalışmanın göçmen girişimcilik faaliyetlerinin net bir resminin ortaya konması ve sonuç olarak ekonomileri destekleme noktasında etkili stratejiler geliştirilmesine yönelik politika yapıcılara yol göstermesi beklenmektedir.

Anahtar kelimeler: Girişimcilik, göçmen girişimcilik, işyeri zorbalığı, itme-çekme teorisi, bireysel gi- rişimcilik yönelimi

Jel Sınıflandırması: L26, J61, J15

1. Introduction

Migration has become a global phenomenon, with an estimated 281 million international migrants worldwide in 2024 , representing approximately 3.6 per- cent of the global population (International Organization for Migration, 2024). Given its complex and multifaceted nature, it remains a subject of ongoing dis- cussion across various disciplines. A heated debate is currently raging on the labor market regarding the presence of migrant workers. Pholphirul & Rukum- nuaykit (2010) claimed that such employees increase the labor supply in host countries. While others assert that they help meet the labor demand across a variety of industries (Joppe, 2012), especially those that require low skills and low education (Wright & Clibborn, 2019; Jordaan, 2018). In emerging economies, such as Turkey, despite adverse working conditions, foreign-born workers are proven to positively contribute to economic growth (Tanrıku, 2021).

It is not just their participation in consumption that migrant workers con- tribute to economies, but they may also initiate new ventures and become taxpayers. It has been reported that since 2011, approximately 10,000 Syrian companies have been established in Turkey by Syrians (Güven et al., 2018). The motivations behind migrants starting new ventures have been addressed in a few studies dealing with individuals who have already launched their own business (Deniz & Reyhanoğlu, 2018), not migrants who are yet to start one. This study, on the other hand, scrutinizes how migrant workers who currently work for an- other company intend to start their own businesses. The main assumption of the study is that adverse conditions, such as workplace bullying, may push migrant workers to create alternatives such as launching new ventures. Moreover, IndEO may ease the creation of such alternatives.

The research presumes that migrant entrepreneurship evolves as a requisite response to poor working conditions, as opposed to deliberate exploitation of emergent opportunities. Jones et al. (2014), reported that a considerable portion of migrant entrepreneurial initiatives falter due to a disparity in occupational qualifications, potentially stemming from a hasty and unplanned transition into entrepreneurship. Hence, the research findings are anticipated to raise further questions regarding entrepreneurial success under such conditions. The findings are also expected to illuminate the extent to which IndEO contribute to shaping the entrepreneurial intentions of migrant workers.

2. Theoretical Background

2.1. Workplace Bully towards Migrant workers

Migrant workers experience workplace bullying more frequently and in greater intensity than native counterparts (Cheo, 2017). These workers have been shown to earn less, work longer hours (Zhigang & Shunfeng, 2006; Wong et al., 2007), and are more frequently subjected to workplace mistreatment (Chan, 2016). Knight (2013) examined workplace bullying against migrant workers under three themes. To start, there are two factors that contribute to mistreatment: payment regimes and job security. The second is that migrant workers view their native counterparts as their reference group and are being treated negatively by them. The last one is that migrants who are treated unfairly have limited access to opportunities to seek redress due to the lack of institutional structures which protect their rights.

Einarsen et al. (2020), suggest that migrant workers often face challenges in communication due to language barriers and cultural differences, making them easy targets for bullying. Misunderstandings and the inability to express grievance or defend themselves effectively can exacerbate their situation. Moreover, such differences may lead to social isolation, which makes them less likely to seek support from others and more vulnerable to bullying (Wang, Hall, & Rahimi, 2019). Additionally, these workers may experience bullying rooted in discriminatory attitudes and racism. Prejudices based on ethnicity, nationality, or religion can manifest bullying behaviors in the workplace (Lewis, Megicks, & Jones, 2017).

There is often a lack of awareness among migrants of their rights and the legal resources available to them at work, making it difficult for them to challenge

or report bullying (Underhill & Quinlan, 2011). Additionally, the precarious legal status of many migrant workers can make them reluctant to report bullying for fear of retaliation, such as job loss or deportation. This vulnerability may be exploited by bullies who perceive migrant workers as unable to defend their rights (Skivenes & Trygstad, 2010). Finally, the economic dependency on employment in the host country makes migrant workers more tolerant of adverse working conditions, including bullying. This tolerance stems from the fear of unemployment and the necessity to support families back home (Mayhew & Quinlan, 2000). All these factors combined create an environment where migrant workers are at a higher risk of workplace bullying compared to their native counterparts.

2.2. Migrant Entrepreneurship

The concept of migrant entrepreneurship has been predominantly examined in major migration destinations, including the United States, the United Kingdom, and Canada (Dabic' et al., 2020). Unlike mainstream entrepreneurship literature, the literature on this concept explains the entrepreneurial orientations of such employees with different motivations. To better understand the multifaceted nature of immigrant entrepreneurial activities, the concept of “*mixed embeddedness*” was introduced by (Kloosterman, Van Der Leun & Rath, 1999). The main emphasis of the concept is the interaction between individual agency and broader structural factors, both in the host and the country of origin (Kloosterman & Rath, 2001). The concept challenges simplistic views that attribute entrepreneurial success solely to cultural traits or individual agency. Instead, it integrates the social, economic, and institutional contexts that influence migrant entrepreneurs.

The concept, mixed embeddedness, rely on dual focus on both *micro-level (individual and network)* and *macro-level (structural and institutional)* factors (Kloosterman, 2010). Rath (2003) argued that migrant entrepreneurs rely on social networks within their ethnic communities in the host country for resources, support, and market opportunities. Additionally, he added that regulatory environment, market conditions, and institutional frameworks in the host country significantly influence entrepreneurial opportunities and constraints. These structural factors include access to credit, legal barriers, and market demand.

2.3. Push-Pull Theory

Regarding the motivation of migrant workers to pursue entrepreneurship, existing research has predominantly focused on the push-pull theory (Alexandre, Salloum & Alalam, 2019; Rametse et al., 2018; Soydas & Aleti, 2015). By highlighting the interaction between adverse conditions that push individuals away from their current job and attractive opportunities that pull them towards starting businesses in new locations, the push-pull theory provides insight into the motivations behind migrant entrepreneurship. Duan, Kotey & Sandhu (2023) reviewed migrant entrepreneurship literature systematically and categorized pull-push factors into two categories: individual and contextual pull-push factors. A total of five aspects of push-pull factors have been identified attributed to individuals: *demographics, personal circumstances, values & characteristics, business ideas & opportunities, and self-efficacy*. The contextual factors affecting immigrant entrepreneurship have been specified as *ethnic enclaves, host, and home country*.

In reference to Jenkins (1994) study, Sahin, Nijkamp & Rietdijk (2009), suggested three basic models to explain the motivation of migrants to launch new ventures: *culture model, economic opportunity model and reaction model*. The economic opportunity model indicates that entrepreneurs rely on the market to discover opportunities. The cultural model suggests that some cultures inherently encourage their members to achieve success in entrepreneurship. The reaction model assumes that migrants prefer self-employment as a result of being driven by an environment where mainstream opportunities are limited (Vardhan et al., 2020).

Regarding Syrian migrant workers in Turkey, they mainly engage in informal employment, often earning wages below the minimum standard (Del Carpio & Wagner, 2015; İçduygu & Diker, 2017). Pelek (2019) suggested that discrimination against Syrian workers is also reflected in longer working hours and inappropriate sheltering. Considering all, it can be argued that migrant entrepreneurship in the context of Turkey occurs as a reaction to adverse conditions. Based on the push-pull model, this study aims to understand the extent to which bullying behaviors experienced in the workplace drive Syrian migrant workers toward entrepreneurship. Additionally, the study will examine the moderating role of individual-level entrepreneurial orientation in the mentioned relationship. *Figure 1* depicts the research model.

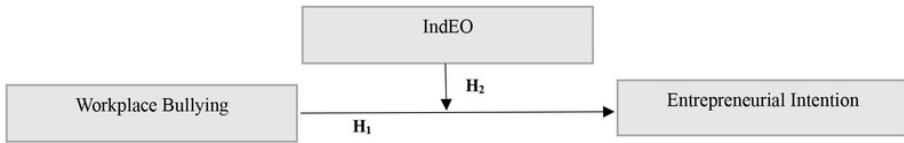


Figure 1. Research Model

3. Methodology

The research, which has the approval number 2024/05 by the ethics committee of a higher education institution in Turkey, is designed to understand the effects of workplace bullying on the entrepreneurial intention of migrant workers. Through standardized questionnaires, the data was gathered from Syrian migrant workers employed full-time in small and medium-sized textile enterprises in Mersin. Compared to others, Syrian migrant workers, having been forced to migrate due to adverse conditions in their country, may be more vulnerable to exploitation in the host country. The reason for selecting this sector is that the majority of migrant workers in the region being studied are employed in this sector, and due to its nature, it is prone to unregulated employment. The questionnaires were administered to the participants in their work environment. A snowball sampling was utilized, due to the inability to reach the research populations. There is limited control over the composition of the sample in snowball sampling. This can make it challenging to ensure that the sample reflects diverse perspectives or characteristics within the target population, potentially undermining the validity of the study's findings (Atkinson & Flint, 2001). In total, 300 questionnaires were distributed, and 244 of them were returned. The analyses, however, were conducted with a total of 231 observations, since 13 of them have missing data. Table 1 summarizes the demographic characteristics of the participants.

Table 1. Demographic Characteristics of Participants

<i>(N= 231)</i>		Frequency(f)	Percentage (%)	
Gender	Male	151	65.4	
	Female	80	34.6	
Age	18-24	50	21.6	
	25-31	65	28.1	
	32-38	38	16.5	
	39-45	42	18.2	
	46 and more	56	24.2	
Marital Status	Single	98	42.4	
	Married	110	47.6	
	Other	23	10.0	
Education	High school	112	48.5	
	Vocational school	54	23.4	
	Bachelor	41	18.1	
	Post-graduate	24	10.0	
Tenure (current organization)	1-5	76	32.9	
	6-10	55	23.8	
	11-15	38	16.5	
	16-20	28	12.1	
	More than 20 years	54	23.4	
Organizational Characteristics	Owned by natives & Majority of workers are migrants	65	28.1	
	Owned by natives & Minority of workers are migrants	49	21.2	
	Owned by migrants & Majority of workers are migrants	82	35.5	
	Owned by migrants & Minority of workers are migrants	23	10.0	
	Other (foreign-domestic partnership etc.)			
	None	12	5.2	
Managerial Role	Low-level	176	76.2	
	Mid-level	36	15.6	
	Top-level	19	8.2	
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The study used measurement instruments that have previously proven to be valid and reliable, and that were also adapted for the target language. The NAQ-R (Negative Acts Questionnaire-Revised) was employed by Einarsen et al. (2009), as the tool to measure workplace bullying. Aydın & Öcel (2009) adapted the instrument into the Turkish and reported a Cronbach alpha coefficient of 0.88. Items such as *'Having your opinions ignored'* were measured using a Likert scale ranging from 1 (Never) to 5 (Daily). Participants' entrepreneurial intention (EI) was measured through a six-item instrument originated from Şeşen and Basim (2012). Statements such as *'I am determined to start a business in the future'* were evaluated using a 5-point Likert scale, ranging from 1-strongly disagree to 5-strongly agree. Finally, a 10-item instrument originated from Bolton and Lane (2012) and adapted into the Turkish by Ercan and Yıldırım (2021) was used to evaluate participants' individual entrepreneurial orientation (IndEO). Participants were asked to respond to items such as *'I like to take bold action by venturing into the unknown'*.

4. Analysis & Results

This section includes the testing of the validity & reliability of the measurement instruments, followed by the conduction of hypothesis testing. First, the validity of the measurement instruments was assessed using exploratory factor analysis (EFA) and confirmatory factor analysis (CFA). A Cronbach's alpha coefficient was used to determine these instruments' reliability. When the validity and reliability of the measurements are confirmed, hypotheses testing was conducted. Multivariate statistical assumptions (normality, heteroscedasticity, multicollinearity, etc.) were tested before analysis, and no violations were found. Table 2 presents Cronbach's alpha coefficients, which indicate the internal consistency of the measurement instruments, as well as the results of the exploratory factor analysis, demonstrating their validity.

The sample adequacy was assessed using the KMO and Bartlett's test of sphericity. The KMO value was found to be .872 and Bartlett's test was significant at the .000 level, indicating that the sample was adequate. Using Principal Component Analysis, a total of three dimensions were yielded with eigenvalues greater than one (1), collectively explaining 64.68% of the total variance. The internal consistency levels of all measurement instruments are above 0.70, which is desirable in the field of social sciences.

Table 2. Validity & Internal Consistency

Item	Factor Loadings	Cronbach's Alpha
IndE01	.499	.833
IndE02	.737	
IndE03	.839	
IndE04	.658	
IndE05	.606	
IndE06	.613	
IndE07	.482	
IndE08	.626	
IndE09	.562	
IndE010	.573	
EI1	.758	.759
EI2	.776	
EI3	.597	
EI4	.561	
EI5	.580	
EI6	.760	
WPB1	.594	.853
WPB2	.808	
WPB3	.692	
WPB4	.652	
WPB5	.839	
WPB6	.527	
WPB7	.603	
WPB8	.781	
WPB9	.598	
WPB10	.773	
WPB11	.746	
WPB12	.767	
WPB13	.638	
WPB14	.577	
WPB15	.623	
WPB16	.566	

WPB17	.558	
WPB18	.621	
WPB19	.597	
WPB20	.598	.853
WPB21	.693	
WPB22	.724	

WPB: Workplace bully; **IndEO:** Individual entrepreneurship orientation; **EI:** Entrepreneurship intention **Extraction Method:** Principal Component Analysis. **Rotation Method:** Varimax with Kaiser Normalization. Rotation converged in 15 iterations

Following the assessment of convergent validity and reliability of the measurement instruments, Confirmatory Factor Analysis (CFA) was conducted to evaluate construct validity. This analysis aimed to determine the extent to which the previously established model was validated by the data obtained (Hair et al., 2019, p. 93). The CFA results, performed using the AMOS 24 software package, were evaluated in terms of both goodness of fit indices and factor loadings to assess construct validity. Maximum likelihood (MLE) was utilized as the estimation technique for CFA.

As shown in the figure below, the standardized loadings for the IndEO scale are above the threshold value of .50, indicating a good factorial structure.

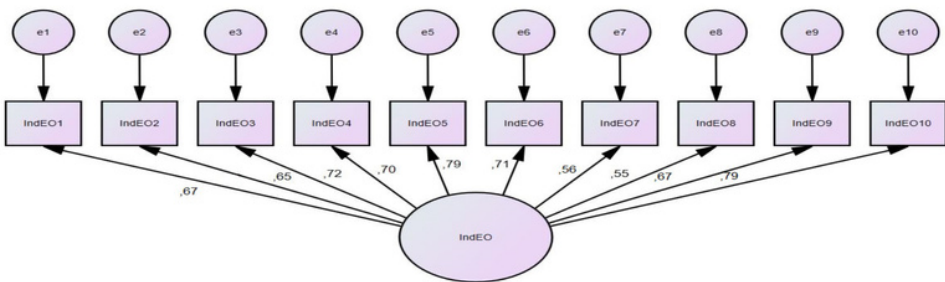


Figure 2. Factorial Structure of Individual Entrepreneurial Orientation Scale

Table 3 illustrates that the fit scores of the model are at an acceptable level mostly: Normed Chi-square (χ^2/df) = 4.75; TLI = .87; CFI = .89; GFI = .82 and

RMSEA = .092. These results suggest that the model tested fits with the data collected satisfactorily.

Table 3. Fit Indices for Individual Entrepreneurial Orientation

Fit Indices	χ^2	χ^2/df	TLI	CFI	GFI	RMSEA
Recommended Level of Fit	$p > 0.05$	≤ 3	≥ 0.95	≥ 0.95	≥ 0.90	≤ 0.05
Acceptable Level of Fit	-	$\leq 4-5$	0.94-	> 0.90	0.89-0.85	0.06-0.08
The Model's Goodness-of-Fit	$P < 0.05$	4.75	.87	.89	.82	.092

The figure showing the factor loadings of the second measurement tool used in the study, the entrepreneurial intention scale, is shown below. The analysis reveals that loadings range from .53 to .74, indicating a satisfactory level of adequacy.

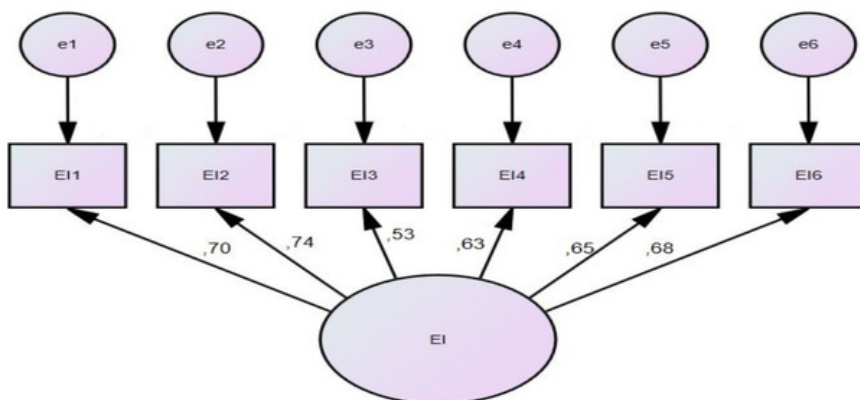


Figure 3. Factorial Structure of Entrepreneurial Intention Scale

The fit scores of the model tested, are demonstrated in Table 4, indicates that (Normed Chi-square (χ^2/df) = 4.24; TLI = .84; CFI = .90; GFI = .88 and RMSEA = .086) factorial structure of the construct is confirmed by the current data.

Table 4. Fit Indices for Entrepreneurial Intention

Fit Indices	χ^2	χ^2/df	TLI	CFI	GFI	RMSEA
Recommended Level of Fit	$p > 0.05$	≤ 3	≥ 0.95	≥ 0.95	≥ 0.90	≤ 0.05
Acceptable Level of Fit	-	$\leq 4-5$	0.94-	> 0.90	0.89-0.85	0.06-0.08
The Model's Goodness-of-Fit	$P < 0.05$	4.24	.84	.90	.88	.086

Finally, the construct validity of workplace bullying was tested using CFA. *Figure 4* depicts the factorial structure of the instrument. Factor loadings range from .45 to .79, indicating an acceptable level of adequacy.

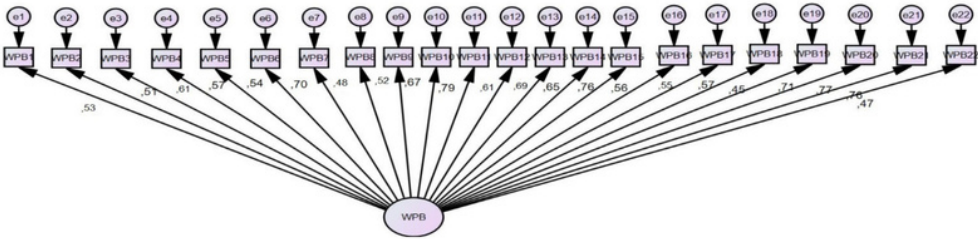


Figure 4. Factorial Structure of Workplace Bullying Scale

Table 5 summarizes the fit scores of the model tested. The goodness-of-fit indices (Normed Chi-square (χ^2/df) = 4.97; TLI =.84; CFI =.86; GFI =.76 and RMSEA =.098) indicate that the construct is validated within the context of the study.

Table 5. Fit Indices for Workplace Bullying

Fit Indices	χ^2	χ^2/df	TLI	CFI	GFI	RMSEA
Recommended Level of Fit	$p > 0.05$	≤ 3	≥ 0.95	≥ 0.95	≥ 0.90	≤ 0.05
Acceptable Level of Fit	-	$\leq 4-5$	0.94-0.90	> 0.90	0.89-0.85	0.06-0.08
The Model's Goodness-of-Fit	$P < 0.05$	4.97	.84	.86	.76	.098

Following the validation and reliability of the measurement instrument, the relationships between hypothesized variables were examined. *Table 3* summarizes information about the means, standard deviations, and bivariate correlations among the variables. As shown in the table, all correlations were significant and aligned with the expected directions, offering preliminary support for the hypothesized relationships.

Table 3. Correlations Among Variables

Variable	<i>M</i>	<i>SD</i>	1	2	3
1. WPB	3.31	.49	1		
2. IndEO	3.43	.68	.58**	1	
3. EI	3.37	.70	.62**	.69**	1

N = 231; ** $p < .001$

The testing of hypotheses, including the moderation effect, was conducted using path analysis in the AMOS package program. The path coefficients among variables are summarized in *Table 4*. The results indicate that both workplace bullying to which migrant workers are exposed ($\beta = 0.36, p < .001$) and IndEO ($\beta = 0.49, p < .001$) had significant positive effects on the entrepreneurial intentions of such workers. The results also indicate no significant moderation effect of IndEO ($\beta = 0.03, p = .33$), suggesting that the moderating variable did not influence the strength or direction of the hypothesized relationship. Ultimately, the findings indicate that hypothesis **H1** is supported, whereas hypothesis **H2** is not supported.

Table 4. Path Coefficients Among Variables

Effect specifications			Estimate	SE	p	C.R.
EI	<---	WPB	,362	,061	***	5,98
EI	<---	IndEO	,496	,054	***	9,17
EI	<---	WPB*IndEO	,033	,034	,339	,95

In the last stage, we conducted a one-way ANOVA analysis to understand whether the workplace bullying experienced by migrant workers varies according to the characteristics of the organization they work in. As shown in Table 5, with a p-value less than 0.05 (p-value = 0.000), it can be concluded that there are significant differences in variances among the groups. Yet, Levene statistics were found to be significant (p= .003), which violates homogeneity of variance. A post-hoc analysis (Games Howell) was carried out to find out the actual differences. Two significant differences appeared from the analysis: *Owned by natives & Minority of workers are migrants and owned by migrants & Majority of workers are migrants*. Compared to the other groups, the first group shows significantly higher exposure to workplace bullying, whereas the second group shows significantly less exposure.

Table 5. One-way ANOVA on Workplace Characteristics

	N	Mean	Std. Dev.	Std. Er.	
Owned by natives & Majority of workers are migrant	65	3.33	.300	.025	
Owned by natives & Minority of workers are migrant	49	3.76	.446	.065	
Owned by migrants & Majority of workers are migrant	82	2.53	.396	.069	
Owned by migrants & Minority of workers are migrant	23	3.45	.120	.033	
Other	12	3.20	.159	.071	
Total	231	3.31	.493	.032	
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	29.79	4	7.44	64.11	.000
Within Groups	26.25	226	.116		
Total	56.04	230			

5. Discussion

Starting from the premise that the motivations driving migrant workers to start new ventures may differ from mainstream entrepreneurship models, this study aims to understand the extent to which workplace bullying affects migrants' entrepreneurial intentions. The findings of this study contribute to the existing literature by suggesting that exposure to workplace bullying among migrant workers in Turkey may actually foster entrepreneurial intentions. This finding aligns with previous research highlighting the potential positive outcomes of adversity in shaping individuals' entrepreneurial mindsets (Shinnar & Zamantılı Nayır, 2019; Deniz & Reyhanoğlu, 2018; Abid, Mohsin & Mobeen, 2023). Two issues need to be addressed at this point; in emerging economies, opportunity entrepreneurship is less prevalent than in developed countries (Liñán, Romero Luna & Fernández Serrano, 2013) and, more importantly, entrepreneurs with opportunity motives achieve higher satisfaction with work (Saiz-Alvarez, Martinez, Martinez, 2014). In this sense, the contribution of migrant entrepreneurship to structural changes in the economy is expected to be limited.

It is also important to note that the hypothesized moderating effect of entrepreneurial orientation on this relationship was not statistically supported. Similarly, Deniz and Reyhanoğlu's (2018) study reported that individual factors do not significantly influence the entrepreneurial intentions of Syrian migrant workers. These consistent findings suggest a broader trend where personal characteristics may not play a substantial role in shaping the entrepreneurial aspirations of migrant workers, at least within the contexts studied. The idea of launching a new business to break away from the current situation might have overshadowed personal inclinations. The result can also be explained by the assumption that individual factors may be more effective in opportunity-oriented entrepreneurship.

Finally, the results suggest that the ownership structure of organizations, as well as the composition of their workforce in terms of migrant workers, can have a substantial impact on the prevalence of workplace bullying. Organizations with a majority of migrant workers, particularly those owned by migrants themselves, may have implemented strategies or fostered a culture that mitigates workplace bullying. On the other hand, organizations with a minority of migrant workers, especially those owned by natives, may face challenges in creating inclusive and respectful work environments for migrant employees. These findings highlight

the need for targeted interventions and policies within organizations to address workplace bullying, particularly concerning migrant workers. Strategies focusing on promoting diversity, inclusion, and cultural sensitivity could contribute to creating safer and more supportive workplaces for all employees, irrespective of their background or status.

6. Conclusion

This study delved into the relationship between workplace bullying and entrepreneurial intention among migrant workers in Turkey. The findings revealed that exposure to bullying tends to increase the entrepreneurial intention of migrant workers. On the other hand, the analysis did not yield a statistically significant moderation effect of IndEO on this relationship. This suggests that while workplace bullying may influence entrepreneurial aspirations, personal entrepreneurial traits alone may not be sufficient to mitigate the impact of bullying on entrepreneurial intentions.

The majority of studies in this field have focused on actors who have already launched a new business. The current research, in contrast, sheds light on the pathway to entrepreneurship by examining migrant workers employed in an organization without starting any ventures, thus offering a unique perspective from existing literature. The research provides insights that suggest the entrepreneurial intentions of migrant workers are shaped by undesirable conditions. This finding is also supported by the Global Entrepreneurship Monitor (GEM, 2023) report, which suggests entrepreneurship activities among migrant workers in low-income economies are relatively higher, with a majority of these ventures being shaped by push factors. However, the success and sustainability of such entrepreneurial activities is debatable. Therefore, it is expected that the research findings will guide policymakers in creating a more opportunity-oriented ecosystem, aimed at fostering policies conducive to creating opportunities and supporting successful and sustainable entrepreneurship among migrant workers.

In this study, migrant workers were the only sample size, which limits the generalizability of the findings to other demographic groups or regions. Additionally, the research has employed a cross-sectional design, capturing a snapshot of data at a single point in time. Moreover, the reliance on self-reported data collection methods may introduce bias or inaccuracies in responses related

to experiences of workplace bullying or entrepreneurial intentions. To address these limitations, future research could focus on conducting longitudinal studies to track changes in entrepreneurial intentions and experiences of workplace bullying among migrant workers over an extended period. Comparative analyses could be undertaken to compare the experiences and outcomes of migrant workers who have experienced workplace bullying with those who have not, shedding light on the differential impact. Finally, investigating contextual factors such as organizational culture, industry type, and legal frameworks could further elucidate the relationship between workplace bullying and entrepreneurial intentions among migrant workers.

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