

# **Entrepreneurship; The Future Research Agendas**

Mohammad Arief  
Management Department University of Trunojoyo Madura  
E-mail:  
[papi.arief@gmail.com](mailto:papi.arief@gmail.com)

Editorial Board View

## **ABSTRACT**

*The entrepreneurship concept has grown quickly. Starting from the behavioral approach (Miller, 1983; Covin and Slevin, 1991; Stevenson and Jarillo, 1990), process (Mintzberg, 1973; Lumpkin and Dess 1996;) and strategic approach (Venkatraman and Sarasvathy, 2001). Each of these perspectives has been widely accepted and some researchers have done the appraisal, either empirically or conceptually. One of the factors that drive the development of the concept of entrepreneurship is the behavioral approach as a result of business activities. The behavior is dynamic and multidimensional. Therefore, the concept of entrepreneurship can be developed into another perspective. Some researchers give recommendations about the entrepreneurship development based on religiosity and genetic*

*Keywords: Entrepreneurship, Religiosity, Genetic*

## **INTRODUCTION**

In recent decades, the entrepreneurship concept have experienced rapid development. Since it was introduced in 1940s entrepreneurship concept has always been rethought by some researchers, both in the use of indicators or variables inherent in that concept. We conjectured that one of the factors that caused the concept of entrepreneurship rapidly developed is the output which learned from this approach focused on the behavior. Regardless of the perspective that underlies the concept of entrepreneurship, behavioral approach is regarded as an outsider who can measure the entrepreneurship activity.

The human behavior is dynamic, not static. From this point of view, the behavior exhibited by individuals are changing. George, *et al.* (2000) stated that the source of the individual behavior lies in the resources ownership. The ownership of resource will determine the someone steps to doing the activity. In the context of entrepreneurship, someone will be optimize all of resources owned to determine whether they will become an entrepreneur or not. The result of our tracer found that some researchers has been explore the entrepreneurial ability to managing a business (Zahra and Garvis, 2000; Brown, *et al*, 2001; Wiklund and Shepherd, 2005), while other researchers also

describe the entrepreneurial ability to start up new business (Schendel, 1990; Sexton and Landström, 2000a). The next tracking has found that some researchers focusing more on both approaches in developing the concept of entrepreneurship.

Theoretically, the entrepreneurship concept can be viewed from multiple perspectives, that is, the behavioral approach (Miller, 1983; Covin and Slevin, 1991; Stevenson and Jarillo, 1990), process approach (Mintzberg, 1973; Lumpkin and Dess 1996) and a strategic approach (Venkatraman and Sarasvathy, 2001). Every perspective have a different dimensions and indicators. For example, in the behavioural approach from entrepreneurial concept consists of a 3 dimension, that is proactive, innovative and risks taking. On the other hand, the process approach consists of 5 dimension, there are autonomy, innovativeness, risk taking, proactiveness, and competitive aggressiveness. Both of that perspective is used to measure the SMES performance.

However, we argue that the concept of the achievement performance of SMES perhaps not be that simple. It means, the complexity faced by entrepreneurs to do a business activities not only determined from the entrepreneurship dimensions. Studies that conducted by George, *et al.* (2000) suggests that a business located in the industry has a very high complexity, is called the "extractive industries". At this condition, how a firm's ability in determining strategic position, where the corporate resource, capability and competence, and what's the components that will affect the achievement of superior performance (Thompson, 1999; Arief, 2013). In other side, previous research indicated that SME's have a number of limitations, such as the weak capital, low access to the markets, so it cause difficulty to the development process or the creation of markets, also they have a low quality of human resources (Hankinson, *et al.*, 1997; Gaddefors, 2007; Tipu and Arain, 2011; Cassia, *et al.*, 2012). Therefore, some researchers provide recommendations to increase the knowledge owned by the entrepreneur (Wiklund and Shepherd, 2005; Hui Li, *et al.*, 2008). Previous study show that knowledge is considered as one of the factors that determine the entrepreneurial success in implementing the ability to manage business or open a new business. Based on the theory of the process of knowledge creation, there are several factors that will affect the ownership of the knowledge of a person, namely the socialization, externalization, internalization and externalization and combination of internalization (Nonaka, 1994; Nonaka and Konno, 1998). The argument is reinforced by Smoczyński (2015) which state that in a narrow perspective of the business realm there is little systematic knowledge developed within a moral community perspective.

Based on the explanation, we saw that there are meanings contained in the implementation process of entrepreneurship concept. *First*, the entrepreneurship concept involve an entrepreneurs knowledge support. It's has a consequences for an entrepreneurs, where by knowledge becomes an important determinant in achieving performance. Entrepreneurial knowledge will be make a creative behavior, especially while it related with opportunity creation (Zhou, 2010; Salih, *et al.*, 2015). Business activity not necessarily as expected. In the journey, business will be faced a barriers and need to resolved. Entrepreneurial with all of limitations certainly will also face a problem. At this point, the role of knowledge becomes an important thing in the found a problem solving. Previous explanation suggests that knowledge arise as a result of the process of socialization (Nonaka, 1994; Nonaka and Konno, 1998). Even so, that study also explained that a knowledge arise from internal factors of the individual. We argue that internal factors also influenced by heredity. This was confirmed by empirical studies previously stating that a person's knowledge is influenced by heredity (Bouchard

Jr., *et al.*, 2001; Santos and Bizzo, 2005; Morren, *et al.*, 2007). In behavioral theory, what is done by a person as well as how they act has sourced on the knowledge possessed (Einhorn and Hogarth, 1981). Included in this context was the individual decision to become entrepreneurial or ability in managing a business. This gives the idea that the concept of entrepreneurship can be viewed from the behavioral theory with a focus on a number of approaches, such as personality.

*Second*, the entrepreneurship concept also influenced by moral. Moral is one of mental dimensions that is based from the conviction (Bergin, 1991; Maclean, *et al.*, 2004; Galbraith and Galbraith, 2007; DeNoble, *et al.*, 2007). Moral related with individual, including norm (Saroglou, 2008), and ethics (Bergin, 1991). Further studies also explained that norms and ethics was sourced from a cultural system and social systems that apply to a specific area (Schwartz, 1996; Morris and Schindehutte, 2005). Someone who live in a good cultural and social systems, certainly have a good and ethical norms. Even so, we underline that the word of "good" would be apply to that region. A good cultural and social systems on a specific area, not necessarily accepted by the other regions. When the norms and ethics of a person already considered good, then it can be inferred that they have a good moral. In implementation, the moral of which is owned by a person will be applied in the behavior daily. In the theology concept, a person with a strong religious orientation would probably assume that this approach can be useful in all activities (Allport and Ross, 1967; Weaver and Agle, 2002). It has an implication, whereby they will demonstrated a good behavior in everyday life. This also applies in the context of the entrepreneurship activities. In simple terms it can be said that business performance will be achieved if someone has a good religiosity orientation.

The explanation above indicates that the entrepreneurship concept can be developed based on two perspectives, namely, genetic factors, and religiosity. We have been track of some results of studies that have been done before. In a genetic perspective, several studies have been conducted by Nicolaou, *et al.* (2008, 2009); Nicolaou and Shane (2009, 2010); Zhang, *et al.* (2009); Shane, *et al.* (2010), who essentially discusses about the role of genetic factors in a individual decision to become an entrepreneur. While from the perspective of religiosity, some researchers such as De Noble, *et al.* (2007); Dodd and Gotsis (2007); Galbraith and Galbraith (2007); Kauanui, *et al.* (2008); Arief (2013); Abdullahi and Suleiman (2015), have explored the relationship between entrepreneurship based on religiosity. Even so, the further tracking results also found that the genetic approach and religiosity are not too much do. We assume that both of the approach is still not yet measurable so that some researchers find it difficult to related this concept with an outcome who wants to achieve.

### **The Natural Behavior Of The Individual**

Definitively, entrepreneurship is defined "as an individual who establishes and manages a business for the principal purposes of profit and growth (Schumpeter, 1934). We noted that the main subjects in understanding entrepreneurship concept is the individual existence. Every individual has the perception and further will be implemented into the behaviors. Both will be merged as a guideline for an individual to solve the problem faced. This condition is called *internal locus of control* (Rotter, 1966). People with internal locus of control believe that they can control what happens in their lives.

In other side, a person's decision in showing a behavior is also affected by external factors. Included into this factor is the environment, which consist of a broad or narrow environment scope. The smallest unit of environmental factors that can affect an individual's behavioral pattern is the family. In a family, a planting about values that applies will be conducted, including moral and ethical, is honesty. Thus, how does one behave then they will use the values that have been inculcated by families and communities. With the pass time, that's values would describe a person's identity and will be embedded in the pattern of his thinking. When they will behave, then the thought patterns that are already embedded values will guide so that one can distinguish between good behavior and bad, right and wrong, and so on.

Theoretically, there is value in ethics, morals and honesty are sourced from the culture shared by a group. The previous explanation indicates that the smallest group in the cultivation of one's culture lies in the family. In our tracking, culture embraced by a group of individuals and that are transformed to others is described from a beliefs (Driver, 1976; Hill, *et al.*, 2000; Proctor, 2006; Saroglou, 2008). Therefore, we argue that the higher person's knowledge about certain beliefs, then ethics, morals and honesty also will be getting better.

Naturally, every human being is already provided with cognitive ability. With his ability, human beings can create knowledge and technology that can be useful in solve the problem faced. Even so, problems faced by someone is not as simple as that. The problem complexity will be impact to the brain performance, whereby it will more active to responded. It means, they will be search a something new, including knowledge, skills or emotional so that it will trigger a process of learning (Hyman, 2000) or more adaptive in nature with the consequences they will choose the appropriate fields with the ability (Tooby and Cosmides, 1990). Of course, any decision that they took already through the rational thinking process. The thinking rationality potentially will generate an opportunities and overcome the obstacles that exist. In other words, the process of solve a problem has been made. For example, a person who is faced with the phenomenon of increasingly high number of unemployed, then they will probably decide to be an entrepreneur. Their decision to work independently based on the result of thinking rationally as they are faced with the fulfillment of the requirement.

In viewed a problem and determine the problem solving decision, everyone has a different approach. In their studies, Tooby and Cosmides (1990) revealed that the problems faced by a person will be addressed universally, but their ability in solving problems may be done differently, depending on the level of stability, an interest as well as the person sensitivity. Similarly, Another study shown that the conditions are influenced by knowledge factors (Morren, *et al.*, 2007) and motivation (Baron, 2004). That's the side of the human beings uniqueness. What's the distinguishes a difference of viewpoints? Some authors have conjectured that genetic factors play an important role in showing the uniqueness of human thought (Tooby and Cosmides, 1990; Nicolaou, *et al.*, 2008; Nicolaou and Shane, 2009). However, some other researchers also explains that the important role that will determine a person's cognitive ability differences are a combination of genetic and environmental factors (Tambs, *et al.* 1989; McGue and Bouchard, 1998; Miller, *et al.*, 2001; Aguilar, 2001; Nicolaou and Shane, 2010).

The above explanation indicates that the entrepreneurship concept which has an output on the behavior, can be associated with a beliefs and genetic approaches. A beliefs relate to a person's religiosity level and further will be helpful in taking decisions. Some factors played an important role in the decision to become an

entrepreneurial in the religiosity perspective, among others, morals, ethics and honesty. In other side, genetically related to a person's cognitive ability. The rationality of someone using cognitive ability will decide whether someone will be self-employment or not. In addition, both of that approaches become an important things in determining the sustainability of business activity management.

### **WHY STUDY RELIGIOSITY AND GENETIC INFLUENCES ON ENTREPRENEURSHIP?**

Religiosity and genetic perspectives in relation with entrepreneurship concept has been examined by several researchers. We see that there is a researchers interest when it examines this perspective. *First*, each of individual has a values that can show his true identity as a human being, but there is no consensus how these values can be implemented in the entrepreneurial context (Bergin, 1991). In other side, the entrepreneurship concept which described by Covin and Slevin (1991) shows that entrepreneurship with regards to the individuals behavior. There's in the same cases when we try to implement a value, whereby the output of the religiosity concept is located on behavior.

*Second*, from the previous study showed that the concept of entrepreneurship with regards to social activities (Mintzberg and Water, 1982). The interaction between an entrepreneurs with other individual or community will be determine the business success. Through of these interactions, they will get the opportunities that may be helpful in the business development. From the religiosity perspective, one of the human object orientation which can seen from the behavioral approach is a communal system (Himmelfarb, 1975). Through this system, there is the community involvement, in the smallest unit is family, to transform the beliefs embraced. We argue that when the system transformation is done, then the social process will be occur.

*Third*, the nature of religiosity is multidimensional. When the psychological and sociological theories agree that there is a relationship between religiosity and entrepreneurial approach, then the religiosity can be viewed from many different ways, not just on cultural context, but are also factors that will sharpen ethical preferences, the relationship of leadership and strategic decisions that will affect to the satisfaction (Dodd and Gotsis, 2007).

From a genetic perspective, what is considered attractive for researchers in conjunction with the entrepreneurship concept? *First*, empirically, Bouchard, Jr. (2004,p. 148) explain that is that they want a better understanding of how things work, that is, better theories. In line with the arguement, Baron (2004, p. 225) explained thatthe different persons can have contrasting reference points (which can also shift over time), so prospect theory has interesting implications for the process of entrepreneurship. This is possibile when a person decides to become entrepreneurial, the early thoughts arising is the potential loss. Some other people may have different ideas, whereby the practice of entrepreneurship will give an advantage as economically. Consequently, they have to be clever in seek an opportunities, focus on the field is done and dare to take the risk.

*Second*, in a psychological theories, there is evidence that the person's behavior is also influenced by genetic factors. A gene as a piece of DNA that is passed from parents to their biological children during reproduction and which influences an observed characteristic of an individual, referred to as a phenotype (Nicolaou and

Shane, 2009, p. 2). Further, DNA are not suggested as transmitted biologically, but it related with people to engage in entrepreneurial activity. Similar, Zhang, *et al.* (2009, p. 94) explain that the role that personality characteristics play in the relationship between genetics and the tendency of individuals to become entrepreneurs.

### **THE FUTURE RESEARCH OF THE ENTREPRENEURSHIP CONCEPT**

Entrepreneurship is a very interesting phenomenon to be developed. Therefore, some researchers need to re-examine the entrepreneurship concept with collaborated some of the science, theory and methods. The use of cross-disciplines in the development of the entrepreneurship concept based on the factual conditions whereby there is a complexity of the problems faced by the entrepreneur. Thereby, the problem complexity which faced by an entrepreneur may not be solved by one discipline, but must involve other science. Indeed, we believe that collaborative engagements among scholars are the foundation on which promising research can be completed with the purpose of creating additional knowledge about entrepreneurship.

One form of the development which can be done from the entrepreneurship concept is the perspective of religiosity and genetic. Previous explanations have described a basic foundation in the development of the entrepreneurship concept based on this perspective. Further, we will describe about the relationship between the entrepreneurship concept with religiosity and genetic, that may be useful for research into the future.

### **The Influence Of Religiusitas On Entrepreneurial Activity**

Religiosity is a unique concept, especially in explaining social issues that can be used to explain the concept of entrepreneurship. These combination will result in a model that can be used to develop business activities. Previous study shown that the elements of religiosity, such as ethics (De Noble, *et al.* 2007), moral (Cornwall, 1989; Doddand Gotsis, 2007; Galbraith and Galbraith, 2007) and honesty (Barro and McCleary, 2003), would be able to shape the individual attitudes and behaviors, so that in the exercise of their business is not only oriented to the achievement of profit.

Religiosity may influence the choice of the individual in carrying out entrepreneurial activity (Audretsch, *et al.*, 2007). Several empirical studies indicate that there is a strong link between religiosity and entrepreneurial behavior of (Drakopoulou and Seaman, 1998; Audretsch, *et al.*, 2007; Carswell and Rolland, 2007; Nwankwo, *et al.*, 2012; Audretsch, *et al.*, 2007). Generally, religiosity is described as a set of values, beliefs, norms, ethics and behavior that must be owned by a person in carrying out its business activities. Some of these studies reinforce the arguments of Busenitz, *et al.* (2000) describing that value, beliefs and norms will have an impact on entrepreneurial orientation. Thus, the entrepreneurial behavior analysis based on religiosity may be a huge benefit to the achievement of the firm's profits are faced with increasing complexity between the customers and the shareholders (Fritz, 2006).

In operate this concept, the practice of religiosity in entrepreneurship can be performed on someone who is start up business (Kohl, 1984; Gill, 1995) as well as in management or business development (Bellu and Fiume, 2004; Fritz, 2006; Makhbul, 2011). Furthermore explained that the factors that encourage entrepreneurial success in running business activities through its religiosity is their ability to make their own decisions and their ability to control the organisations contribute to their success.

### **The Influence Of Genetic Factors On Entrepreneurial Activity**

This section will explore the relationship between genetic factors and entrepreneurial activity. Research demonstrates that chromosomes, the gene-carrying structures of an organism, are able to determine the level of an individual's intelligence. At this point, we agree that every individual has the intelligence, although they has a difference level. Someone with a good intelligence are likely to be able to solve the problems properly, may still be debatable. Previous study shown that there are other factors that determine a person's accuracy in solve a problems, such as formal education level (Santos and Bizzo, 2005; Morren, *et al.*, 2007) and experience (Bruner, 1990; Coher, 1982; Kerby, 1991). However, we argue that education and experience related to one's ease in understanding something that will generate knowledge. This is the role of the genetic factor that makes it easy for someone to understand a condition.

The entrepreneurship literature asserts a number of environmental factors and heritable traits that influence this choice. One of the factors that are considered robust in encouraging a person to become an entrepreneur are the parents (Lindquist, *et al.*, 2012). A person who has a business, there is possible to bequeathing to the son. The argumentation is someone would expect that their business not just operate in a short term period, and if possible it can be continued by their sons for the future. Of course, these hopeless not always run like that. For example, someone who had more than 1 person, perhaps not all of them will continue the business that had been pioneered by his parents. Furthermore, not all of the children has a talent to be an entrepreneurial and interested to plunge into that field. Several factors such as formal education has been achieved, experience and interest as well as a talent play a role in the person decision to be an entrepreneurial. In addition, the influence of environmental factors also contribute to the decision to be self-employed. Studies conducted by Tambs, *et al.*, 1989; Miller, *et al.*, 2001; Nicolaoua and Shane (2010) reinforce the argumentation where by the decision to become an entrepreneur are influenced by environmental factors.

Even so, we have the view that a person's decision to entrepreneurship, whether derived from inheritance or environmental influences, genetic factors have a very important role in the decisions taken. Knowledge and motivation plays a role in the process of the formation of entrepreneurial character and translated in the visionary thinking will be inherited by parents to their children, especially when running an existing business. In the entrepreneurship concept as described by Covin and Slevin (1991) with dimension innovative, proactive and risks taking, the vision that is inherited by parents to their children will form a pattern of such behaviour. In the end, we concluded that entrepreneurial behavior will be determined one of them based on genetic factors.

### **REFERENCE**

- Abdullahi, Ahmad Isa & Mustapha Shitu Suleiman. (2015). Impact Of Religion On Entrepreneurial Intention Of University Students In Kano State, Nigeria. *Proceedings of ICIC2015–International Conference on Empowering Islamic Civilization in the 21<sup>st</sup> Century*, e-ISBN: 978-967-13705-0-6.
- Aguilar, Grethel. (2001). Access To Genetic Resources And Protection of Traditional Knowledge In The Territories Of Indigenous Peoples. *Environmental Science & Policy*, Vol. 4, pp. 241–256.
- Allport, Gordon W. & J. Michael Ross. (1967). Personal Religious Orientation And Prejudice. *Journal of Personality and Social Psychology*. Vol. 5(4), Pp. 432-443.

- Arief, Mohammad. (2013). A Theoretical Review Of Entrepreneurship; The Effect Of Religiosity To The Performance. *International Conference on Entrepreneurship and Business Management (ICEBM 2013)*. Pp. 338 – 345.
- Audretsch, David B., Werner Boente & Jagannadha Pawan Tamvada. (2007). Religion And Entrepreneurship. *Working Paper*. <http://hdl.handle.net/10419/25667>.
- Baron, Robert A. (2004). The Cognitive Perspective: A Valuable Tool For Answering Entrepreneurship's Basic "Why" Questions. *Journal of Business Venturing*, Vol. 19, Pp. 221–239. doi: 10.1016/S0883-9026(03)00008-9.
- Barro, Robert J. & Rachel M. McCleary. (2003). Religion and Economic Growth across Countries. *American Sociological Review*, Vol. 68(5), pp. 760-781.
- Bellu, R. (2003). Can Venture Success Be Predicted? Cross Cultural Evidence From The Lazio Region Of Central Italy. *International Journal of Entrepreneurship and Innovation*, Vol. 4(3), Pp. 163 – 174.
- Bergin, Allen E. (1991). Values and Religious Issues in Psychotherapy and Mental Health. *American Psychologist*. Vol. 46 (4), Pp. 394 – 403.
- Bouchard, Jr., Thomas J. & John C. Loehlin. (2001). Genes, Evolution, and Personality. *Behavior Genetics*, Vol. 31(3).
- Bouchard, Jr., Thomas J. (2004). Genetic Influence on Human Psychological Traits. *American Psychological Society*, Vol. 13(4).
- Brown, Terrence, Per Davidsson, & Johan Wiklund. (2001). An Operationalization of Stevenson's Conceptualization of Entrepreneurship as Opportunity-based Firm Behavior. *Strategic Management Journal*, 22(10), pp. 953-968. DOI: 10.1002/smj.190.
- Bruner, J. (1990). Acts of meaning. Cambridge, MA: Harvard University Press.
- Busenitz, L.W., Gómez, C. & Spencer, J.W. (2000). Country Institutional Profiles: Unlocking Entrepreneurial Phenomena. *Academy of Management Journal*, Vol. 43 (5), pp. 994 – 1003.
- Carswell, Peter & Deborah Rolland. (2007). Religion And Entrepreneurship In New Zealand. *Journal of Enterprising Communities: People and Places in the Global Economy*. Vol. 1 (2). Pp. 162 – 174. DOI 10.1108/ 17506200710752584.
- Cassia, Lucio, Alfredo De Massis & Emanuele Pizzurno. (2012). Strategic Innovation And New Product Development In Family Firms; An Empirically Grounded Theoretical Framework. *International Journal of Entrepreneurial Behaviour & Research*. Vol. 18 (2), 2012 pp. 198-232. DOI 10.1108/ 13552551211204229.
- Coher, B. J. (1982). Personal Narrative And The Life Course. In P. B Baltes & O. G. Brim, Jr. (Eds.), *Life-span development and behaviour*. New York. Academic.
- Cornwall, Marie. (1989). The Determinants of Religious Behavior: A Theoretical Model and Empirical Test. *Social Forces*, Vol. 68 (2), pp. 572-592.
- Covin, Jeffrey G., Dennis P. Slevin. (1991). A Conceptual Model of Entrepreneurship As Firm Behavior. *Entrepreneurship Theory And Practice*, FALL 1991.
- Drakopoulou Dodd, S., & Seaman, P. (1998). Religion And The Self-Employed: Some Empirical Data. *Entrepreneurship Theory and Practice*, Vol 23 (1), pp 71–86.
- De Noble, Alex, Craig S. Galbraith, Gangaram Singh & Curt H. Stiles. (2007). Market justice, religious orientation, and entrepreneurial attitudes; An empirical study *Journal of Enterprising Communities: People and Places in the Global Economy*, Vol. 1 (2), Pp. 121-134. DOI 10.1108/ 17506200710752548.
- Driver, Anne Barstow. (1976). Religion. *Signs*, Vol. 2 (2) (Winter, 1976), pp. 434-442. *Published by: The University of Chicago Press*.



- Dodd, Sarah Drakopoulou & George Gotsis. (2007). The Interrelationships Between Entrepreneurship And Religion. *Entrepreneurship And Innovation*, Vol 8 (2), pp. 93–104.
- Einhorn, Hillel J. & Robin M. Hogarth. (1981). Behavioral Decision Theory: Processes Of Judgment And Choice. *Ann. Rev. Psychol.* Vol. 32, Pp. 53-88.
- Fritz, David A. (2006). Entrepreneurial Behaviors And Performance: An Empirical Investigation Into The Components Of Entrepreneurial Orientation And Their Impacts And Interactions With Environmental Munificence And Performance In A Non-Profit Context. *Disertation*.
- Gaddefors, Johan. (2007). Metaphor Use In The Entrepreneurial Process. *International Journal of Entrepreneurial Behaviour & Research*. Vol. 13 (3), pp. 173-193. DOI 10.1108/13552550710751049.
- Galbraith, Craig S. & Devon M. Galbraith. (2007). An Empirical Note On Entrepreneurial Activity, Intrinsic Religiosity And Economic Growth. *Journal of Enterprising Communities: People and Places in the Global Economy*. Vol. 1 (2). Pp. 188 – 201. DOI 10.1108/17506200710752601.
- George, Gerry, Simon Schillebeeckx & Teng Lit Liak. (2015). The Management Of Natural Resources: An Overview And Research Agenda. *Academy of Management Journal*. Vol. 58, No. 6, Pp. 1595–1613. <http://dx.doi.org/10.5465/amj.2015.4006>.
- Gill, A. J. (1995). The Institutional Limitations of Catholic Progressivism: An Economic Approach. *International Journal of Social Economics*. Vol. 22, pp. 135 – 149.
- Hankinson, Alan, David Bartlett & Bertrand Ducheneaut. (1997). The Key Factors In The Small Profiles Of Small-Medium Enterprise Owner-Managers That Influence Business Performance The UK (Rennes) SME survey 1995-1997 An international research project UK survey. *Inte Jnl of Entrepreneurial Behaviour & Research*, Vol. 3(4), 1997, pp. 168-175.
- Hyman, Steven E. (2000). The Genetics Of Mental Illness: Implications For Practice. *Bulletin of the World Health Organization*, Vol. 78 (4).
- Hill, Peter C., Kenneth I. Pargament, Ralph W. Hood, Jr., Michael E. McCullough, James P. Swyers, David B. Larson & Brian J. Zinnbauer. (2000). Conceptualizing Religion and Spirituality: Points of Commonality, Points of Departure. *Journal For Theory of Social Behaviour*, Vol. 30(1), Pp. 51 – 77.
- Himmelfarb, Harold S. (1975). Measuring Religious Involvement. *Social Forces*, Vol. 53(4), pp. 606-618. Published by: Oxford University Press.
- Hui Li, Yong, Jing-Wen Huang & Ming-Tien Tsai. (2008). Entrepreneurial Orientation And Firm Performance: The Role Of Knowledge Creation Process. *Industrial Marketing Management*. doi:10.1016/j.indmarman.2008.02.004.
- Kauanui, Sandra King, Kevin D. Thomas, Cynthia L. Sherman, Gail Ross Waters, & Mihaela Gilea. (2008). Exploring Entrepreneurship through the Lens of Spirituality. *Journal of Management, Spirituality & Religion*, Vol. 5 (2), Pp. 160-189, DOI:10.1080/14766080809518698.
- Kerby, A. P. (1991). Narrative and self. Bloomington, IN: Indiana University Press.
- Kohl, J. P. (1984). Strategies For Growth: Intervention In A Church. *Long Range Planning*, Vol. 22 (4), pp. 76-82.
- Lindquist, Matthew J., Joeri Sol & Mirjam Van Praag. (2012). Why Do Entrepreneurial Parents Have Entrepreneurial Children?. *IZA Discussion Paper No. 6740*.

- Lumpkin, G. T. & Gregory G. Dess. (1996). Clarifying the Entrepreneurial Orientation Construct and Linking It to Performance. *The Academy of Management Review*, Vol. 21 (1). Pp. 135-172.
- Maclean, A. Michael, Lawrence J. Walker & M. Kyle Matsuba. (2004). Transcendence and the Moral Self: Identity Integration, Religion, and Moral Life. *Journal for the Scientific Study of Religion*, Vol. 43 (3), Pp. 429–437.
- Makhbul, Zafir Mohd & Fazilah Mohamad Hasun. (2011). Entrepreneurial Success: An Exploratory Study Among Entrepreneurs. *International Journal of Business and Management*, Vol. 6 (1).
- McGue, Matt & Thomas J. Bouchard, Jr. (1998). Genetic And Environmental Influences on Human Behavioral Differences. *Annu. Rev. Neurosci*, Vol. 21, Pp. 1–24.
- Miller, Danny. (1983). The Correlates Of Entrepreneurship In Three Types Of Firms. *Management Science*, Vol. 29. Pp. 770-791.
- Miller, Paul, Charles Mulvey & Nick Martin. (2001). Genetic and Environmental Contributions to Educational Attainment in Australia. *Economics of Education Review*, Vol. 20, Pp. 211–224.
- Mintzberg, H. (1973). Strategy making in three modes. *California Management Review*, Vol. 16 (2). Pp. 44-53.
- Mintzberg, Henry & James A. Waters. (1982). Tracking Strategy in an Entrepreneurial Firm. *The Academy of Management Journal*, Vol. 25(3), pp. 465-499.
- Morren, Mattijn, Mieke Rijken, Arianne N. Baanders & Jozien Bensing. (2007). Perceived Genetic Knowledge, Attitudes Towards Genetic Testing, And The Relationship Between These Among Patients With A Chronic Disease. *Patient Education and Counseling*, Vol. 65, Pp. 197–204. doi:10.1016/j.pec.2006.07.005.
- Morris, Michael & Minet Schindehutte. (2005). Entrepreneurial Values and the Ethnic Enterprise: An Examination of Six Subcultures. *Journal of Small Business Management*, Vol. 43(4), pp. 453–479.
- Nicolaou, Nicos, Scott Shane, Lynn Cherkas, Janice Hunkin & Tim D. Spector. (2008). Is the Tendency to Engage in Entrepreneurship Genetic?. *Management Science*, 54 (1), Pp. 167-179. <http://dx.doi.org/10.1287/mnsc.1070.0761>.
- Nicolaou, Nicos & Scott Shane. (2009). Can Genetic Factors Influence The Likelihood Of Engaging In Entrepreneurial Activity?. *Journal of Business Venturing*, Vol. 24, Pp. 1–22. doi:10.1016/j.jbusvent.2007.11.003.
- Nicolaou, Nicos, Scott Shane, Lynn Cherkas & Tim D. Spector. (2009). Opportunity Recognition And The Tendency To Be An Entrepreneur: A Bivariate Genetics Perspective. *Organizational Behavior and Human Decision Processes*, Vol. 110, Pp. 108–117. doi:10.1016/j.obhdp.2009.08.005.
- Nicolaou, Nicos & Scott Shane. (2010). Entrepreneurship And Occupational Choice: Genetic And Environmental Influences. *Journal of Economic Behavior & Organization*, Vol. 76, Pp. 3–14. doi:10.1016/j.jebo.2010.02.009.
- Nonaka, I. (1994). A Dynamic Theory Of Organizational Knowledge Creation. *Organization Science*, Vol. 5 (1), Pp. 14–37.
- Nonaka, I., & Konno, N. (1998). The concept of ‘Ba’: Building A Foundation For Knowledge Creation. *California Management Review*, Vol. 40 (3), Pp. 40–54.
- Nwankwo, Sonny, Ayantunji Gbadosi & Sanya Ojo. (2012). Religion, Spirituality And Entrepreneurship The Church As Entrepreneurial Space Among British

- Africans. *Society and Business Review*. Vol. 7 (2), Pp. 149 – 167. DOI 10.1108/17465681211237619.
- Proctor, James. (2006). Introduction: Theorizing and Studying Religion. *Annals of the Association of American Geographers*, Vol. 96 (1), pp.165-168, *Published by: Taylor & Francis, Ltd. on behalf of the Association of American Geographers*.
- Rotter, J. B. (1966). Generalized expectancies for internal versus external control of reinforcement. *psychological monographs: General and applied*, 80, Serial No 609.
- Salih, Ahmad Ali, Hanadi Salameh, Haitham Ali Hijazi1 & Mohammed Abu Zaid. (2015). The Role Of Knowledge Management In Developing The Characteristics Of Entrepreneurial Organization Entrepreneur Styles As Moderator Variables (Applied Study In The Jordanian Pharmaceutical Manufacturing Sector). *International Journal of Small Business and Entrepreneurship Research*, Vol. 3 (7), pp.1-16.
- Santos, Silvana & Nelio Bizzo. (2005). From “New Genetics” to Everyday Knowledge: Ideas About How Genetic Diseases Are Transmitted in Two Large Brazilian Families. *Culture And Comparative Studies*. Wiley Inter Science ([www.interscience.wiley.com](http://www.interscience.wiley.com)). DOI 10.1002/sce.20062.
- Saroglou, Vassilis. (2008). Religion and psychology of values: “Universals” and Changes. *Science and ethics: The axiological contexts of science*, pp. 247-272.
- Schendel, D. (1990). Introduction To The Special Issue On Corporate Entrepreneurship. *Strategic Management Journal*, Summer Special Issue 11: 1–3.
- Shane, Scott, Nicos Nicolaou, Lynn Cherkas & Tim D. Spector. (2010). Genetics, the Big Five, and the Tendency to Be Self-Employed. *Journal of Applied Psychology*. Vol. 95 (6), Pp. 1154–1162.
- Schumpeter, J. A. (1934). *A theory of economic development*. Cambridge, MA: Harvard University Press.
- Schwartz, Shalom. (1996). Value Priorities and Behavior; Applying a Theory of Integrated Value Systems. *The Psychology of Values*, Vol. 8, Pp. 119 – 144.
- Sexton DL, Landström H. 2000a. Introduction. In *The Blackwell Handbook of Entrepreneurship*, Sexton DL, Landström H (eds). Blackwell: Oxford, UK; xix–xxiv.
- Stevenson, Howard H. & J. Carlos Jarillo. (1990). A Paradigm Of Entrepreneurship: Entrepreneurial Management. *Strategic Management Journal*. Vol. 11 (5). Pp. 17–27.
- Smoczynski, Rafal. (2015). An Interplay Between The Shadow Economy And Religious Oriented Entrepreneurship In Poland. A Qualitative Inquiry. *Sociología*, Vol. 47 (3), Pp. 272-296.
- Tams, Kristian, Jon Martin Sundet, Per Magnus & Kåre Berg. (1989). Genetic and Environmental Contributions to the Covariance Between Occupational Status, Educational Attainment, and IQ: A Study of Twins. *Behavior Genetics*, Vol. 19 (2).
- Thompson, John L. (1999). A Strategic Perspective Of Entrepreneurship. *International Journal of Entrepreneurial Behavior & Research*. Vol. 5 (6), Pp. 279 – 296. <http://dx.doi.org/10.1108/13552559910306105>.
- Tipu, Syed Awais Ahmad & Faisal Manzoor Arain. (2011). Managing Success Factors In Entrepreneurial Ventures: A Behavioral Approach. *International Journal of*

- 
- Entrepreneurial Behaviour & Research*. Vol. 17(5). pp. 534-560. DOI 10.1108/13552551111158844.
- Tooby, John & Leda Cosmides. (1990). On the Universality of Human Nature and the Uniqueness of the Individual: The Role of Genetics and Adaptation. *Journal of Personality*, Vol. 58, Duke University Press CCC 0022-3506/90/\$! 50.
- Venkatraman, S. & Sarasvathy, S. (2001). Strategy and entrepreneurship: outlines of an untold story. *The Blackwell Handbook of Strategic Management*, Blackwell, Oxford, pp. 650-68.
- Weaver, Gary R. & Bradley R. Agle. (2002). Religiosity and Ethical Behavior in Organizations: A Symbolic Interactionist Perspective. *The Academy of Management Review*, Vol. 27(1), pp. 77-97.
- Wiklund, Johan & Dean Shepherd. (2005). Entrepreneurial Orientation And Small Business Performance: A Configurational Approach. *Journal of Business Venturing*, Vol. 20, Pp. 71-91.
- Zahra, S. A., & Garvis, D. M. (2000). Entrepreneurship and firm performance: The moderating effect of international environmental hostility. *Journal of Business Venturing*, 15 (5), 469-492.
- Zhang, Zhen, Michael J. Zyphur, Jayanth Narayanan, Richard D. Arvey, Sankalp Chaturvedi, Bruce J. Avolio, Paul Lichtenstein & Gerry Larsson. (2009). The Genetic Basis Of Entrepreneurship: Effects Of Gender And Personality. *Organizational Behavior and Human Decision Processes*, Vol. 110, Pp. 93-107. doi:10.1016/j.obhdp.2009.07.002.
- Zhou, Haibo. (2010). Knowledge, Entrepreneurship and Performance; Evidence from Country-level and Firm-level Studies. ISBN; 978-90-5892-248-9. <http://hdl.handle.net/1765/1>.