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Transitory hybrid entrepreneurship: A path to full-time entrepreneurship

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Abstract:

The economic success of a country is often correlated to its capacity to produce national champions capable of pulling up the entire economic fabric. For Bruyat (1993) and Fayolle (2004), "business creation has become the object of a social demand that comes from different actors: citizens, governments, different financial organizations, and business creators. Entrepreneurship is therefore a strategic lever for the economic development of a country. Bohas and al. (2018) explain that a new wave of entrepreneurs is emerging in Western countries, made up of full-time entrepreneurs, hybrid entrepreneurs and freelancers.
These individuals, also called "hybrid entrepreneurs," have entrepreneurial activity, which is considered by (Viljamaa and Varamäki, 2017) to be at an early stage of the entrepreneurial process. Hybrid entrepreneurs may decide to leave their jobs to focus primarily on their entrepreneurial ventures "transitional hybrid entrepreneurs" or keep the status quo "persistent hybrid entrepreneurs". In this sense, Viljamaa and Varamäki (2015) and Thorgren and al. (2016) are the first to outline the contours of persistent hybrid entrepreneurship and add that transitional hybrid entrepreneurship as a pathway to full-time entrepreneurship has not been sufficiently studied in the literature.
In our research, we are particularly interested in hybrid entrepreneurship. This form of entrepreneurship consists of two stages. The first is the transition from wage employment to hybrid entrepreneurship and the second is the choice between persistent and transitory hybrid entrepreneurship. Folta and al. (2010) state that it is generally considered a way to obtain additional income. In addition, it is a way to obtain non-monetary benefits such as autonomy and personal fulfillment, which may not be available in the main wage job. In addition, it provides a chance for individuals to experience self-employment and assess whether they can adapt to the full-time self-employment environment (Folta and al., 2010). In this way, individuals can reduce the costs of change and transition without having to leave salaried employment while starting small (Folta and al., 2010; Raffiee and Feng, 2014; Thorgren and al., 2014).
Therefore, we will take a close look at the second phase of hybrid entrepreneurship, specifically transitory hybrid entrepreneurship. We will try to demonstrate the main differences between persistent and transitory hybrid entrepreneurs; answering the following question: what are the explanatory factors of transitory hybrid entrepreneurship? To do this, we will rely on the theory of planned behavior developed by Ajzen (1991). We expect that entrepreneurial attitude and perceived behavioral control contribute more than subjective norms to the explanation of transitory hybrid entrepreneurship.

Keywords: hybrid entrepreneurship, Theory of Planned Behavior (TPB), transitory hybrid entrepreneurship.
JEL Classification: L26
Paper type: Theoretical Research

1. Introduction

Entrepreneurship plays an important role in the economy of a country. This role has greatly evolved over the past century and reflects three periods in the history of the contemporary economy. According to Audretsch (2006), the first period, which began after the First World War, corresponds to the period of Capital Economics. The second period takes root during the 1980s and is assimilated to the Knowledge Economy. Finally, the Economics of Entrepreneurship only took off in the 1990s. Although the importance of entrepreneurship faded somewhat after the Second World War, the situation seems quite different today, since entrepreneurship is considered the driving force of social and economic development throughout the world (Audretsch, 2006). As former European Commission President Romano Prodi stated: "Our deficiencies in the field of entrepreneurship must be taken seriously because there is accumulating evidence that the key factor for improving growth and productivity lies in the entrepreneurial capacity of an economy" (Prodi, 2002, p. 1). In the same vein, Mowery (2005) argues that the economic recovery in the United States during the 1990s is an illustration of the virtues of high-tech entrepreneurship. Thus, researchers, economists and politicians agree on the importance of entrepreneurship and the primordial role it plays in economic growth. The development of the economy is therefore positively correlated to the development of entrepreneurship.

Furthermore, it is important to understand entrepreneurial intention in order to understand entrepreneurship. For this reason, entrepreneurial intention has been studied in different contexts, such as academics, students, and high-tech employees (Fernandez-Pérez and al., 2015 and then Sun and al., 2019). Several authors (Krueger and al., 2000; Bögenhold, 2019) argue that the explanatory factors of entrepreneurial intention might differ among populations as well as their needs or expectations. Indeed, the literature shows that entrepreneurs are not a homogeneous group; Burke and al. (2008) attest in this sense that a large proportion of entrepreneurs do not leave their jobs, thus reconciling salaried employment and entrepreneurial activity.

In some cases, hybrid entrepreneurs give up primary job to become a full-time entrepreneur; this is the case of transitory hybrid entrepreneurs. Other hybrid entrepreneurs can confirm their will to be a hybrid entrepreneur, in which case we are in front of persistent hybrid entrepreneur. Our research suggests that the study of the entrepreneurial intention of hybrid entrepreneurs is likely to offer a new approach, different from that of full-time entrepreneurs. The objective is therefore to identify the factors that explain the entrepreneurial intention of transitory hybrid entrepreneurs

Sørensen and Fassiotto (2011) cited by Raffie and Feng, (2014) as well as Ferreira (2020) assure that researchers should take a closer look at alternative forms of entrepreneurship; in the image of hybrid entrepreneurs who, according to (Raffie and Feng, 2014), bring benefits to society and the economy. The authors add that to date, the entrepreneurship literature still studies the intention to leave a salaried job to engage in entrepreneurial activity, in other words, the transition to full-time entrepreneurship.

In this sense, this article seeks, first, to draw the difference between transitory hybrid entrepreneurs and persistent hybrid entrepreneurs. Then, to understand the transition from hybrid (transitory) entrepreneurship to full-time entrepreneurship. To do so, we will answer the following question: what are the explanatory factors of the entrepreneurial intention of transitory hybrid entrepreneurs?

In the next section, we will review the relevant literature on hybrid entrepreneurship and hybrid entrepreneurial intention. We will then derive the structural model used to relate employees' entrepreneurial intention to selected explanatory variables. Finally, we present the expected

results of the study, the main conclusions that can be drawn and finally the limitations of the study.
This study also aims to make a general contribution to the theory of planned behavior by applying it to the atypical context of hybrid entrepreneurship. This will enrich the literature on the subject and promote the visibility of this type of entrepreneurship to public policy. Furthermore, based on the theory of planned behavior proposed by Ajzen (1991), we aim to apply this conceptual model to hybrid entrepreneurship.
We expect, that among the three motivational antecedents of entrepreneurial intention in a model based on the theory of planned behavior, attitudes toward entrepreneurship and perceived behavioral control are as most strongly related to entrepreneurial intention (Liñán and Chen, 2009). Subjective norms, on the other hand, are less relevant than entrepreneurial attitude and perceived behavioral control for entrepreneurial intention. Indeed, entrepreneurs can be characterized primarily as more inwardly oriented and less socially norm oriented compared to non-entrepreneurs.

2. Literature review and theoretical framework

2.1. Approaches in the field of entrepreneurship

The meaning of entrepreneurship has always been an integral part of the preoccupations of researchers, economists and business historians since the 1940s. Like the 'Research Center in Entrepreneurial History of Harvard' created in 1948, this research center had a good activity during the fifties on entrepreneurship research before prospering in the late sixties (Bruyat, 1993). This prosperity increased during the 1980s and 1990s in terms of research conducted essentially in the United States before crossing the Atlantic. Moreover, many theses devoted to the study of entrepreneurial intention have been developed in France (Bruyat, 1993; Verstraete, 2001; Emin, 2003; Etc.).
However, despite the literature on the subject, the current state of research still invites us to revisit, complete and flesh out the concept and the genesis of the field of entrepreneurship. Indeed, a quick overview of the literature on entrepreneurship inevitably leads to confusion as to its definition. The plurality of disciplines and methodologies involved in understanding and defining the concept of entrepreneurship has meant that there is no single definition of entrepreneurship to date. Nevertheless, this heterogeneous, complex and equivocal phenomenon can be studied under three approaches that can dispel any ambiguity. These approaches correspond to an answer to the three questions formulated by Stevenson and Jarillo (1990, 2007):

Figure 1: The questions formulated by Stevenson and Jarillo (1990)

The questions formulated by Stevenson and Jarillo (1990)	The corresponding approaches to these questions
• *What on Earth is he doing…?*	Functional approach
• *Why on Earth is he doing…?*	Behavioral approach
• *How on Earth is he doing…?*	processual approach

Source: Stevenson and Jarillo (1990)

2.1.1. Functional approach (Descriptive approach)

The economic literature has collected the first writings on the concept of entrepreneurship through the work of Richard Cantillon (Filion, 1997). The latter is the pioneer in the field, with his research on the entrepreneur and his role in economic development. Say, Schumpeter and Kirzner were also interested in the entrepreneur and entrepreneurship.
The economic approach, also known as the trait approach (Stevenson and Jarillo, 1990; 2007), was developed widely during the early writings of economic theories until its twilight in the late 1970s (Verstraete, 2001). Mainly characterized by its focus on the individual, the trait approach emphasizes the identification of characteristics that define the personality of the entrepreneur.

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2.1.2. Behavioral approach (Factual approach)

The 1960s and 1970s marked a theoretical turning point in the history of the concept of entrepreneurship, with the advent of approaches that focus on the entrepreneur as a dynamic actor with intrinsic psychological characteristics and with talents, desires and motivations that make him or her an "entrepreneur. This approach, in contrast to the trait approach, focuses on the entrepreneur's "doing" rather than "being" an entrepreneur.
The research conducted by (1961; 1962; 1965; 1987), was the precursor of the study of the behavioral approach in the field of entrepreneurship. McClelland (1987), who maintains that economic development originates in the entrepreneurial spirit, which can be explained by the need for achievement, was the first to establish the link between the values, beliefs and motivations of the individual and his or her entrepreneurial action, in other words between the entrepreneurial action of entrepreneurs and their environment. Still according to McClelland (1965, p. 392), the choice of an entrepreneurial career is accommodated by the combination of the need for accomplishment (psychological trait) and the environment (values, beliefs and motivations). Thus, the individual dimension of the entrepreneur can only flourish in the right environment.

2.1.3. Processual approach

At the beginning of the 1990s, several entrepreneurship researchers turned to the study of a new approach called the "processual approach or entrepreneurial process approach". Indeed, the previous decades had seen the successive emergence of two approaches. The descriptive approach, which aims to define the place of the entrepreneur in the economic arena, and the behavioral approach, which uses the specific contextualization of situations to explain the actions and behaviors of entrepreneurs. The processual approach, on the other hand, is distinguished by an analytical approach to personal and environmental variables, through a temporal perspective, which favors or stifles any entrepreneurial attempt. Many authors (Davidsson, 1995; Greenberger and Sexton, 1988; Herron and Sapienza, 1992; Vesalainen and Pihkala, 1999) have argued that it is reductive to summarize the entrepreneurial phenomenon in a simple descriptive and/or behavioral approach. As a result, entrepreneurship research has shifted its focus to the entrepreneurial process, with an emphasis on the dynamic and processual aspect of entrepreneurship. Carter, Gartner and Reynolds (1996; 2010) confirm the shift in entrepreneurship research towards the entrepreneurial process, in favor of research on the entrepreneur and his or her personality traits. Contrary to the descriptive and behavioral approaches, the processual approach advocates a broader vision of entrepreneurship. This approach has a dynamic character and is strongly interested in evolving phenomena. Shapero and Sokol (1982, p. 78) are the precursors of the processual approach to entrepreneurship. Through their work, they try to shed light on the formation of the entrepreneurial event through the influence of economic, institutional, socio-cultural and ethnic factors. According to Shapero and Sokol (1982), the end of one process and the beginning of another is an entrepreneurial event. In the same vein, Bygrave and Hofer (1991) are interested in the entrepreneurial process, while drawing attention to the lack of relevance of descriptive and behavioral approaches. They add, as proposed by Mintzberg, that the roles and functions of the manager have taken a back seat to the strategic processes of the organization. This logic applies perfectly to the entrepreneurial field.

2.1.4. Synthesis of approaches

Many authors (Gartner, 1985; Verstraete, 2000; Brush and al, 2003) agree on the centrality of the entrepreneurial act in the concept of entrepreneurship. Bruyat (1993), for his part, emphasizes the "individual - new value creation" dialogue and places it at the center of the concept of entrepreneurship. Bruyat (1993, p. 57) thus affirms that "The scientific object in the field of Entrepreneurship is the dialogic individual / value creation". While Hernandez (1995), sheds light on the importance of the individual in the process of the company. Still according to Hernandez (1995) "the entrepreneur is the subject, the actor, and the creation of the company, the result of his action" (p. 228).

Table 1: The approaches of entrepreneurship

Main question	What	Who/Why	How
Types of approaches	Functional approaches	Approaches on individuals	Process approaches
Time scale	Last 200 years	Since the early 1950s	Since the early 1990s
Main specific area	Economy	Psychology, sociology, cognitive psychology and social anthropology	Management Sciences, Action Sciences and Organization Theory
Object of study	Entrepreneur's functions	Personal characteristics. Traits of individual entrepreneurs and potential entrepreneurs	Creation process: -Of a new activity; -A new company.
Dominant paradigm	Positivism	Positivism Sociology comprehensive	Constructivism
Methodology	Quantitative	Quantitative Qualitative	Qualitative
Hypothesis	The entrepreneur plays / does not play an important role in economic growth	Entrepreneurs are different from non-entrepreneurs	Entrepreneurial processes are different from each other
Link to social demand (who is interested in...)	State, local authorities, economic leaders.	Contractors Potential entrepreneurs Educational system Trainers	Companies Contractors Potential entrepreneurs Educators and trainers Structures of accompaniment and support for entrepreneurs.

Source: Fayolle (2004)

2.2. State of research on the concept of hybrid entrepreneurship

Hybrid entrepreneurship is the combination of paid work and entrepreneurial activity (Folta and al.; 2010). This phenomenon has recently attracted the attention of economic researchers (Folta and al.; 2010; Raffiee and Feng, 2016; Thorgren and al., 2016; Schulz and al. 2017; Solesvik, 2017b) and politicians in Western countries. The multiplication of atypical employment contracts brought about by changes in the labor market have encouraged researchers on the one hand to take a closer look at this phenomenon and policymakers on the other hand to develop programs to support these new forms of entrepreneurship. Although the interest of researchers is palpable, the study of the phenomenon of hybrid entrepreneurship is still in its infancy, as evidenced by the scarcity of articles on the subject. A quick analysis of the literature on "hybrid entrepreneurship" reveals a number of nearly fifty studies conducted, at the beginning of 2021, with the title "hybrid entrepreneurship", the first study dating from 2010 (the founding work of Folta and al., 2010).

Concerning the literature on part-time entrepreneurship, which is a concept quite similar to hybrid entrepreneurship but with some differences, the analysis reveals no more than twenty studies. Thus, the seminal articles in the field of hybrid entrepreneurship and part-time entrepreneurship that we found and studied, mainly focused on the theoretical and empirical implications of the entry strategy to hybrid entrepreneurship (Folta and al., 2010) and the incentives to part-time entrepreneurship (Petrova, 2012).

Indeed, the literature has focused on the case of entrepreneurs who do not devote their entire time to entrepreneurship. These recent researches have thus managed to demonstrate that

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entrepreneurship often does not start as a full-time commitment (Van Gelderen and al., 2008; Wennberg and al., 2006; Folta and al., 2010; Petrova, 2012; Raffiee and Feng, 2014; Schulz and al., 2017). Depending on the amount of time these entrepreneurs allocate to entrepreneurial activity as well as their employment status, they are referred to as "second job entrepreneurs" (Gruenert, 1999) or part-time entrepreneurs (Petrova, 2012; Block and Landgraf, 2016). The term "Hybrid Entrepreneurship" thus echoes the particular status of the hybrid entrepreneur that combines two distinct dimensions "The nature of work" and "professional status."
Based on this, numerous studies assume that hybrid entrepreneurs are individuals who create and/or exploit a business opportunity while maintaining a paid job. Also according to Folta and al. (2010) and Raffiee and Feng (2014), hybrid entrepreneurship is popular among nascent entrepreneurs as it reduces and mitigates the personal risks and uncertainties inherent in starting or taking over a new full-time business. Some authors such as (Lévesque and MacCrimmon, 1997), cited by Cooke and Xiao (2021) refer, for their part, to a way for entrepreneurs to finance the costs of living at the very beginning of their activity, while waiting for the revenues generated by the activity to be sufficient. It is clear that the variance of entrepreneurial income is volatile at the beginning and indefinitely larger than that of wages (Chen and al., 2014). Hamidi and al. (2008) view hybrid entrepreneurship differently and equate it with a trial period for individuals who wish to experiment with new ideas or apply their own philosophy in a new venture. If this attempt fails, they can always return to full-time salaried employment.

2.3. Reasons for hybrid entrepreneurship

Many authors in the field of hybrid entrepreneurship research (Folta and al., 2010; Raffiee and Feng, 2014; Viljamaa and Varamaki, 2017; Block and Landgraf, 2016) have devoted much of their work studying the reasons that led to this phenomenon, which has been little known to the general public until now. If macroeconomic reasons (changes in work forms and environment, need for innovation...) explain its economic anchorage; for (Folta and al., 2010; Viljamaa and Varamaki, 2017) there are three main reasons for hybrid entrepreneurship:

(1) A source of additional income;
(2) A means to obtain non-monetary benefits;
(3) <u>A transition path to full-time entrepreneurship.</u>

Relevant authors in the hybrid entrepreneurship literature (Folta and al., 2010; Raffiee and Feng, 2014) seem to be unanimous on the significance of the hybrid strategy. According to them, it is similar to an immersion in the world of entrepreneurship; in the sense that the individual has the opportunity to learn more about the company, the entrepreneurial condition and the entrepreneurial context. Raffiee and Feng (2014) studied the consequences of choosing hybrid entrepreneurship and demonstrated that some hybrid entrepreneurs may choose to invest heavily in their entrepreneurial venture or exit easily, based on early returns. This is particularly interesting for those with high opportunity costs (Folta and al., 2010; Raffiee and Feng, 2014). Folta and al. (2010), on the other hand, investigated the differences that might exist between the determinants of hybrid and full-time entrepreneurship. The results of their research clearly demonstrated a positive influence of "the individual's opportunity costs, the uncertainty surrounding the entrepreneurial context and the quality of his human capital" (Folta and al., 2010, p. 265). On the other hand, and according to Petrova (2012), there is no evidence that financial constraints are determinant in the choice of hybrid entrepreneurship.
One of the reasons for choosing hybrid entrepreneurship, according to Thorgren and al. (2014), is the individual's desire to obtain monetary benefits, while the third reason for choosing the hybrid option is the ability to combine professional and entrepreneurial activities (Thorgren and al., 2014). This combination, moreover, explains the choice of some hybrid entrepreneurs to refuse the transition to full-time entrepreneurship. This is supported by Viljamaa and Varamäki (2015). They found that many hybrid entrepreneurs wish to keep the status quo Boegenhold

(2019) attests that the combination of job/entrepreneurship is preferable to the accumulation of two salaried jobs, largely due to the psychological benefits (independence) provided by entrepreneurial activity.
The third and last reason (a transition path to full-time entrepreneurship) shows that some aspiring entrepreneurs' interest in hybrid entrepreneurship is precisely to set the stage for a transition to full-time entrepreneurship. Raffiee and Feng (2014) show that the survival rate of full-time firms that were previously part-time is higher than that of firms created ex-nihilo (from scratch). Wennberg and al. (2008), based on Swedish data, show that part-time entrepreneurs are 28 times more likely than employees to become full-time entrepreneurs. In other words, partial or hybrid entrepreneurship is a way to become and remain an entrepreneur, as it is an "important" test of entrepreneurial ability and business idea.
Thus, this likely indicates that hybrid entrepreneurship is a transitory path for entrepreneurs, who through this buffer period manage to gain experience, a sine qua non for full-time entrepreneurship.

2.4. Transitory and persistent hybrid entrepreneurs

Studies conducted by Solesvik (2017b), show that hybrid entrepreneurs cannot be considered a homogeneous group. Some hybrid entrepreneurs will always combine wage employment and entrepreneurial activity, while others will seek to become full-time entrepreneurs. As such, a clear distinction must be made between "hybrid entrepreneurs as nascent entrepreneurs, i.e., hybrid entrepreneurs who design a transition to full-time entrepreneurship, and hybrid entrepreneurs as part-time entrepreneurs with no intention of becoming full-time entrepreneurs. In the relevant literature (Varamäki and al., 2015; Viljamaa and al., 2017; Pollack and al., 2019), the former are referred to as transitory hybrid entrepreneurs (THE) and the latter as persistent hybrid entrepreneurs (PHE). For example, the work of (Varamäki and al., 2015) highlights that full-time entrepreneurship is not necessarily the goal of all entrepreneurs. Some hybrid entrepreneurs do not seek growth at all costs but rather seek to maintain that special status. Therefore, hybrid entrepreneurship can be seen as a risk-reducing career strategy. This argument can be supported by Varamäki and al. (2015) study, in which nearly one-third of respondents in higher education institutions were in business in a field in which they had no formal training or work experience, and more than half reported that their business originated from a hobby or other object of personal interest.
According to Thorgren and al. (2016), the entrepreneurial choice of hybrid entrepreneurs can be conceptualized as a journey unfolding in two stages. In the first stage, the entrepreneur chooses to engage in business creation, which is conceptualized as a first-tier entrepreneurial choice. In the second stage, the individual may decide to leave his or her salaried job and become a full-time entrepreneur. This second-tier choice has been neglected in the entrepreneurship literature.
Recent literature on the transition to full-time entrepreneurship has shown that this phase is positively associated with the individual's overall attitude. This attitude is represented by high growth expectations that make entrepreneurship a feasible career option (Viljamaa & Varamäki, 2017), the pursuit of financial success (Block & Landgraf, 2016), and business ownership. In essence, these variables would be conceptually associated with the benefits of investing in the growth of a successful firm and, therefore, the entrepreneur's expectations for firm growth.
Thorgren and al. (2016) define the second stage of hybrid entrepreneurship broadly as the stage at which a hybrid entrepreneur makes the decision to leave their job in order to pursue their venture, this research looks at the decision-making process that precedes the transition. To do so, the author identified specific, closely related beliefs that would determine the intention to undertake full-time entrepreneurship, as part of the types of beliefs that comprise general

entrepreneurial attitude, subjective norms, and perceived behavioral control that theoretically determine the intention to perform behavior following the theory of planned behavior.
Entrepreneurial intention would not be there the same between the two stages of hybrid entrepreneurship due to the learning experience between them (Ferreira, 2020; Raffie & Feng, 2014; Folta and al., 2010). This could be explained by different or additional determinants compared to the initial determinants that enabled the transition from employee to hybrid entrepreneur, such as the need for additional income or passion for a hobby highlighted in persistent hybrid entrepreneurship (Viljamaa and Varamäki, 2017; Thorgren and al., 2014). In this sense, the expectation or ambition of higher monetary returns than those obtained in the current state (Block and Landgraf, 2016), the perception of a greater amount of resources to invest due to the moral and economic support of a network of business contacts and the perception of a greater individual capacity to undertake (Ferreira, 2020; Solesvik, 2017a) would be associated with a higher entrepreneurial intention.

Table 2: Summary of research in the field of hybrid entrepreneurship

Authors	Aim of Study	Nature of the text and construction	Method and Sample	Key findings
Petrova (2005, 2012)	To explore the reasons why some people choose to be part-time entrepreneurs.	Empirical	Quantitative. 721 nascent entrepreneurs in the US.	Part-time entrepreneurs are not limited by financial limitations. Risk-averse individuals are more likely to become hybrid entrepreneurs. Human capital is very important for hybrid entrepreneurs.
Burke and al. (2008)	To “move beyond dichotomous depiction of entrepreneurship and wage work and begin to explore the implications of entrepreneurial persistence”.	Empirical	Quantitative. 11,361 individuals from National Child Development Study. Probit analysis.	They distinguish between “die-hard” and part-time entrepreneurs. Having children does not influence selection of hybrid or full-time entrepreneurship among males. However, it negatively influences female entrepreneurship.

				Motivation to "be one's own boss" drives females to hybrid entrepreneurship but not full-time entrepreneurship. For males, this motive drives them to full-time entrepreneurship.
Folta and al. (2010)	To explore why individuals prefer a hybrid entry to entrepreneurship compared to full-time entrepreneurship and whether hybrid entrepreneurs are more likely to become full-time entrepreneurs than waged workers.	Empirical	Quantitative. 329,624 observations of 45,000 male waged workers, self-employed and hybrid entrepreneurs in Sweden. Multivariate analysis.	High-wage earners are more likely to become hybrid entrepreneurs. Individuals with high switching costs are also more likely to become hybrid entrepreneurs. Hybrid entrepreneurs are more likely to become full-time entrepreneurs than waged workers.
Burmeister-Lamp and al. (2012)	To explore the time allocation between a waged job and a new entrepreneurial firm.		Quantitative. 25 nascent entrepreneurs and 29 undergraduate students. Computer-based experiment.	More risk-averse hybrid entrepreneurs allocate fewer hours to a new firm than less risk-averse individuals.
Thorgen and al. (2014)	To explore motives of hybrid entrepreneurs with a focus on passion as a driving force of entrepreneurship.		Quantitative. 262 Swedish hybrid entrepreneurs. Logistic regression analysis.	Passion is the main motive for hybrid entrepreneurs. Older individuals report more passion towards their hybrid businesses. Those who work longer hours in their side business report

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				less passion as the main motive.
Raffiee & Feng (2014)	To explore whether risk-averse and less confident individuals are more likely to become hybrid entrepreneurs than full-time entrepreneurs.		Quantitative. Analysis of National Longitudinal Survey of Youth, 1979 cohort in the US. Continuous survival analysis.	Individuals who are risk-averse and report low core self-evaluation are more likely to enter hybrid entrepreneurship compared to full-time self-employment. Hybrid entrepreneurs who successively move into full-time self-employment have much higher survival rates relative to individuals who enter full-time self-employment straight from a waged job.
Viljamaa and Varamàki (2015	Explore the difference between permanent hybrid entrepreneurs and hybrid entrepreneurs who transition to full-time entrepreneurship.	Empirical	Quantitative. 249 full-time entrepreneurs of whom 67 are hybrid entrepreneurs. Factor analysis and regression analysis.	Hybrid entrepreneurs who want to transition to full-time entrepreneurship are more interested in performance and growing their business quickly. In addition, they emphasize personal growth, for example. The major differences between permanent hybrid entrepreneurs lie in the perception and support they receive from

				family and friends in relation to an entrepreneurial career, their own views on their entrepreneurial abilities, and the apparent potential of their industry.
Schulz and al. (2016)	To explore responses of full-time versus hybrid entrepreneurs to institutional changes.	Empirical	Quantitative. 212,523 individuals in Mexico. Multinomial logit analysis.	Researchers distinguish between part-time, full-time, and hybrid entrepreneurs. Part-time entrepreneurs were less educated than hybrid entrepreneurs in the sample of Mexican entrepreneurs. More highly educated hybrid entrepreneurs use ventures to test ideas and explore business opportunities, and they respond quicker to institutional changes than less educated hybrid entrepreneurs and full-time entrepreneurs.
Thorgen and al. (2016)	To examine how age relates to the transition from hybrid to full-time entrepreneur.	Empirical	Quantitative. 256 hybrid entrepreneurs in Sweden. Logistic regression analysis.	Younger and older hybrid entrepreneurs are more likely to become full-time entrepreneurs than those in between.
Solesvik (2017b)	Propose a definition of hybrid	Theoretical	Qualitative, 2 case studies,	Hybrid entrepreneurship

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	entrepreneurship, explore why some people choose a hybrid career path, and identify the motivation behind the goal of remaining a hybrid entrepreneur.		hybrid entrepreneurship and full-time entrepreneurship in Norway and Germany	is a viable path for people who want to achieve their entrepreneurial ambitions in a lower risk, more structured way. Not all entrepreneurs seek to become full-time entrepreneurs.
Schulz and al. (2017)	Construct a theory of hybrid entrepreneurship to explain the motivations of individuals to combine more than one activity.	Empirical	Quantitative, Analysis of the British Longitudinal Household Survey from 1991 to 2008. Multinomial logit analysis.	Entering self-employment as a second job significantly increases the likelihood of having higher average earnings in the second job compared to being paid in both occupations.

Source: Solesvik (2017b)

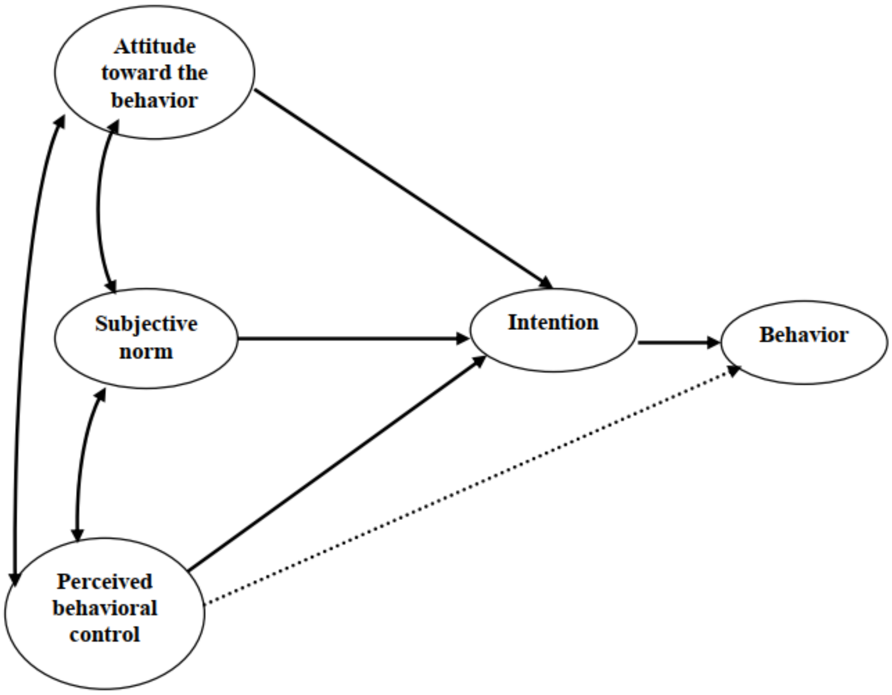
3. Theoretical framework used to analyze entrepreneurial intention

In order to explain and describe the phenomenon of hybrid entrepreneurial intention as a path to full-time entrepreneurship. we will present, our theoretical framework, which has two intrinsically linked objectives. The first objective is to position our problematic within Ajzen's (1991) theory of planned behavior. Our second objective is to present the different variables mobilized in the study of entrepreneurial intention and which could correspond to our study context.

- **The theory of planned behavior**

The theory of planned behavior is the evolution of the theory of reasoned action, since a variable "perceived behavioral control" was added to the model of (Fishbein and Ajzen 1975, 1980). This theory, which is a model of intention derived from social psychology, was developed by Ajzen (1991). According to Ajzen, "The theory of planned behavior differs from the theory of reasonned action in its addition of perceived behavioral control" (Ajzen, 1991, p. 183).
Ajzen defines the theory of planned behavior as a relationship between intentions and behavior (already defined in the theory of reasoned action) and gives the individual's intention a determining role in the genesis of behavior (Tounés, 2003; Fayolle and al., 2006). Indeed, the theory developed by Ajzen in 1991 maintains that the intention to behave predicts any behavior that requires some planning and assumes that intentions include the effects of the motivations that influence behavior.

Figure 2: Theory of planned behavior (Ajzen, 1991)



Source: Ajzen (1991)

4. Hypotheses and Conceptual Model

The primary objective of this article is to understand the relevant factors in the transition from hybrid entrepreneurship to full-time entrepreneurship. In this sense, Viljamaa and Varamàki (2015) in their article "Do persistent and transitory hybrid entrepreneurs differ?" conducted a quantitative study on more than 249 full-time entrepreneurs of which 67 people are hybrid entrepreneurs and based on the theory of planned behavior (Ajzen, 1991). The results of this study showed that: Hybrid entrepreneurs who want to transition to full-time entrepreneurship are more interested in the performance and rapid growth of their business. In addition, they emphasize personal growth, for example.

In the same vein, we propose a model to explain the Entrepreneurial Intent of transitory hybrid entrepreneurs by taking into account the literature review work of Fayolle and Linan (2014b) on entrepreneurial intention, the work of Thorgren and al. (2016) on entrepreneurial choice as a two-stage process, and finally, by relying on the three variables proposed by Ajzen's (1991) model of planned behavior and which are entrepreneurial attitude (EA), subjective norms (SN), and perceived behavioral control (PC). These variables affect, thus, the entrepreneurial process of said hybrid entrepreneurs based on the main theoretical and empirical relationships discussed in the previous section. In the following paragraphs, we will examine each of the variables in the model (see Fig. 3).

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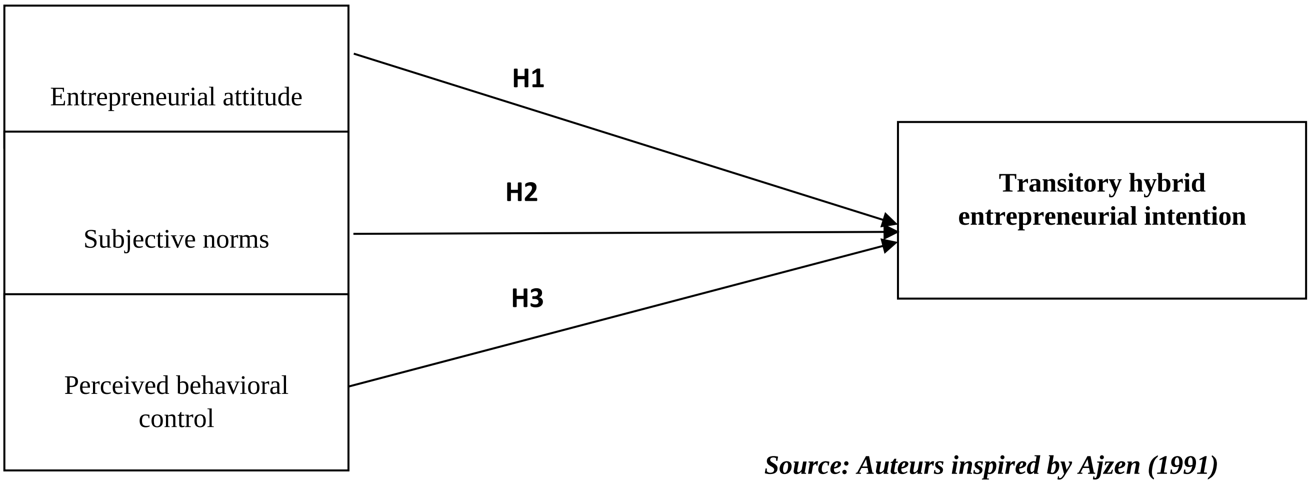
Figure 3: Structural model of transitory hybrid entrepreneurship



Source: Auteurs inspired by Ajzen (1991)

4.1. Entrepreneurial attitude

Attitude is defined in the context of social psychology as a predisposition to respond (favorably or unfavorably) to an object (Ajzen, 1982; Rosenberg and Hovland, 1960; Shaver, 1987 cited by Emin, 2003). Furthermore, attitude specificity must be matched by measurement specificity. For example, attitude toward success in general (general object) is not the same as attitude toward success in an entrepreneurial context (specific object) (Ajzen and Fishbein, 1977; Ajzen, 1982). The limited literature on employees' motivations and entrepreneurial attitudes toward engaging in entrepreneurial activities suggests that they will allocate effort and time to entrepreneurship if they perceive this activity as positive and professionally stimulating.
Thus, the individual's entrepreneurial attitude can impact their work performance, relationships as well as their success in business. According to Thrikawala (2011), attitude plays an important role in motivating an individual's career choice in entrepreneurship. Attitude could be defined as an individual's perceived desirability of performing entrepreneurial behavior (Tshikovhi & Shambare, 2015). An employee who views a high income as a symbol of achievement and success has a strong entrepreneurial attitude.
Such situations often tend to occur in successful entrepreneurs. Therefore, according to Douglas and Shepherd (2002, 2021), the person who had a positive attitude toward income was likely to have a high intention to be an entrepreneur. Douglas and Shepherd's (2021) research indicates that there is a positive relationship between attitude and entrepreneurial intention among employees in Surabaya, Indonesia. In agreement with Douglas and Shepherd (2021), we argue that in recent years this construct has gained particular importance in the wage context.
As a result, we believe that if employees have a favorable attitude toward entrepreneurial activities, this will imply a greater willingness to devote time and effort to starting a new business. Therefore:

H1: Entrepreneurial attitude would have a positive impact on hybrid entrepreneurial intention.

4.2. Subjective norms

This construct would include not only the sense of capability (having the skills to start a business and succeed in it), but also the perception about the controllability of behavior (Linán and Chen, 2009). Entrepreneurship research emphasizes the importance of perceived behavioral control as a mechanism for overcoming perceptions of the greater financial, technological, and legal uncertainties that are often associated with new ventures based on their study results (Obschonka, Silbereisen, & Schmitt-Rodermund, 2010; Silveira-Pérez, Cabeza- Pullés, &

Fernández-Pérez, 2016 as cited in Ephrem and al., 2021). The literature generally tends to agree that perceptions of controllability are positively related to the intention to become an entrepreneur (Schlaegel and Koenig, 2014 as cited by Brändle and Kuckertz, 2021). It was therefore necessary to test the influence of this variable on employees' entrepreneurial intention. Perceived behavioral control refers, according to (Boyd & Vozikis, 1994), to a perception regarding the ability to perform a given behavior. There are many types of behaviors that can be analyzed, such as the attitude of individuals as well as other traits that can be defined as the behavior or indication of certain people. Previous research, including those of (Kolvereid, 1996; Li, Wu, & Wu, 2008 cited by Binti Hamidon and al., 2017), has shown that there is a positive and significant relationship between individuals' perceived behavioral control and entrepreneurial inclination. Entrepreneurial intention is thus based on an individual's commitment to starting their own business. This commitment can be achieved when an individual is able to control the situation or behavior (Koe, Sa'ari, Majid, & Ismail, 2012 as cited in Anjum & Ramzani, 2019). Furthermore, an individual's perceived behavioral control is equated with his or her ability to be willing and able to control his or her behavior, so that his or her behavioral tendency can be observed whether it is easy or difficult. According to (Binti Hamidon and al., 2017), if a person has high perceived behavioral control, he/she would get a better opportunity, he/she would be more optimistic, more prepared and able to manage the process of developing and starting entrepreneurship.

In the case of the study of employees' perceived behavioral control, Liñán and Chen's (2009) research results demonstrate a positive relationship between perceived behavioral control and entrepreneurial intention among employees in Surabaya, Indonesia.

The researchers' results on perceived behavioral control did show that there was a significant relationship between entrepreneurial intention and perceived behavioral control. Therefore:

H2: Subjective norms would have a positive impact on hybrid entrepreneurial intention.

4.3. Perceived behavioral control

Subjective norms refer to the extent to which friends, family, peers, and society have high expectations of the individual or pressure him or her to perform a specific behavior (Ajzen, 1987). Fishbein and Ajzen (1975) explained subjective norms as a form of impact of the social environment that affects individuals who intend to do something or act in a particular way. Van Gelderen, Brand, and al. (2008) indicated that an individual's parents, peers, and other significant others influence their intention to become an entrepreneur. Nevertheless, entrepreneurial intentions could be reinforced by entrepreneurial education and simultaneously motivate skill accumulation and epistemology, which could be leveraged to issue various subjective norms and barriers related to entrepreneurial resources (Davey, Plewa, and al., 2011). In the career context, according to Leroy, Manigart, and Meuleman (2008) cited Binti Hamidon and al. (2017) subjective norms representing normative belief about entrepreneurship as a career option were likely a motivation to conform to these normative beliefs. Furthermore, these pressures could play a role as a starting point for the development of an entrepreneurial career and are dependent on the social environment. This was discovered by those who made a positive indication about family business, perceived desirability of the project and perceived feasibility of starting an independent activity. Past childhood experience with severe or difficult circumstances predicted a positive influence on individuals' independence and self-employment (Drennan, Kennedy, & Renfrow, 2005). Meanwhile, Rhodes and Rhodes (2009) as cited by Peterson (2019) proposed that the first experience of a new business venture affects manners and sensitivity toward entrepreneurship and career.

However, Reitan (1997); Krueger, Reilly, and Carsrud (2000) found no significant relationship between subjective norms and entrepreneurial intention. There has been controversy regarding subjective norms in the measurement of entrepreneurial intentions due to the location of the

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study and the dimension of national culture. In conclusion, it seems that there are many factors that influence how the subjective norm is related or not to entrepreneurial intentions. Thus, Liñán (2004) stated that future analysis was needed to resolve this discrepancy between subjective norms and entrepreneurial intention. Therefore, the subjective norm was considered in our work. Thus, we posit the following hypothesis:

H3: Subjective norms have a positive impact on hybrid entrepreneurial intention.

5. Expected results and limitations

Based on the theory of planned behavior, we aim to analyze the determinants of entrepreneurial intention of transitory hybrid entrepreneurs. Thus, and concomitantly with the results of the study by Viljamaa and Varamàki (2015). We expect that the major differences between persistent and transitory hybrid entrepreneurs lie in the perception and support they receive from their relatives in relation to the entrepreneurial career, their own opinions on their entrepreneurial abilities and the apparent potentiality in their industry.

The hoped-for results will have several implications for both the salary world and academics. First, this work contributes to the EI literature as the study includes, in the salary context, both individual and contextual factors, demonstrating the particular importance of EI in the field. Our research also has implications relevant to practitioners. For example, policy makers, who, in addition to the various programs of support and development of entrepreneurship, will be able to rely on a better knowledge of the factors of transition to full-time entrepreneurship. On this basis, we believe that it is important to determine the factors that explain the hybrid entrepreneurial intention of employees.

On the other hand, this research contains a number of limitations. First, the study is theoretical in nature, which makes it difficult to establish causal relationships between the variables in our model. Thus, we proposed that entrepreneurial attitude, subjective norms, and perceived behavioral control determine transient entrepreneurial intention. However, this relationship may be in the opposite direction. We therefore propose to conduct a longitudinal study to confirm the proposed hypotheses. Similarly, we propose to measure the influence of additional variables that could explain transient hybrid entrepreneurship. Finally, it would be wise for future research to conduct a comparative study between transitional hybrid entrepreneurs and full-time entrepreneurs (ex-nihilo and without going through hybrid entrepreneurship), in order to improve our understanding of the pathways to full-time entrepreneurship.

6. Conclusion:

Research in entrepreneurship has made a point to always make a choice between being an employee and being an entrepreneur. Nevertheless, many successful entrepreneurs began their entrepreneurial journey as hybrid entrepreneurs; for example, the founder of the eBay website, Pierre Omidyar, was a salaried employee at the software development company, and the co-founder of the giant Apple, Steve Wozniak, was an engineer at Hewlett-Packard (Raffiee and Feng, 2014). Also according to the work of (Raffiee and Feng, 2014), 20% of the CEOs of the 500 companies listed in Inc. Magazine's reported that they continued to hold a paying job long after their company was founded.

These entrepreneurial figures are certainly not the exceptions to any rule, as according to the Global Entrepreneurship Monitor (GEM) report, released in 2003, 80% of nascent entrepreneurs start their entrepreneurial activities while holding a salaried job. The concept of hybrid entrepreneurship is therefore largely anchored in the reality of individuals likely to launch an entrepreneurial activity and therefore deserves all the interest it has been receiving in recent years.

The objective of our research work is to answer the following question: What are the explanatory factors of the transitory hybrid entrepreneurship? Given, that we mobilize the theory of planned behavior as the main theoretical framework, which offers a coherent and solid framework to study the determinants of intention. We will therefore investigate the extent to which entrepreneurial attitude, perceived behavioral control, and subjective norms affect the intention of transitory hybrid entrepreneurs. The backdrop to this research is to gain a better understanding of hybrid entrepreneurial intention and transitory hybrid entrepreneurs.
Transitory hybrid entrepreneurship is thus characterized by the initial intention to engage in entrepreneurship, while maintaining a salaried job, as a real investment option in which the individuals acquire more information and learn about their own entrepreneurial intention. Then, the individual decides whether the business itself can become his/her primary source of income.

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