

FACTORS INFLUENCING THE SUCCESSFUL ENTREPRENEURSHIP OF IMMIGRANTS: THE CASE OF KAVALA AND DRAMA CITY

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ABSTRACT

The aim of this paper is to investigate the relationship between demographic data and motivation of immigrant entrepreneurs with the perceived course of their businesses. The methodology that was used for this survey includes the questionnaires with the appropriate sampling. The findings show that the intrinsic motivations of immigrant entrepreneurs are those that ensure the success. Perhaps, various external incentives such as low salaries and discrimination in the labor market to push immigrants into self-employment, but in the context of this research did not specify that these factors contribute to the business success of immigrants. Deci and Ryan (1985, 2000) determined that internal prompting is associated with clinging to activity, whereas external prompting associated with its abandonment because of that behavior internally motivating people is more stable, while the externally prompted more unstable. Perhaps the persistence of internally motivated immigrants interprets their success in their entrepreneurship.

KEYWORDS: *Migration, Entrepreneurship, Motivation*

1. Introduction

The last fifteen years, Greece has become the destination (intermediate or final) from the largest numbers of immigrants, mainly from the republics of the former USSR (Union of Soviet Socialist Republics), Eastern Europe, the Balkans, Asia and especially Albania. Nowadays, according to official estimates, approximately one million immigrants living in Greece, whereas in 1991 lived about fifty thousand (Arvanitidis και Skouras, 2008). In recent years, Greece is in a deep economic crisis and its rehabilitation based on economic growth. The rise of the entrepreneurship is related to economic growth. Therefore, the entrepreneurship of immigrants can contribute to the country's recovery. Recent studies have shown that enterprises owned by immigrants and ethnic minorities have a significant effect on economic growth. The Organization for Economic Cooperation and Development (OECD) states that entrepreneurship of immigrants contributes to the economic growth of the host countries and the reduction of unemployment (OECD, 2010). Rath (2005) argues that entrepreneurship of immigrants can provide vitality in cities. Also, immigrants (business owners) contribute significantly to the U.S. economy (Fairlie and Robb, 2008).

According to Bates (1997) and Fairlie (1996), the motivations for entrepreneurship of immigrants often grouped into two categories. The motivation for starting a business can include external and internal incentives. Usually, the external incentives refer to the increase of personal income or to increase income opportunities (Kuratko et al., 1997), in ensuring additional income after retirement (Aspaas, 2004). On the other hand, the internal incentives include psychological rewards such as satisfaction (Aspaas, 2004; Kuratko et al., 1997; Robichaud et al, 2001), opportunities for creative expressions (Aspaas, 2004), personal development, recognition, challenge, excitement and satisfaction of the need for success (Kuratko et al., 1997; Robichaud et al., 2001).

More internal incentives are the following (Kuratko et al., 1997; Robichaud et al., 2001):

- Independence
- autonomy
- freedom
- control being your own boss

As well as, the immigrant's protection and their families

(Aronoff and Ward, 1995; Kuratko et al., 1997; Robichaud et al., 2001).

At the same time, as motivating factors for starting self-employment have been designated the exclusion from the primary labor market (Alund, 2003; De Freitas, 1991; Feldman et al., 1991), chronic unemployment (Light, 1979), low wages and discrimination in the labor market (Bates, 1997; De Freitas, 1991; Fairlie και Meyer, 1996; Light, 1984; Olson et al., 2000) and the improvement of the economic situation whilst improving the social status (Kupferberg, 2003).

The main problems faced by immigrant entrepreneurs are the "language barriers" and that seems to affect them, limited knowledge of business management and promotion, the limitation to specific commercial activities and the non-funding from the state (European Commission, 2008). However, according to ACSMI's registry, on the one hand shrinking the entrepreneurship of Greeks, on the other hand rising the entrepreneurship of immigrants (Autonomy 2011). Rath (2011) observes that despite the fact that immigrants have higher rates for business creation from the local population; often fail because of a lack of information, knowledge and language skills. Also, the OECD observes that the businesses of immigrants have less chance to survive than the local firms (OECD, 2010). For example, in France, only 40% of businesses owned by foreigners were still operating five years after their creation, in comparison with 54%

for French nationals (Breem, 2009). A lot of researchers report that access to financial funds is one of the most important determinants of small enterprises for business success (Evans and Jovanovic, 1989; Evans and Leighton, 1989; Meyer, 1990). Other researchers find that immigrants' access in funds, the wealth inequality and distinctions are major barriers to business success minority. (Bates, 1997; Blanchard et al, 2004; Blanchflower, et al, 2003; Bostic and Lampani, 1999; Cavalluzzo and Wolken, 2005; Fairlie and Robb, 2008; Fairlie and Woodruff, 2010; Lofstrom and Wang, 2009; Mitchell and Pearce, 2004).

In studies for employment integration of immigrants in Greece have identified revulsion into self-employment and business activity (Hatziprokopiou 2006). Lazaridis and Koumandraki (2003) argue that immigrants in Greece are using self-employment as a means of avoiding discrimination against them. Other studies show that immigrants use entrepreneurship to improving the education of their children (Serderakis et al., 2003; Liapi, 2006). The study of Lianos and Psiridis (2006) concludes that the probability that the self-employment of migrants strongly correlated with their previous business experience in Greece.

2. Development of research hypotheses

Several researchers argue that the demographic data and experiential professional experiences affect the involvement and success of immigrant entrepreneurship. Dawe and Fielden (2005) report that the role of women in ethnic minority entrepreneurship examined by several recent studies. Jones and Ram (2003) argue that the high educational level of Indians and Chinese contributes to their businesses success. Volery (2007) emphasizes that the lack of human capital such as language skills, education and experience which can lead immigrants to self-employment because it prohibits them taking positions with high incomes. Werbner (1980, 1984) argues that the religious values can support a business ethos of self-reliance. According to the above figures, it can be assumed that:

H1. The demographic data and the professional experience of immigrants affect the course of their business.

The cultural theory holds that some ethnic groups of immigrants are endowed with certain culturally defined characteristics, among which include the acceptance of risk and orientation in self-employment (Masurel et al., 2004). Collins (2002) reports that some ethnic groups in Australia, including the Greeks, they conduct business in a higher degree than natives. Chatziprokopiou (2008), based on data from the Greek Interior Ministry, reports that immigrants from Pakistan who live in Greece have 4.1% of all enterprises immigrants, while their population is only 2.5% of all immigrants. Therefore, it can be assumed that:

H2. The course of business for immigrants is related to their nationality.

H3. The course of business for immigrant with Greek origin is better than the corporate life of immigrants who do not have Greek ancestry.

Jones et al. (1992) and Ram (1998) argue that against immigrant entrepreneurs raise a number of barriers, which are applied with great force. Several research findings demonstrate that the main elements of the structure of opportunities for entrepreneurship of immigrants are systematically unfavorable. The results of an investigation by the European Commission (2008) argue that among the barriers to entrepreneurship of immigrants included lack of funding from the state.

H4. The difficulties faced by immigrants during the operation of their businesses, negatively correlated with the smooth running of their business, while the support offered to immigrant entrepreneurs, positively correlated with the smooth running of their business.

According to the theory of motivation, the intrinsic motivation refers to behaviors that are manifested because of interest or pleasure. In contrast, the external motivation refers to behaviors exhibited in order to gain possible result, which lies outside the activity (Deci, 1971). The internal human motivations are more related than outer with a commitment to a behavior (Frederick and Ryan, 1993). According to the theory of

self-determination (Deci and Ryan, 1985, 2000), the first three basic human psychological needs are the independence, competence and relevance. Considering the above:

H5. The course of business of the immigrants is positively related incentives on the pleasure of engaging in entrepreneurship, autonomy, competence while negatively related the incentives on the economic - social status and the working conditions of immigrants.

3. The purpose of work

The aim of this paper is to investigate the relationship between demographic data and motivation of immigrant entrepreneurs with the perceived course of their businesses.

Methodology

The sample of the present study were 62 immigrants (N = 62) of the cities of Kavala and Drama, which operating various types of businesses. From the 62 members of the sample, 35 were men and 27 women. The average age was 43.6 years (SD = 11.05). 19.36% of immigrant entrepreneurs came from Albania, 24.19% from countries of the Former Soviet Union (FSU) and 16.13% from Bulgaria. 50.6% defines itself as economic immigrants, while 13% as repatriates. The average residence time in Greece reached the 19, 18 years (SD = 10.89). 47% have Greek ancestry. About religion, 50% are Christian Orthodox, 20% Muslims, and 16% declared "atheists". 53% have graduated from Gymnasium or high school, while 19% have Bachelor degree. 34% spoke with moderate fluency the Greek language, 50% good and 16% excellent. 40% had a foreign accent, while 60% do not. 18% of immigrant entrepreneurs of the sample work in street/farmer markets, 16% have clothing stores, while 13% have taverns or cafe. The 59 out of 62 companies' active in the field of the service delivery. 71% are sole proprietorships.

4. Data collection instruments (questionnaire)

The questionnaire consists of 85 questions that emerged from the literature study and divided into the following 5 themes:

1st Thematic Unit: "Demographic data"

The first thematic unit consisted of 31 questions about the demographic data of the sample, which recorded the sex, the age, the ethnicity, the profession, the religion, the educational level, the economic status, the class of immigrant, the fluency in Greek language, the work where they have done in the origin country and in Greece and various characteristics of their entrepreneurial.

2nd Thematic Unit: "Institutional Support for entrepreneurship"

The second thematic unit includes 12 questions regarding the opportunities and the barriers faced by entrepreneurs immigrants, such as: "The Greek state supports with motivated the entrepreneurship of immigrants".

3rd Thematic Unit: "Motives for entrepreneurship"

The third thematic unit includes 35 questions regarding incentives which urge immigrants in entrepreneurship, such as: "I like the business risk" and "The entrepreneur immigrant is usually greater economic benefits from immigrants who work as employees or workers".

4th Thematic Unit: "Difficulties in entrepreneurship"

The fourth thematic unit regards the difficulties faced by immigrants during the founding of their enterprise and includes 3 questions, such as: "Are there many obstacles to an immigrant that they want to start their own business in Greece?"

5th Thematic Unit: “Perception for the course of business”

The fifth thematic unit regards the course of business as perceived by immigrant entrepreneur and includes 4 questions, such as: “I feel vindicated of my choice to start its operation”.

Apart from the first section, the answers to the other were given on a five-point scale type Likert, point 1 of which meant “strongly disagree”, while point 5 meant “strongly agree”.

5. Questionnaire checking

In order to control the measuring instrument, to reduce variables and to examine their relationships applied an Exploratory Factor Analysis, as the reliability analysis, among the 51 questions of the last 4 thematic units. The results of analyzes are given below:

Factor 1: “Institutional Support”

The factor 1 consists of 7 variables that are listed with the load in the Table 1

	Variables	Loads
Factor 1: "Institutional Support" (M=3.00, SD=1.151)		
1	The Greek state supports motivated entrepreneurship of immigrants.	0.85
2	The state bureaucracy with equal treatment in business operation of immigrants in relation with the business of the locals.	0.90
3	The audit state mechanisms (IRS, health, police etc.) are as strict as the business of immigrants such as those of the locals.	0.90
4	The banking system supports the businesses of immigrants to the same degree of local businesses.	0.93
5	The professional chambers support the entrepreneurship of immigrants.	0.91
6	There are organizations that offer training for immigrants who want to engage in entrepreneurship.	0.87
7	The local entrepreneurs facing immigrant entrepreneurs like as their colleagues.	0.64
<i>Cronbach 's Alpha = 0.941</i>		

Table 1: Variables and loadings of factor 1: “Institutional Support”

Factor 2: “Motivation social-economic status”

The factor 2 consists of 6 variables listed below with their loads in Table 2

	Variables	Loads
Factor 2: “Motivation social-economic status” (M=4.05, SD=0.809)		
1	Usually the immigrant entrepreneur has greater economic benefits from immigrants who work as employee or laborers.	0.68
2	Usually the entrepreneur immigrant lives more comfortable in comparison with the immigrants who work as employee or laborers.	0.72
3	The local communities become more receptive when the immigrant is entrepreneur.	0.68
4	The entrepreneur immigrant has greater social status than other immigrants.	0.88
5	The locals are more respectful of an entrepreneur immigrant than other immigrants.	0.88
6	The entrepreneurs immigrants are distinguished members of the ethnic community.	0.71
<i>Cronbach 's Alpha = 0.880</i>		

Table 2: Variables and loadings of factor 2: “Motivation social-economic status”

Factor 3: “Motivation employment conditions of Immigrants “

The factor 3 consists of 6 variables listed below with their loads in the Table 3

	Variables	Loads
Factor 3: “Motivation employment conditions of Immigrants “ (M=3.89, SD=0.759)		
1	The immigrants who work as laborers or employee do not typically have good medical care.	0.58
2	The jobs are outsourced to immigrants are usually unhealthy.	0.84
3	The jobs are outsourced to immigrants are often times dangerous.	0.86
4	The working conditions of employees and workers are tough.	0.73
5	The jobs are outsourced to immigrants are usually tedious.	0.69
6	The salaries of immigrants who work as laborers or employee are usually low.	0.65
Cronbach 's Alpha = 0.870		

Table 3: Variables and loadings of factor 3: “Motivation: Employment conditions workers-immigrants”

Factor 4: “Motivation - Ability”

The factor 4 consists of 5 variables listed below with their loads in the Table 4

	Variables	Loads
Factor 4: “Motivation - Ability” (M=4.58, SD=0.578)		
1	The entrepreneur is considered as a competent person.	0.69
2	The entrepreneur is considered as a smart person.	0.84
3	The entrepreneur is considered as a courageous person.	0.84
4	The entrepreneur is considered as a leading person.	0.61
5	The entrepreneur is considered as a successful person.	0.60
Cronbach 's Alpha = 0.890		

Table 4: Variables and loadings of factors 4: “Motivation-Ability”

Factor 5: “Motivation- Autonomy”

The factor 5 consists of 4 variables listed below with their loads in Table 5

	Variables	Loads
Factor 5: “Motivation- Autonomy” (M=4.62, SD=0.504)		
1	I want to be independent in my job	0.82
2	I want to take the decisions for my life	0.85
3	I prefer to take the decisions in my job	0.83
4	I prefer to command an enterprise than to be an employee	0.62
<i>Cronbach 's Alpha = 0.860</i>		

Table 5: Variables and loadings of factor 5: “Motivation - Autonomy”

Factor 6: “Difficulties in Entrepreneurship”

The factor 6 consists of 3 variables listed below with the loads in the Table 6

	Variables	Loads
Factor 6: “Difficulties in Entrepreneurship” (M=4.01, SD=0.905)		
1	Generally, I struggled to start my business in Greece	0.87
2	It is not easy for the immigrants to start their own businesses in Greece	0.89
3	There are many barriers for immigrants who want to start their own businesses in Greece	0.84
<i>Cronbach 's Alpha = 0.894</i>		

Table 6: Variables and loadings of factor 6: "Difficulties in Entrepreneurship"

Factor 7: "The Concept for the course of the Enterprise"

The factor 7 consists of 4 variables listed below with the loads in the Table 7

	Variables	Loads
Factor 7: "The Concept for the course of the Enterprise" (M=3.69, SD=0.713)		
1	My business till now has a successful course	0.72
2	The course of my business covers my expectations	0.79
3	The income from the business allows me to live a good life	0.81
4	I feel vindicated of my choice to start the business	0.75
<i>Cronbach 's Alpha = 0.855</i>		

Table 7: Variables and loadings of factor 7: "Concept for the course of the Enterprise"

Factor 8: "The motivation for the choice of doing business"

The factor 8 consists of 3 variables listed below with the loads in Table 8

	Variables	Loads
Factor 8: "The motivation for the choice of doing business" (M=3.70 SD=1.00)		
1	I enjoy the processes of entrepreneurship	0.74
2	I like the business risk	0.84
3	I like to face the challenges of entrepreneurship	0.76
<i>Cronbach 's Alpha = 0.794</i>		

Table 8: Variables and loadings of factor 10: "The motivation for the choice of doing Business"

KMO and Bartlett's Test yielded:

- Kaiser-Meyer-Olkin Measure of Sampling Adequacy = 0.625 (> 0.5)
- Bartlett's Test of Sphericity Sig. = 0.0 (< 0.05).
 df = 703
 Approx. Chi-Square = 2250.66
- Total Variance Explained = 77.88% (> 50%)

Table 9: The benchmark of the relative size of correlation coefficients KMO and Bartlett's test correlations of variables

After removal of 13 variables, KMO and Bartlett's Test results (> 0.6), Total Variance Explained (> 81%), the loads of variable factors (> 0.51), the reliability of the analysis for each factor separately tested with the index Cronbach 's Alpha (> 0.7), support the creation of 8 valid and reliable factors. The prices of factors determined from the recommendable average values of the variables.

6. Results

To investigate the first research hypothesis assays were carried out for the independence average values (Independent-Samples T Test), analyses of variance (One way ANOVA) use the multiple comparison technique of Bonferroni and Multiple Regression Analysis using the method Stepwise. The results are listed in the following Table 10.

Dependent Variable	Independent Variable	Method	Result
The course of business	Sex	Independent-Samples T Test	Sig. (2-tailed)= 0.659
The course of business	Family Status	One way ANOVA	Sig.= 0.529
The course of business	Creed	One way ANOVA	Sig.= 0.257
The course of business	Educational Level	One way ANOVA	Sig.= 0.277
The course of business	Foreign Accent (1=Yes, 2= No)	Independent-Samples T Test	t= -2.256 Sig. (2-tailed)= 0.028
The course of business	Relationship between Studies and Entrepreneurship	Independent-Samples T Test	Sig. (2-tailed)= 0.387
The course of business	Business Forms	One way ANOVA	Sig. = 0.470
The course of business	Businessman in the origin country	Independent-Samples T Test	Sig. (2-tailed)= 0.385
The course of business	Employee of the same company in the origin country	Independent-Samples T Test	Sig. (2-tailed)= 0.319
The course of business	Employee of the same company in Greece	Independent-Samples T Test	Sig. (2-tailed)= 0.709
The course of business	Financial situation in the origin country	Multiple Regression Analysis (Method: Stepwise)	β = 0.345 Sig. t= 0.006
	Number of employees family members		β = 0.303 Sig. t= 0.016
The course of business	Category of immigrants	One way ANOVA Multiple Comparisons (Bonferroni)	Sig. = 0.001
	Political Refugees – Economic Immigrants		I- J <0, Sig. = 0.053
	Political Refugees – Repatriates		I- J <0, Sig. = 0.012
	Political Refugees – Other		I- J <0, Sig. = 0.002

Table 10: The relationship of demographic data and experiential experiences of immigrant entrepreneurs in the course of their business

The demographic data and personal experiences of immigrant entrepreneurs has a positive influence on our perception of the course of business, the financial situation of the entrepreneur immigrant in their origin country, and the number of family members of employees who work in the business. In contrast, negative effect has the foreign accent of the entrepreneur and the immigrant status as a political refugee. Therefore, the 1st research hypothesis is partially accepted.

To investigate the 2nd research hypothesis conducted an Analysis of Variance (One Way ANOVA), whose results (Sig.> 0.05) show that there is no correlation between the nationality of the immigrant and the progress of the company (Table 11). Therefore, the 2nd research hypothesis is rejected.

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	11.415	15	0.761	1.788	0.066
Within Groups	19.577	46	0.426		
Total	30.992	61			

Table 11: The relationship of the nationality of immigrant entrepreneurs with the course of their businesses

To investigate the 3rd research hypothesis conducted a trial of independence average values (Independent-Samples T Test), whose results (Sig. (2-tailed)> 0.05) show that there is no correlation between the Greek origin of the immigrants and the course of their businesses (Table 12). Therefore, the 3rd research hypothesis is rejected.

	Greek Origin	Mean	Std. Deviation	F	Sig. F	t	Sig. (2-tailed)
The course of business	Yes	3.731	0.54253	5.31	0.025	0.500	0.619
	No	3.644	0.84092				

Table 12: The relationship of the Greek origin of immigrant entrepreneurs with the course of their businesses

To investigate the 4th research hypothesis conducted a Multiple Regression Analysis, whose results (Sig. $t > 0.05$) show that there is no correlation between the Institutional Support or inconvenience for Entrepreneurship and the course of immigrant’s business (Table 13). Therefore, the 4th research hypothesis is rejected.

Dependent Variable	Independent Variable	β	t	Sig. t
The course of business	Institutional Support	0.248	1.950	0.056
	Difficulties in Entrepreneurship	0.062	0.491	0.625
$R^2 = 0.070, F = 2.222, Sig. F = 0.117.$				

Table 13: The relationship of Institutional Support of Entrepreneurship and the difficulties for Entrepreneurship with the course of business of immigrants

To investigate the 5th research hypothesis conducted a Multiple Regression Analysis -Method Stepwise, whose results are presented in Table 14.

Dependent Variable	Independent Variable	β	t	Sig. t
The course of business	Autonomy	0.423	3.885	0.000
	Liking for business	0.316	2.899	0.005
	Ability		1.791	0.079
	Social-economic status		0.430	0.669
	Working conditions of employees immigrant		0.448	0.656
$R^2 = 0.306, F = 13.017, Sig. F = 0.000.$				

Table 14: The relationship motivation of immigrant entrepreneurs with the course of their businesses

According to the results, only the motives of Autonomy (Sig.t <0.01) and the “liking for the Business” (Sig.t <0.01) are positively, significantly, in the course of business. Therefore, the 5th research hypothesis is accepted.

7. Conclusions

The aim of this paper is to investigate the relationship between demographic data and motivation of immigrant entrepreneurs with the perceived course of their businesses. Regarding the influence of demographic data on the successful entrepreneurship of immigrants to have positive impact for a good financial situation of the immigrant's origin country, the number of family members of immigrants employed in the business. In contrast, a negative impact on the successful entrepreneurship of immigrants is to have a foreign accent and the status of political refugee. Regarding foreign accent, Volery (2007) argues that the lack of linguistic competence can lead immigrants to self-employment. Nilsson (2012) points out that the lack of language competence may negatively affect the course of business of the immigrant and the findings of this paper are in line with his views. Regarding the status of political refugee, must be emphasized that this capacity bring immigrants coming mainly from Asian countries, whose morphological characteristics are different from those of Europeans. As identified by several research papers the Greek people are not used to foreigners living in their country and have quite high levels of xenophobia and racism (Baldwin-Edwards and Safilios-Rothschild, 1999). Perhaps the consequential discrimination against foreigners interprets these two findings. Moreover, many authors include the distinctions between the factors which are significant obstacles to business success of immigrants (Bates, 1997; Cavalluzzo and Wolken, 2005; Blanchard et al, 2004; Blanchflower, et al, 2003; Bostic and Lampani, 1999; Mitchell and Pearce, 2004; Fairlie and Robb, 2008; Fairlie and Woodruff, 2010; Lofstrom and Wang, 2009). According to the above, it would be expected that the religion of immigrants should have a negative effect on the success of their entrepreneurial. However, the results did not identify such a correlation. These findings may be explained by the fact that the religion of immigrants are not visible and / or that immigrants follow some strategies, such as the localization of their names in order to tackle discrimination on the part of the local population (Moïsidis and Papadopoulou, 2011). Furthermore, the research results do not support the

previously Lianos and Psiridis (2006), who report that the probability of self-employment among immigrants is related to a large extent, with their previous experience in doing business in Greece. Although several authors argue that some folks, including the Greek due to their culture who have a predisposition doing business and be successful in the field of entrepreneurship (Collins, 2008; Hatziprokiou, 2008; Masurel et al., 2004), in context of the present paper was not ratified the said view. The Greek origin immigrants do not consider the course of their business more successful than immigrants who had Greek ancestry. Perhaps the Greek origin immigrants because of the lack of linguistic ability, they are treated by the locals as “foreigners” might have greater expectations of their involvement with entrepreneurship, which are not verified. Many researchers have determined that the immigrants' access in funds and discrimination are major barriers to the success of their business (Bates, 1997; Cavalluzzo and Wolken, 2002, 2005; Blanchard et al, 2004; Blanchflower et al, 2003; Bostic and Lampani , 1999; Mitchell and Pearce, 2004; Fairlie and Robb, 2008; Fairlie and Woodruff, 2010; Lofstrom and Wang, 2009). However, in the context of this paper neither the lack of institutional support nor perceived the difficulties which found to be associated with the course of business of immigrants. This finding means that if the motives of immigrant entrepreneurship are strong, then the obstacles will overcome and institutional support is absolutely essential for the smooth course of their business. Besides, according to Collins (2008); Chatziprokiou (2008) and Masurel et al., (2004) and Greek entrepreneurs facing major problems with Greek bureaucracy and the banking system. Regarding motivations of immigrants, affecting positively the successful course of their business, were determined the autonomy and liking of business. Autonomy is considered by Deci and Ryan (1985, 2000) as a universal psychological need and inner motivation. The liking for the business associated with the satisfaction and challenge that are considered intrinsic motivation (Kuratko et.al., 1997; Robichaud et.al., 2001). The economic and social status and working conditions of immigrants are not related to the course of business. According to Deci (1971), the external motivation refers to behaviors exhibited in order to gain possible result, which lies outside the activity. The social and economic status placed outside of this activity and thus can be considered as an external stimulus (Kuratko et al., 1997). The de-correlation of working conditions with the course of business refers to Herzberg et al. (1959), which argues that good working conditions are not necessarily related to employee motivation. The ability is considered as an internal motivation (Deci and Ryan, 1985, 2000), and also was not found to be associated with the course of business.

In conclusion, the findings of this paper show that the intrinsic motivations of immigrant entrepreneurs are those that ensure the success. Perhaps, various external incentives such as low salaries and discrimination in the labor market to push immigrants into self-employment (Bates, 1997; Fairlie and Meyer, 1996; Olson et al., 2000), but in the context of this research did not specify that these factors contribute to the business success of immigrants. Deci and Ryan (1985, 2000) determined that internal prompting is associated with clinging to activity, whereas external prompting associated with its abandonment because of that behavior internally motivating people is more stable, while the externally prompted more unstable. Perhaps the persistence of internally motivated immigrants interprets their success in their entrepreneurship.

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