

Hybrid Entrepreneurship: a Systematic Literature Review

Cemre Demir, Arndt Werner, Sascha Kraus & Paul Jones

Abstract

Hybrid entrepreneurship describes the engagement in self-employment activity while simultaneously holding a primary job in waged work. Because this phenomenon has received increasing scholarly attention in recent years, this study offers a first systematic literature review and uncovers both consensus and contradictions in the existing literature. Specifically, 43 papers were analyzed with respect to bibliographical information, research design and key results. We find that there is a missing consensus in applied nomenclatures, criteria and conception of hybrid entrepreneurship and a delineation of hybrid entrepreneurship from related concepts. As a result, alternative terminology is used to label the same phenomenon by different authors. Together, our study increases understanding of hybrid entrepreneurship by providing a holistic perspective of the phenomena and by offering avenues for future research.

Keywords: Hybrid entrepreneurship, part-time entrepreneurship

Introduction

Changes in demographics, social norms and labor market conditions have led to the emergence of flexible working arrangements and patchwork careers (Thorgren, Nordström and Wincent, 2014; Roberts and Robinson, 2010). A dominant example of such progressions is hybrid entrepreneurship. Engaging in self-employment activity while simultaneously holding a primary job in wage work is increasing in many countries globally (Bosma, Jones, Autio and Levie, 2008).

Empirically, the previous and current entrepreneurship literature does not deal adequately with this unique entrepreneurial activity (Schulz, Urbig and Procher, 2017). Many studies classify hybrids into mutually exclusive categories as self-employed or wage workers and do not allow the two groups to overlap. On that account, hybrid entrepreneurs sometimes even get eliminated from samples. Forcing this categorization neglects the circumstance that hybrid status affects full-time entrepreneurial entry, because it reduces uncertainty through learning about entrepreneurial ability (Folta, Delmar and Wennberg, 2010). It also overlooks the evidence that determinants of hybrid entry are different from those of full-time entrepreneurial entry (Folta et al., 2010). For example, individuals with higher uncertainty regarding entrepreneurial ability, higher switching costs (higher employer size and employer age) and higher opportunity costs (higher salary income and education) prefer hybrid entry (Folta et al., 2010). Choosing hybrid entry, these individuals show the intention to transition into full-time entrepreneurship as well as to seek nonmonetary benefits. High earners also chose hybrid entry to supplement their income, because they have the opportunity to do so. The intention to supplement income cannot be found among financially constrained individuals, who choose hybrid entry (Folta et al., 2010).

Embracing hybrid entrepreneurs as a distinct category reveals that they constitute a significant share of all entrepreneurs (Burke, FitzRoy and Nolan, 2008) and of all entrepreneurial episodes, especially the transitions into and out of entrepreneurship (Folta et

al., 2010). Their prevalence changes our understanding of entrepreneurship, wherefore prior studies on this topic might need to be interpreted differently. For example, contrary findings with regard to liquidity constraints (Evans and Jovanovic, 1989) might exist because of hybrid entrepreneurs. They are generally less liquidity constrained, because they enter entrepreneurship through an incremental process (Folta et al., 2010). As such, considering them distinctively in the analysis might lead to more congruent results. Hybrids might also be the reason why past studies did not discover different risk attitudes between entrepreneurs and wage workers (e.g. Kihlstrom and Laffont, 1979). Furthermore, previous findings on entrepreneurial exit rates (e.g. Bates, 1990; Taylor, 1999) might need to be looked at in a new light when considering that hybrids are testing the waters.

With all these characteristics to them, hybrid entrepreneurs are important to society with regard to labor market dynamics. Their existence mirrors changes in market conditions and shows that evermore individuals decide to work in non-standard arrangements. Entrepreneurs are embedded in societal arrangements that determine their growth potential, whereby labour flexibility is a significant predictor of the prevalence rates of high-growth entrepreneurship (Baughn, Sugheir and Neupert, 2010). Besides, the circumstance that individuals with more hybrid experience also prefer hybrid to full-entrepreneurial entry (Folta et al., 2010) points to severe precariousness of self-employment. This might be affected by a lack of adequate entrepreneurial policies and support from governmental sides. As such, hybrids are valuable because they can serve as seismographs for changes in social norms and given economic and policy conditions. Last but not least, because hybrids are often better educated and because they initially review their entrepreneurial opportunities before transitioning into full-time entrepreneurship (Folta et al., 2010), they might start more high-growth firms and perform more effectively when ultimately being full-time entrepreneurs. As such, they depict crucial players in the field and come along with great potential for firm creation.

With all the given explanations so far, it is now apparent that entrepreneurship cannot be associated with an all-or-nothing approach anymore or a dichotomous choice between entry and no entry, or between self-employment and waged work. The research area of hybrid entrepreneurship embraces this perspective academically (Folta et al., 2010). Despite increased scholarly interest in the phenomenon of hybrid entrepreneurship in recent years (Thorgren et al. 2014) a coherent picture of what is known and what is required to be known has not emerged. Therefore, the purpose of this study is to distinguish hybrid entrepreneurship from related concepts in order to uncover consensus and contradictions in the literature. Ultimately, this study seeks to offer further understanding of hybrid entrepreneurship according to Folta et al. (2010) to provide a holistic overview of the state of research and to offer potential avenues for future research.

The study applies the systematic literature review methodology suggested by Tranfield, Denyer and Smart (2003). Following an extensive database search and examination of references/citations and a keyword search and an assessment of applicability into this review, 43 papers were analyzed with respect to bibliographical information, research design and findings. Furthermore, the content of each study was evaluated and summarized in order to extract mutual themes. Thereafter, the papers were categorized and synthesized to outline the extent of consensus shared and to link the common emerging themes and research questions across them. The findings highlighted a missing consensus in applied nomenclatures, criteria and conception of hybrid entrepreneurship and also an absence of delineation of hybrid entrepreneurship from related concepts. These circumstance typically result in a misleading categorization of papers into research areas. Grounded on these findings, this study offers a first attempt in differentiation and sets apart the two main competing concepts of “hybrid entrepreneurship” by Folta et al. (2010) and “part-time entrepreneurship” by Petrova (2005; 2010a; 2010b; 2012), as within the review process the study found they were typically confused. Guided by this organization and distinction, this

review ultimately identified only three other studies, which provide genuine conceptual and empirical findings on the phenomenon according to Folta et al. (2010) seminal study. Thus, this study suggests that there should be an appropriate application of nomenclature, criteria and conception for hybrid entrepreneurship and related concepts to clearly distinguish the phenomenon and research areas. Furthermore, additional research is required focusing on hybrid entrepreneurship as a specific occurrence, as it remains under researched.

Collectively, this study is a novel scholarly contribution to the growing research on hybrid entrepreneurship. Being the first systematic literature on this topic, it reveals the existing body of knowledge and research gaps. As such, it offers a foundation for further research and conceptual and empirical progress. Compiling all the valuable insights about hybrid entrepreneurs and highlighting this group's prevalence in and importance for labour market dynamics, our study is also helpful for practitioners.

The study proceeds as follows: in the next section, a description of the methodology for the literature review is provided. Hereafter, the findings are outlined including detailed content analysis. In the final section the paper concludes by discussing the main results, limitations, practical implications and suggestions for future research.

Methodology

To evaluate the current state of the literature on hybrid entrepreneurship, this work follows the guideline of Tranfield et al. (2003) on how to conduct a systematic literature review. The guideline instructs a rigorous and effective literature review process for developing evidence-informed knowledge by adopting a replicable, scientific and transparent process. Following this guideline, the study aims to minimize bias by providing an audit trail of decisions, procedures and conclusions. Tranfield et al. (2003) propose a three-step process, whereby each stage is divided into multiple phases with different purposes. The three stages are:

(1) planning the review

(2) conducting the review

(3) reporting and disseminating the review (Tranfield et al. 2003).

The first stage – planning the review – sets out the motivation for the review and is a repeated process of definition, clarification and refinement in order to arrive at a definite review question. Here, explanation of the study motivation and the review question was provided in the introduction. The first stage also involves the development of a review protocol, which captures the outcome of each step taken and each decision made and which ensures objectivity. The underlying review protocol records the search strategy, the selection of studies (inclusion and exclusion at each stage of the review is documented with the reasons for exclusions), quality assessment, the data extraction and the monitoring progress. These phases are the most important to be protocolled in order to reconstruct and replicate the ascertainment of all the references retrieved in our review.

The second stage – conducting the review – begins with the identification of relevant literature. For preliminary inclusion in this review, the literature had to contain a combination and conjunction of specific keywords. First, a keyword search in title, abstract, keywords, topic and author identifiers was carried out on the following eight electronic databases: (1) EBSCO Business Source Elite, (2) Elsevier Science Direct, (3) Emerald Insight, (4) SpringerLink, (5) Scopus, (6) ISI Web of Knowledge (Web of Science), (7) Wiley Online Library and (8) Jstor. Where possible, the search was refined by limiting the results to English review and research articles published in peer-reviewed journals. In addition, where possible, wildcards were used to maximize the search results. In total, the study applied six different sets of search terms:

Search term set	Search terms
1	“part-time entrepreneur*” OR “hybrid entrepreneur*” OR “moonlight entrepreneur*” OR “mixed workers” OR “part-time AND self-employ*” OR “side activity entrepreneur*” (OR "hybrid AND self-employ*")

2	"multiple job holding" AND "self-employ*"
3	"part-time entrepreneurship" OR "hybrid entrepreneurship" OR "moonlight entrepreneurship" OR "mixed workers" OR "side activity entrepreneurship"
4	"part-time" AND "self-employed"
5	"hybrid" AND "self-employed"
6	"multiple job holding" AND "self-employed"

Thus, the total number of results found through searching the eight electronic databases was 253.

Second, four search runs were undertaken on Google Scholar by operationalizing the following search terms: (1) "part-time" AND "self-employed" (2) "hybrid entrepreneur*" (3) "hybrid entrepreneurship" (4) "multiple job holding" AND "self-employ*". Patents and citations were excluded obtaining 37 results via Google Scholar. Third, a reference list search was conducted. Three articles, which appeared among the most relevant and most frequently results within the electronic database searches were analyzed. These articles were:

- Folta, T., Delmar, F. and Wennberg, K. (2010).
- Petrova, K. (2012)
- Raffiee, J. and Feng, J. (2014).

The reference lists of these articles were then scanned manually by searching for the following keywords in the titles: "part-time" OR "hybrid" OR "side-activity" OR "moonlight". This reference list search revealed nine results. Finally, a citation list search rounded up our identification of relevant literature. Hereby, the citation lists of the three articles were manually screened via Google Scholar by searching for the following keywords in the titles: "part-time" OR "hybrid" OR "side-activity" OR "moonlight". By limiting the language to English and by excluding patents and citations, 75 results were obtained.

Overall, the above screenings yielded 374 results. Of them, 154 results were duplications and six were not in English and were excluded. Thereafter, the publications were retrieved from the internet for a more detailed evaluation in form of screening the entire texts

for "hybrid" OR "part-time" OR "self-employed" OR "side" OR "moonlight" and reading those passages in detail, in which the search words were contained. The full-text evaluation took place twice for each article as we wanted to ascertain the eligibility of the included papers and to exclude those not on topic. The difficulty hereby was to assess whether articles, which approached to part-time entrepreneurship referred to it as the engagement in self-employment activity while simultaneously holding a primary job in wage work or as the engagement in self-employment activity on a part-time basis solely and without a wage work, e.g. of retired individuals or individuals in parental leave. As our review is interested in analyzing the literature on the former case, articles were excluded, when they failed to answer this specific research question.

Studies in systematic literature reviews are repeatedly evaluated with the consultation of a predetermined set of criteria (Xiao and Watson, 2017). The relevance of a study to the review depends on its quality of methodology and on its fit to answer the research question of the review. As such, further selection took place by applying two inclusion criteria. The first criterion was the journal quality threshold. Within the past decades, the peer-review evaluation emerged within academia, which functions as a form of self-regulation to maintain quality standards, improve performance and provide credibility. Therefore, literature from peer-reviewed journals should serve as a solid foundation for the review. As such, we included articles,

(1) if they were published in journals that received an impact factor from the 2018 Clarivate Analytics journal citation report of 2.00 and higher, or

(2) if they were published in journals that were ranked by the Association of Business School (ABS) / Verband der Hochschullehrer für Betriebswirtschaftslehre (VHB) with C or higher.

The threshold of the Clarivate Analytics journal citation report and/or the ABS has been used as a measure for quality in other systematic literature reviews (Ghadge, Dani and Kalawsky,

2012), for which we believe it is also a legitimate criterion in our review as well. Within the selection process up until this point, 38 relevant articles were identified. While searching for quality literature is essential, it is also important to include those articles that are applicable to the proposed research question of the review. These articles may not have been published in peer-reviewed journals, yet they still help to build the theoretical foundations for the validity of the theories, constructs and measures. Therefore, the re-inclusion of excluded results depending on their fit with the review's topic constitutes our second inclusion criteria (Falkner and Hiebl, 2015). Articles, which were excluded due to the first criterion were scanned and reselected, if they had a solid reference to scientific studies, were relying on scientific research methods and were not entirely practitioner-oriented. Taking the above selections together, 43 articles made the final review sample and were used to finalize the second stage and to proceed with the third stage of the systematic literature review suggested by Tranfield et al. (2003).

Findings

For preparing the data summary and synthesis, a data extraction sheet was compiled with detailed information regarding the author(s), year, title, source, source type, research method, methodology, variables, unit of analysis, geographical scope(s), research question, key findings on hybrid entrepreneurship, area contribution, definition of hybrid entrepreneurship and implications. Tranfield et al. (2003) suggest to produce a two-chapter report within management research. The first chapter would contain descriptive characteristics of the articles by using the simple categories of the extraction sheet. The second chapter would report the findings of a thematic analysis, which focuses on the extent of consensus shared by the articles and links the common emerging themes and research questions across them (Tranfield et al. 2003). Results of the two-chapter approach will be presented in detail in the following two sections.

Descriptive characteristics

Publication date, journal and geographical scope

Figure 1 depicts the publication date of the 43 articles. As we did not determine a publication time-frame criterion, the illustrated publication distribution begins with the oldest identified article in 1977 and ends with the most recent ones in 2018. The number of published articles increased predominantly within the last eight years of this time-frame. Before 2010, only scattered publications can be sighted with none or one publication per year. In 2010, a small incline can be observed with three publications in that year. While again minimal research on hybrid entrepreneurship was conducted during the period from 2011 to 2013, the number of published articles increased exponentially from 2014 to 2016, with two publications in 2014, four publications in 2015 and nine publications in 2016. After this strong increase, the years 2017 and 2018 demonstrate a trend with a slight decline of publications with seven published articles in 2017 and eight in 2018. Looking at the entire time-frame from 1977 to 2018, only around 13% (six) of the 43 articles approaching hybrid entrepreneurship was published in the first three decades (1977 to 2007) and around 87% in the last decade (2008 to 2018). This finding underpins the increased topicality of the research area of hybrid entrepreneurship.

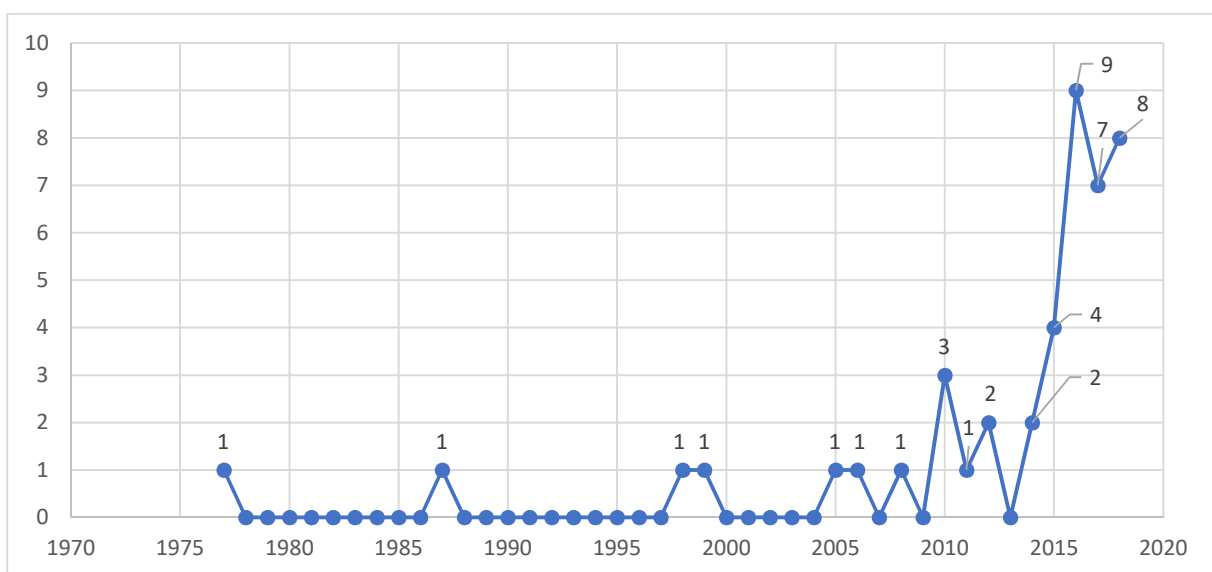


Figure 1: Number of publications per year

In terms of the journal distribution, no significant clustering of the articles can be identified. The 43 articles were published in 32 different academic outlets. Overall, 42 of the outlets are journals, one outlet is a university publisher. Three manuscripts were identified in the journals “*International Small Business Journal*”, “*Journal of Business Venturing*” and “*Small Business Economics*”. Two publications each were identified in the journals “*Academy of Management Proceedings*”, “*Baltic Journal of Management*”, “*Frontiers of Entrepreneurship Research*” and “*Journal of Business Venturing Insights*”. Thereafter, the remaining 26 articles were published in different journals.

Regarding the geographical distribution of the 43 articles, ~~as shown in Figure 2 and 3,~~ three articles had no geographical scope, four covered more than one country and the remaining concerned one specific country. Of the latter, the great majority focused on European countries (21 articles), followed by North America (12). ~~While at least three articles examined hybrid entrepreneurship in Mexico as a South American country, no articles were based on African, Asian or Australian contexts. Moreover, the articles covering more than one country do so with predominant focus on European countries.~~ This circumstance can be explained by the forerunner position of European and North American scholars in scrutinizing the phenomenon of hybrid entrepreneurship. They began early to establish a body of knowledge dedicated to this topic. This may have enabled other scholars to use this groundwork in order to promote and fine-grain hybrid entrepreneurship research in these geographical contexts.

~~*Figure 2: Geographical distribution of publications by country*~~

~~*Figure 3: Geographical distribution of publications by continent*~~

Research method, data collection and area contribution

Considering the research methods, 24 articles made use of the quantitative method, constituting 56% of all articles reviewed. These articles applied logistic model regressions in

their analysis. Ten articles adopted a qualitative method, making up 23% of the sample. Nine of them relied on case studies whilst the remaining one is a systematic literature review. Eight further articles, so 19% of the reviewed articles, adopted a mix of the quantitative and theory-based method by first developing a model and subsequently testing this model with quantitative methods. Only one article, making up the last 2% of the final sample, was purely theory-based (See Figure 4).

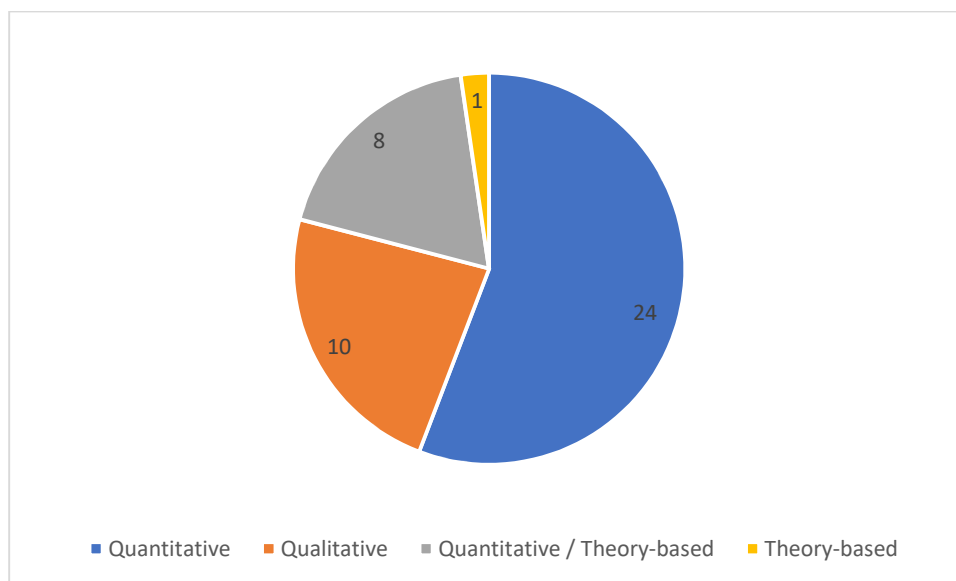


Figure 4: Distribution of applied research methods of the publications

In the matter of data collection, 19 articles retrieved their data of interest from governmentally sponsored institutions and projects. These datasets usually come with the advantage of containing well-represented and reliable information of the populations in their national contexts. By comprising official and mandatory surveys, they generally possess high response rates. Furthermore, by covering multiple years, they allow for longitudinal analysis.

Seventeen articles built their findings on their own data. The authors of these articles conducted postal, viral and direct interviews and surveys and subsequently enhanced the reliability and internal validity of their data with applicable methods in order to minimize potential biases. Collecting their own data has the advantage of targeting the exact sample of interest and of gathering very specific and fine-grained information about the relevant

subjects. Three articles combined already available data of public census with self-conducted online surveys and the remaining four articles of the final sample did not ground their findings on any data due to their theory-based or systematic literature approach. Closely tied to the data collection practice, the sample sizes reveal some similarities among the reviewed articles. Table 1 shows that those relying on data from government institutions and projects generally have larger sample sizes than those setting up their work on own data.

Data collection method	Article No.	Sample size
No data	10	0
No data	29	0
No data	26	0
No data	13	0
Data from government institutions and projects	12	1
Own data	40	2
Own data	8	10
Own data	4	15
Own data	34	18
Own data	1	20
Own data	9	46
Own data	7	54
Own data	6	82
Own data	41	103
Own data	42	249
Own data	19	262
Own data	27	262
Own data	20	481
Data from government institutions and projects	17	559
Own data	18	603
Combination available data and own data	30	626
Combination available data and own data	31	626
Combination available data and own data	32	626
Data from government institutions and projects	21	777
Own data	28	848
Data from government institutions and projects	22	1.049
Data from government institutions and projects	35	1.049
Data from government institutions and projects	36	1.049
Data from government institutions and projects	37	1.052
Own data	16	1.221
Data from government institutions and projects	33	2.198
Data from government institutions and projects	23	6.392
Data from government institutions and projects	43	9.032
Data from government institutions and projects	5	9.868
Own data	15	23.394
Data from government institutions and projects	14	28.157

Data from government institutions and projects	11	44.613
Data from government institutions and projects	39	47.820
Data from government institutions and projects	25	212.523
Data from government institutions and projects	38	212.523
Data from government institutions and projects	2	236.045
Data from government institutions and projects	3	1.645.949
Data from government institutions and projects	24	2.554.340

Table 1: Data collection method and sample size

Lastly, concerning the research area contribution, the study examined the author provided keywords of the reviewed articles and found that only 18 of the 43 relevant articles contained “hybrid entrepreneurship” in their keywords. This finding already indicates an inconsistency in terminology of the hybrid entrepreneurship phenomenon. The following section will provide an in-depth content analysis based on the data extraction sheet. Common issues have been categorized and synthesized in order to draw a general conclusion regarding whether and how the 43 articles relate to hybrid entrepreneurship in terms of nomenclatures, criteria and conception.

Distinguishing hybrid entrepreneurship from related concepts

With their study, in which they model an individual’s stepwise movement from wage work into self-employment, Folta et al. (2010) made a core contribution to the research stream of hybrid entrepreneurship. The authors propose that individuals might transition into self-employment while also retaining their wage job. Within their process-based model of hybrid entrepreneurship, they define “hybrid entrepreneurs” as individuals, who engage in self-employment activity while simultaneously holding a primary job in wage work. Hereby, they explicitly distinguish this concept from "part-time entrepreneurs" or "work mixers", which they argue have different meanings. According to Folta et al. (2010) “part-time entrepreneurship” emphasizes a clear-cut distinction depending on hours worked. Further, “work mix” places a focus on the question of how individuals allocate their time between entrepreneurship and wage work. In contrast to these ideas, for which Folta et al. do not make any references to the sources, “hybrid entrepreneurship” is a more inclusive technical term,

where the criteria of being full-time wage employed or part-time self-employed is not obligatory. Hybrid entrepreneurs need only have a primary wage job and a secondary job in self-employment (Folta et al., 2010). Folta et al. study is relevant, as it is the first attempt to conceptually embrace the phenomenon of hybrid entrepreneurship. As such, their understanding of hybrid entrepreneurship constitutes the pivotal point of our analysis and the applied nomenclatures, criteria and conception of the remaining 42 reviewed articles will be put into comparison with it in order to evaluate the degree of consensus in the field of study. The study employs a three-way approach. First, the study considers what terminology is used for the exact meaning of hybrid entrepreneurship as proposed by Folta et al. (2010). Then, following a reverse logic, the study investigates how the terminology “hybrid entrepreneurship” is understood and postulated with criteria and conception by the other 42 reviewed articles. Finally and independent of Folta et al.’s (2010) terminology and conception, the study views the variety of related understandings, technical terms and concepts of the simultaneous engagement in self-employment and wage work, herby trying to distinguish the concepts and ultimately extracting actual findings on hybrid entrepreneurship.

A key aspect of Folta et al. (2010) definition of hybrid entrepreneurship is the emphasis and order of priority of both jobs. The authors clearly contend that wage work should be the primary job and self-employment the second job. When we assess this central condition, we find that only three other articles incorporate this feature explicitly in their understanding of the phenomenon. Schulz, Urbig and Procter (2015) make a clear reference to Folta et al. (2010) study and hence follow their exact understanding and also terminology of hybrid entrepreneurship (Schulz et al. 2017). However, the other two articles use very different technical terms with one referring to it as “hybrid multiple job holding” (Bouwhuis, et al., 2017) and the other labeling it as “part-time entrepreneurship” (Marshall, Davis, Dibrell and Ammeter, 2018). Consequently, this preliminary analysis indicates a missing consistency within the research field, where different authors associate the same phenomenon with

divergent nomenclatures. It also confirms our methodology in the second stage of conducting the review, where we searched for six different sets of keywords in order to capture relevant literature. With preliminary informal and undocumented searches, the study obtained a sense for the keywords to search for. As such, the finding of our analysis is the subsequently provided legitimation for our adapted search keywords.

Conducting the second proceeding of a three-way approach and investigating how the terminology “hybrid entrepreneurship” is understood and postulated with criteria and conception, finds that 25 of the 43 reviewed articles employ the term, including Folta et al. (2010) and Schulz et al. (2017). Twenty articles adopt a similar definition of hybrid entrepreneurship compared to Folta et al. (2010) by referring to “hybrid entrepreneurship” as the engagement in self-employment while retaining a job in waged employment. However, they miss a key aspect, namely the order of priority of both jobs. The authors of the 20 articles do not presuppose whether self-employment or wage employment is indicated as the primary job and hence do not make a difference between individuals, who perceive self-employment as their main or second job. Since they only require that time is spent in both self-employment and wage employment, their understanding of hybrid entrepreneurship is defined in more general terms. The remaining three articles employ “hybrid entrepreneurship” in a very distinct context and use it to describe the combination of several institutional logics, such as commercial versus sustainable logics, throughout the entrepreneurial process. When these multiple logics are in play, diverse forms of value creation emerge (Dufays and Huybrechts, 2016; Hahn and Ince, 2016; Davies and Chambers, 2018). This can happen within the solo entrepreneur himself, or within entrepreneurial teams, associated as “hybrid collective entrepreneurship” (Dufays and Huybrechts, 2016). In a similar approach to the one adopted in these three papers, Powell and Sandholtz (2012) implemented the nomenclature “amphibious entrepreneur” to denominate entrepreneurs, who move within different social contexts and

combine multiple social identities in the entrepreneurial process (Powell and Sandholtz, 2012).

Continuing with the third proceeding of our three-way approach, the remaining 16 of the 43 reviewed articles do not fall into the above explained categories and hence have related but distinct understandings and also nomenclatures of the simultaneous engagement in self-employment and wage work. Being represented with four articles within our sample and being explicitly identified by Folta et al. (2010) as a related phenomenon, a central competing concept is introduced by Petrova (Petrova, 2005; Petrova, 2010a; Petrova, 2010b; Petrova, 2012). Petrova's research addresses part-time entrepreneurs - individuals, who undertake both regular wage employment and are also self-employed. Hereby, the author applies a threshold of 35 hours per week for the self-employment engagement level. Those, who spend more than 35 hours per week in their business ventures are to be considered full-time entrepreneurs. In contrast to Folta et al., who use the main occupation as their key aspect, Petrova proffers the time allocation as a central part of their definition. Further, also employing the technical term "part-time entrepreneurs", two papers introduce a third key aspect, namely the proportion of income generated from entrepreneurial activity. Mungaray and Ramirez-Urquidy define part-time entrepreneurs as agents, whose entrepreneurial income represents a maximum of 75% of their total income and who participate simultaneously in self-employment and wage employment (Mungaray and Ramirez-Urquidy, 2011). Wennberg, Folta and Delmar specify the threshold with 50% of the total income, but also declare that individuals have to be simultaneously engaged in self-employment and waged employment (Wennberg, Folta and Delmar, 2006). Both studies consider individuals above these thresholds as full-time entrepreneurs. What is apparent from this literature is the requirement to distinguish nomenclatures, criteria and conception describing the phenomenon of the simultaneous engagement in wage employment and self-employment.

The remaining ten articles do not grant a potential for categorization and synthetization, wherefore the most outstanding of them are individually itemized hereinafter. Block and Landgraf (2016) refer to “part-time self-employment” and highlight that it allows for simultaneous wage employment. Thereafter, Block, Landgraf and Semrau (2018) employed a more extensive definition and specify “part-time self-employed” as those, who report being self-employed and holding another occupation simultaneously. Thus students and retired individuals can fall into this category (Block, Landgraf and Semrau, 2018). So similar to Folta, Delmar and Wennberg, this is a further example for several authors, who change their conception on this phenomenon.

Doutriaux (1987) employs the technical term “part-time entrepreneurs” to describe individuals, who keep their employed position on a full-time or part-time basis at time of start-up of their own venture. By putting forward the characteristic of retaining the wage work on a full-time or part-time basis, the author proposes the supplementation as well as the substitution of wage employment with part-time entrepreneurship and is hence unique in the ~~their~~ conception. Skrzek Lubasiński and Szaban (2018) present a review and discussion of terminology and criteria describing the self-employment phenomenon and thus attempt to offer a conceptually and empirically grounded categorization for this heterogeneous group. Among other categories they distinguish between dependent self-employed and hybrid self-employed and indicate that some authors use the latter term to describe the former phenomenon, which they argue is misleading. The former usually have an instruction giving supervisor and work for one client only. The latter are workers, who have a permanent contract with one employer, but simultaneously work with other clients due to underemployment. Hence their study calls attention for the difficulty to establish a comprehensive and universally accepted definition as well as an all-encompassing set of characteristics for entrepreneurship in general and also to call attention for the missing

consensus in the application of the hybrid terminology specifically (Skrzek Lubasińska and Szaban, 2018).

Therefore, Wall makes no explicit reference to hybrid entrepreneurship, but describes a gradual transition from wage employment to self-employment and a phasing out of wage employment as the own business grows. The wage employment serves as a “bread and butter work” in order to ensure an adequate income, even though this limits the ability to build the own businesses (Wall, 2015). Consequently, this study is novel as it does not make use of any hybrid terminology, but portrays the occurrence of hybrid entrepreneurship in the form of a case study.

In addition, Zhang and Acs' study is a good example of the outcome of a missing consensus of applied terminology and understanding of hybrid entrepreneurship, as the authors mix nomenclature, criteria and conception of various papers to describe their sample of individuals in the intersection between wage employment and self-employment. They make use of the term “part-time entrepreneurs” with which they describe individuals, who work less hours, have a weaker commitment and bear less risks than full-time entrepreneurs. Among other citations, they make reference to Wennberg, Folta and Delmar (2006) when putting forward that these individuals minimize the uncertainty related to the sideline start-up by keeping their secure wage job while testing the viability of the new business (Wennberg et al. 2006). Furthermore, they cite Folta et al. when arguing that these individuals require fewer physical and financial resources for less marginal cost than full-time entrepreneurs (Folta et al. 2010).

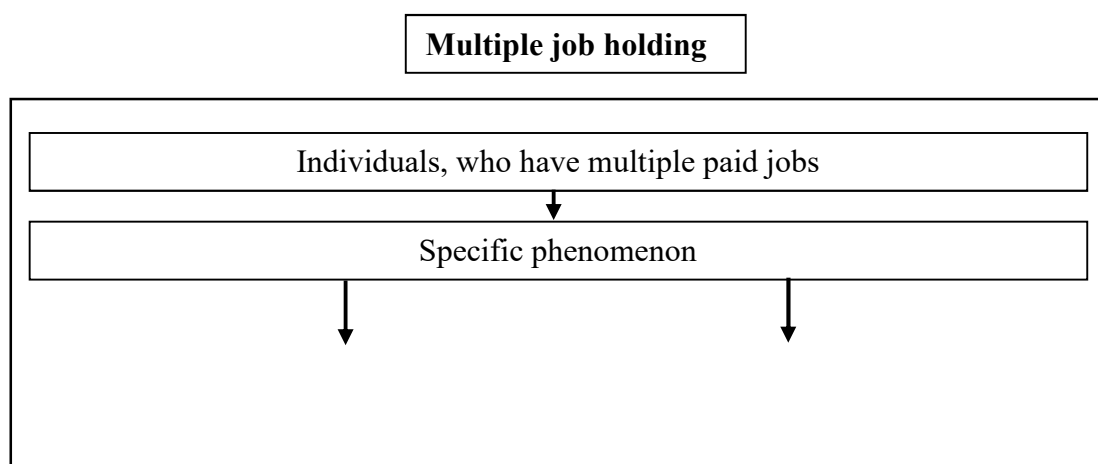
In summary, our three-way approach highlights that there is a missing consensus in applied nomenclatures, criteria and conception not only with regard to the research stream of hybrid entrepreneurship, but also with regard to related concepts. The study finds that different terminology is employed to label the same phenomenon by different authors. Moreover, from a reverse perspective, different criteria and conception are postulated to the same technical

term by different scholars. This is often due to differences in applied samples, research designs and contexts. These differences might arise due to scholars not collecting their own data, but making use of already existing data sets from governmental or scientific institutions. In this way, filtering hybrid entrepreneurs as a sample group from these given data sets congruent with Folta et al. (2010) concept might not be practical in every case. Furthermore, given the fact that no clear distinction between the concepts was outlined so far, consequential errors might have developed with scholars carrying forward a misleading use of technical terms, criteria and conception. Under the circumstance of a large number of identified concepts within our review, an all-encompassing organisation and distinction of all of them is not possible. Here we want to set apart the two main competing concepts of “hybrid entrepreneurship” by Folta et al. (2010) and “part-time entrepreneurship” by Petrova (2005; 2010a; 2010b; 2012) in Figure 5, as within the process of our review we find that they were often confused. Figure 5 also incorporates “multiple job holding” as a coating framework, where hybrid entrepreneurship as well as part-time entrepreneurship fall within.

Hybrid entrepreneurship as well as part-time entrepreneurship can be seen as specific types of multiple job holding. The key aspect to hybrid entrepreneurs is their main occupation. They are individuals with a primary job in wage work and a secondary job in their own business. Hybrid entrepreneurship is attractive to people, who are not experienced with regard to their entrepreneurial capability and who wish to gather more evidence about it. They have high switching or opportunity costs or target uncertain business opportunities. To limit their sunk commitment, they choose the hybrid path. Within the process-based model, they receive a signal about performance prospects and thus learn while in hybrid status. Depending on the assessment of these prospects, they decide on how to proceed with their business. The underlying theoretical rationale for hybrid entry is consists of three factors. First, individuals might want to supplement their income. This may be due to economic hardship, limits on hourly earnings in the primary job’s earning capacity, larger families or the opportunity to

increase overall income at low marginal cost. Second, individuals might seek nonmonetary benefits, such as flexibility. They are willing to sacrifice some income for these benefits, however, they are not willing to sacrifice their wage job as a whole and seek this benefits through full-time entrepreneurship. Last but not least, individuals might use hybrid entrepreneurship as a transition into full-time entrepreneurship. The small-scale entry through hybrid entrepreneurship avoids high switching costs and allows to be more flexible compared to immediate full-time entrepreneurial entry. Such an incremental process furthermore allows to reduce uncertainty about the venture's prospects and the individual's entrepreneurial capability, because the entrepreneur is able to keep the wage work while testing entrepreneurship (Folta et al., 2010).

On the other side, the key aspect to part-time entrepreneurs is their time allocation. They work at their regular wage work and up to 35 hours per week at their own business. These individuals become part-time entrepreneurs, because they cannot certainly assess their entrepreneurial ability beforehand entering entrepreneurship. They prefer to spend only a certain amount of time and capital in their business in order to test entrepreneurial waters and to lower the financial risks if their ability turns out to be low. Within the process-based model, they receive a signal about their ability. This process involves entrepreneurial learning. Depending on the assessment whether their ability is high or low, they decide on how to proceed with their business (Petrova, 2005; 2010a; 2010b; 2012). The theoretical rationale for part-time entrepreneurial entry focuses on credit constraints: those with less initial capital are less likely to become entrepreneurs (Evans and Jovanovic, 1989).



	Hybrid entrepreneurship	Part-time entrepreneurship
Definition	Individuals, who engage in self-employment activity while simultaneously holding a primary job in wage work.	Individuals, who work at a regular wage job some of the time and work at their own businesses the rest of the time. Applied threshold: 35 hours/week
Key aspect	Main occupation	Time allocation
Signal within process-based model	Signal about performance prospects depending on learning	Signal about entrepreneurial ability depending on learning
Theoretical rationales for entry	<ol style="list-style-type: none"> 1. Path to supplementary income 2. Path to nonmonetary benefits 3. Path to transition into self-employment 	<ol style="list-style-type: none"> 1. Credit constraints

Figure 5: Conceptual distinction of hybrid entrepreneurship and part-time entrepreneurship

Body of knowledge on hybrid entrepreneurship

Building on the previous section, where we distinguished hybrid entrepreneurship from related concepts, this section now summarizes actual findings in line with Folta et al.'s hybrid entrepreneurship. The authors of the identified papers may use different technical terms, however, they follow Folta et al. (2010) exact understanding of the phenomenon and hence contribute genuinely to the research stream. To avoid misinterpretations, only hybrid entrepreneurship and no other label is used hereinafter. Our review identified three papers, which will be summarized separately in the following. They all were published in 2017 and 2018, underpinning the topicality of the research area of hybrid entrepreneurship, but also demonstrating that the need to enlarge upon the subject-matter just recently gained scholarly attention.

A conceptual extension is established by Marshall, Davis, Dibrell and Ammeter (2018). They develop a model on how hybrid entrepreneurial activity brings forth innovative behavior in an individual's employee role. The scholars combine the literatures on entrepreneurial learning,

knowledge and learning transfer, and employee innovation and consider hybrid entrepreneurship as a context and entrepreneurial learning as a mechanism, through which employee innovation is improved. According to the model presented in Figure 6, innovative capabilities are developed in the entrepreneurial role, are then refined and ultimately transferred to the employee role. The transfer is moderated by the individual's goal orientation (motivation) and the work environment's climate for innovation (opportunity). Goal orientation is composed of three dimensions: Learning orientation, performance-proving orientation and performance-avoiding orientation. Individuals with higher learning orientation estimate that capabilities and procedural knowledge can be enhanced through learning and demanding tasks. They generally undertake more risky innovative learning procedures and are more prone to knowledge transfers between settings despite high risks of failure. Performance-proving orientation is the improvement and refinement of existing competencies by practicing already established task strategies instead of testing new ones. Individuals with higher performance-proving orientation desire to demonstrate their capabilities and to receive positive feedback from other individuals with higher performance-proving orientation. Finally, individuals with higher performance-avoiding orientation perceive competencies as static and irrevocable and therefore assess new task strategies as risky, eventually resulting in them avoiding learning opportunities. This behavior is due to their fear of negative performance evaluation. Ultimately, they are unsuccessful to discern the relevance of learning and are less successful in making use of learned content. By factoring in individual differences (in form of motivation) and contextual moderators (in form of opportunity) as explained above, hybrid entrepreneurs may be more capable than other employees at exercising and demonstrating innovative behaviors in the employee role.

Building up on this model, the empirical findings support that hybrid entrepreneurs demonstrate greater innovative behaviors in the employee role than employees without a secondary job in entrepreneurship. Assessing the work-unit and individual-level conditions

that promote greater learning transfer between the entrepreneurial and the employee role, it appears that higher work-unit climate for innovation, higher learning goal orientation and lower avoidance goal orientation favor this specific transfer (Marshall et al. 2018).

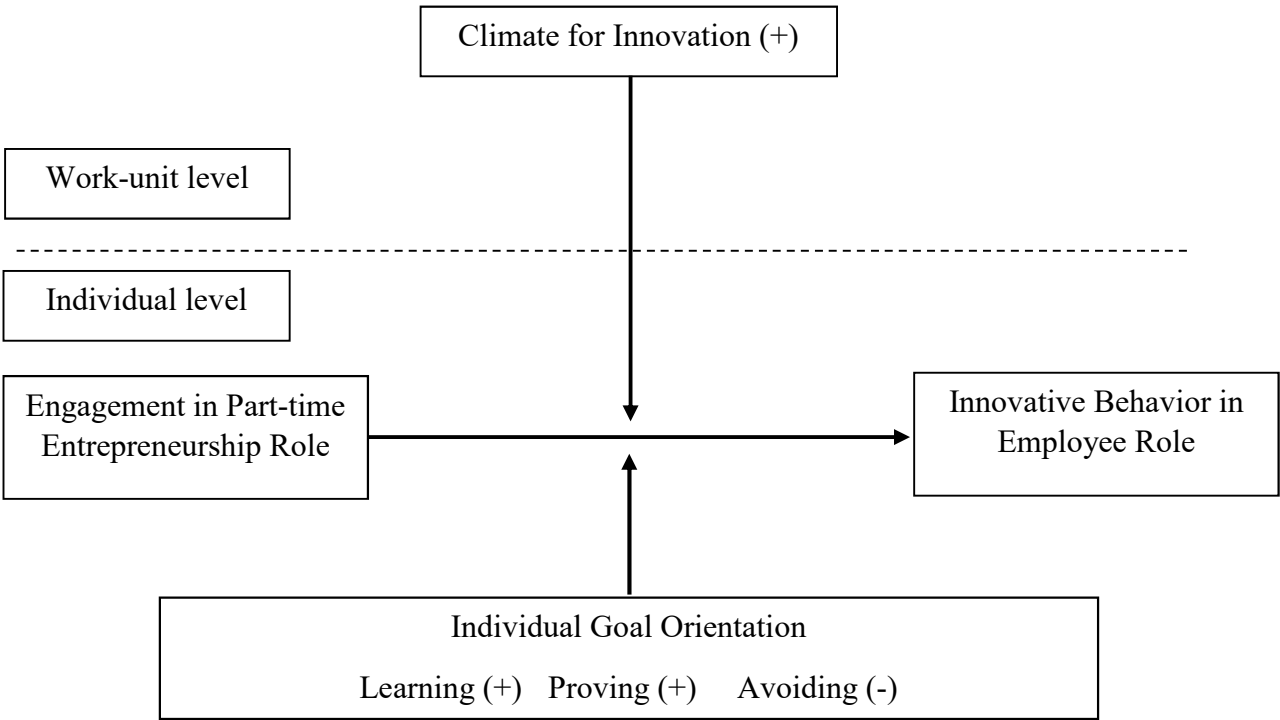


Figure 6: Conceptual extension on hybrid entrepreneurship established by Marshall, Davis, Dibrell and Ammeter (2018)

The Bouwhuis et al. (2017) study explored the longitudinal association between multiple job holding and long-term sickness absence to gain insights on the health consequences of having more than one job. Among other forms of multiple job holding, the authors also incorporated hybrid multiple job holders, employees with a second job in self-employment, in their analysis. No significant association between long-term sickness absence and the examined multiple job holding categories was found. The lack of evidence compared to previous studies

on the linkage between multiple job holding and health can be explained by several reasons. First, it may be due to the usage of long-term sickness absence as an indicator variable of health. Although it is a widely accepted outcome measure for health, it may be the case that not all effects of multiple job holding on health examined in previous studies result in long-term sickness absence. Second, heterogeneity in individual demographic characteristics and motivational reasons and also in country-specific socioeconomic set-ups may explain, why, compared to previous studies, Bouwhuis et al. (2017) did not find any significant relationship. Finally, the so-called healthy worker effect could be an explanation. This effect puts forward that only individuals with good health have more than one job and also work longer hours. The only finding the authors could make is that hybrid entrepreneurs have improved health than employees with one job (Bouwhuis et al., 2017).

Thereafter, Schulz et al. (2017) demonstrate that multiple job holders, who are hybrid entrepreneurs, have higher hourly earnings in their second job compared to their primary job. The engagement in wage employment in both jobs does not significantly increase the probability of having higher hourly earnings in the second job. The authors use three mechanisms for hybrid entrepreneurship to explain their finding. First, individuals may keep a lower paid wage employment in the initial phase of entrepreneurial activity, when the wage employment proffers non-pecuniary benefits, such as employee-specific pension schemes. Second, postulating that earnings in self-employment are more exposed to fluctuations and are thus more risky than earnings in wage employment, risk-averse individuals might require a risk-premium in form of higher hourly earnings in order to engage in both occupations simultaneously. Finally, assuming that marginal earnings are constant in wage employment and are decreasing in self-employment, earnings-maximizing individuals might combine both occupations, since this implies higher hourly earnings in self-employment in the occupation-combining optimum (Schulz et al. 2017).

As there is evidence from past studies that gender and household composition affect multiple job holders' earnings structure, the authors furthermore assay the extent, to which their hypothesis applies to women and men separately and also test whether there are earning differences between multiple job holders in single households, in multi-person households as solo earners and in multi-person households with more than one earner. They find differences in temporal characteristics of earnings structures between men and women, especially in the initial phase of multiple job holding. Ultimately, the earning structures become similar. For men, while the desire to work more (in hours-constrained primary jobs) does not explain them taking on a second job at higher average earnings, the desire to start a business does. For women, neither the desire to work more nor the desire to start a business have a positive impact on having higher second-job earnings, wherefore hybrid entrepreneurship theory is not able to substantiate higher hourly earnings in the second job for women. With regard to the household context, the authors do not observe statistically significant differences between the three types in terms of the effect of hybrid entrepreneurship on the earning structure (Schulz et al. 2017).

Discussion

A systematic review of past literature is a crucial undertaking for any academic research. The need to uncover of what is already known and what needs to be known in the body of knowledge helps to facilitate conceptual and empirical progress. Our study is the first one taking upon this issue for the scholarly field of hybrid entrepreneurship by applying the systematic literature review methodology suggested by Tranfield et al. (2003) and developing a context-sensitive research. Hereby, the understanding of hybrid entrepreneurship according to Folta et al. (2010) constitutes the pivotal point of the analysis and the applied nomenclatures, criteria and conception of the remaining reviewed articles are put into comparison with it in order to evaluate the body of knowledge on the phenomenon. In a first

step, our results show that there is a missing consensus in applied nomenclatures, criteria and conception of hybrid entrepreneurship and also a missing delineation of hybrid entrepreneurship from related concepts. The study finds that different terminology is used to label the same phenomenon by different authors. Moreover, from a reverse perspective, different criteria and conception are postulated to the same technical term by different scholars. This is often due to differences in applied samples, research designs and contexts. These differences might arise due to scholars not collecting their own data, but making use of existing data sets from governmental or scientific institutions. Thus, filtering hybrid entrepreneurs as a sample group from these given data sets congruent with Folta et al.'s concept might not be practical in every case. Furthermore, given the fact that no clear distinction between the concepts was outlined so far, consequential errors might have developed with scholars carrying forward a misleading use of technical terms, criteria and conception, which conclusively results in an incorrect categorization of their papers into research areas. Grounded on these findings, our study takes a first attempt in differentiation and sets apart the two main competing concepts of “hybrid entrepreneurship” by Folta et al. and “part-time entrepreneurship” by Petrova, as within the review process we find that they were misleadingly confused. Guided by this organization and distinction, our review ultimately identified only three other papers, which provide genuine conceptual and empirical findings on the phenomenon according to Folta et al. study.

Implications for future research

Based on these findings, our research offers several theoretical implications and opportunities for further research. Foremost from a holistic standpoint, we suggest that future research should make use of a decisive application of nomenclature, criteria and conception for hybrid entrepreneurship and related concepts. It is required to distinguish the phenomenon and thus research areas in order to more effectively assess the existing knowledge base and

also the knowledge gaps. Only when approaches and goals are precisely organized around and complied with the frameworks of the concepts, genuine and considerable research can be produced.

From an atomistic standpoint, additional conceptual and empirical research is required focusing on hybrid entrepreneurship as a specific occurrence, as little is known about it thus far. First, with regard to the contextual mechanisms, the effects of the employing companies, fellow employees and the households on hybrid entrepreneurs and their businesses are unknown from the extant literature. A fruitful avenue for further research could be to investigate the characteristics of the companies, where hybrid entrepreneurs are employed - their industry, their size, their structure and their degree of support for entrepreneurial activity of employees. Another research direction could be to examine the role of fellow employees and the effects of team work on hybrid entrepreneurs and their businesses. Implementing these research opportunities could help to investigate how hybrid entrepreneurial opportunity emerges in the context of the organization. Furthermore, future research could examine the influence of the households on hybrid entrepreneurs and their businesses. Knowing from the general literature on entrepreneurship that families influence the decision to start a new venture (Kirkwood, 2012), promising approaches would be to investigate the role of parental influences. As parent's careers have an impact on the entrepreneurial intentions of their children (Polin, Ehrman and Kay, 2016; Engle, Schlaegel and Delanoe, 2011), it would be valuable to know whether this holds true for hybrid entrepreneurs as well. Furthermore, intra-couple influences are an interesting subject worth being analyzed. Future research could examine whether employment type matching (Blossfeld and Drobnic, 2001; Verbakel and De Graaf, 2009) between partners takes place and whether an individual's decision to be a hybrid entrepreneur might be affected by the entrepreneurial propensity of the partner. It would also be valuable to analyze the composition of the household income, respectively whether

diversification or centralization takes place, the experiences and perceptions of support (compare Hilbrecht, 2016) and how this affects the engagement in hybrid entrepreneurship.

Second, with regard to the individual mechanisms, little is known about the drivers and barriers, which predict the phenomenon of hybrid entrepreneurship. Future scholars could examine the individual risk attitude in more detail and could also assess the effect of certain satisfaction measures, such as satisfaction with personal income, satisfaction with leisure time and job satisfaction (Roche, 2015). More attention could also be paid to the human capital in terms of education, length of time with the firm and position of the individual within the firm and how these factors influence the propensity of approaching to hybrid entrepreneurship.

Third, another research direction addresses the characteristics of the hybrid business itself. It is not known so far, whether the hybrid business is established in the same industry with similar services compared to the employing company and whether hybrid entrepreneurs therefore make use of specific synergy effects. A related blind spot of scholarly attention can be found with regard to the survival rates, productivity and innovation creation of businesses established by hybrid entrepreneurs.

Finally, a general suggestion for further research can be made by highlighting the adaptation of a dynamic, integrated and multi-national perspective, which includes and recognizes the multiple perspectives of entrepreneurship (Clark and Harrison, 2018). As entrepreneurship is a lengthy process, future scholars should aim at implementing longitudinal analysis in order to track all the mechanisms which evolve and which have an effect on the hybrid entrepreneurial engagement. Similarly, the coaction of factors across the different micro- and macro-levels should be taken into account, given the fact that entrepreneurship is a complex and multi-level involved undertaking. Considering differences in demographics, social norms and labor market conditions, hybrid entrepreneurship might vary across countries (also see Engle, Schlaegel and Delanoe, 2011; Baughn, Sugheir and Neupert, 2010),

wherefore future scholarly work could also conduct multi-national analysis in order to enrich the research stream with more insights.

Taken together, the above outlined theoretical implications and avenues for future academic work are neither exhaustive nor conclusive, yet we hope that they will provide an orientation for subsequent research and that they will stimulate scholars to execute further investigation on the important topic of hybrid entrepreneurship. Only with a body of knowledge, decisive advice and assistance can be given to practitioners.

The study's limitations

Like any research, our work has some limitations. Constituting a systematic literature review, our findings are contingent to the specific search and selection strategy of relevant literature. First, since electronic keyword-based searches offer thorough results, we focused on literature available in electronic databases and excluded all other types of sources, such as books. Although eight electronic databases were utilized for the search, it might still be the case that not all relevant literature were included in these databases. Related to this decision, we concentrated exclusively on journal articles, as they depict findings on a subject in a more timely and specific manner. As other types of literature, such as book articles, were not analyzed, important findings might not be included in our review. Second, the decision to narrow the results on English articles targeted to filter research, which can be reviewed and used from scholars all over the world. We incorporated this limitation consciously, however, it comes with the consequence of excluding valuable research written and published in other languages. Third, despite of making use of a combination and conjunction of related keywords, there is still the risk that we missed out in embracing all relevant keywords. Different or additional keywords might have resulted in other search results. Fourth, as the nomination of the three most relevant articles took place quite subjectively, the (also manually selected) results of the subsequent reference list search might have not been incorporated,

when other articles were found to be most important. The same holds true for the citation list search. Fifth, our full-text evaluation was performed twice as we wanted to ascertain the eligibility of the included articles and to exclude those not on topic. The greatest difficulty was to assess whether articles, which considered part-time entrepreneurship referred to it as the engagement in self-employment activity while simultaneously holding a primary job in wage work or as the engagement in self-employment activity on a part-time basis solely and without a wage work, e.g. of retired individuals or individuals in parental leave. Since there was no consultation of a technical criteria, but selection took place rather manually at this point of the review process, it might be the case that articles were erroneously excluded. Finally, the implementation of a journal quality threshold targeted to filter peer-reviewed and qualitative articles. This criteria decisively decreased the number of results. With the subsequent re-inclusion of excluded results depending on their fit with the review's topic, we aimed to increase the number of relevant results again. As such, a re-selection of scholarly-oriented and scientific articles with a solid reference to hybrid entrepreneurship took place. While these articles help to build the theoretical foundations for the validity of the theories, constructs and measures of hybrid entrepreneurship, they might not have undergone similar controls as articles in peer-reviewed journals, wherefore their inclusion into the review remains problematic.

Conclusion

Against the backdrop of the outlined limitations, which we believe are symptomatic for any systematic literature review, our study depicts a scholarly contribution to the research field of hybrid entrepreneurship. It is a first attempt to conceptually distinguish hybrid entrepreneurship from related concepts in order to uncover consensus and contradictions in the literature. Furthermore, it is the first review of genuine literature on this specific phenomenon. Building on our findings, our study proposes future research opportunities on

hybrid entrepreneurship. These aspects make our review help to frame the approaches and goals of the research field. It also helps to understand where scholarly attention exists and where more exploration is required. As such, we believe our work should be useful for other scholars, will provide a firm foundation for further research, will thereby facilitate conceptual and empirical progress and will help to produce a reliable knowledge stock on hybrid entrepreneurship.

References

- Bates, T. 1990. "Entrepreneur human capital and small business longevity." *The Review of Economic Statistics*, 72: 551-559.
- Baughn, C., Sugheir, J., and Neupert, K. 2010. "Labor Flexibility and the Prevalence of High-Growth Entrepreneurial Activity." *Journal of Small Business and Entrepreneurship*, 23 (1): 1-15.
- Block, J., and Landgraf, A. 2016. "Transition from part-time entrepreneurship to full-time entrepreneurship: The role of financial and non-financial motives." *International Entrepreneurship and Management Journal*, 12 (1): 259-282.
- Block, J., Landgraf, A., and Semrau, T. 2018. "The differential impact of societal cultural practices on part-time and full-time self-employment: A multi-level, multi-country study." *International Small Business Journal*, 37 (1): 43-68.
- Blossfeld, H.-P., and Drobnic, S. 2001. *Careers of Couples in Contemporary Societies: From Male Breadwinner to Dual Earner Families*. Oxford: Oxford University Press.
- Boegenhold, D. 2018. "From Hybrid Entrepreneurs to Entrepreneurial Billionaires: Observations on the Socioeconomic Heterogeneity of Self-employment." *American Behavioral Scientist*, 63 (2): 129-146.
- Boegenhold, D., and Klinglmair, A. 2016. "Independent work, modern organizations and entrepreneurial labor: Diversity and hybridity of freelancers and self-employment." *Journal of Management and Organization*, 22 (6): 843-858.
- Boegenhold, D., and Klinglmair, A. 2016. "One-person enterprises and the phenomenon of hybrid self-employment: evidence from an empirical study." *Empirica*, 44 (2): 383-404.
- Boegenhold, D., Klinglmair, A., and Kandutsch, F. 2017. "Solo-Self-Employment, Human Capital and Hybrid Labour in the Gig Economy." *Foresight and STI Governance*, 11 (4): 23-32.
- Bosma, N., Jones, K., Autio, E., and Levie, J. 2008. "Global entrepreneurship monitor, executive report 2007." Global Entrepreneurship Research Association.
- Bouwhuis, S., De Wind, A., De Kruijff, A., Geuskens, G., Van der Beek, A., Bongers, P., and Boot, C. 2018. "Experiences with multiple job holding: a qualitative study among Dutch older worker". *BMC Public Health*, 18 (1054): 1-12.
- Bouwhuis, S., Garde, A., Geuskens, G., Boot, C., Bongers, P., and Van der Beek, A. 2017. "The longitudinal association between multiple job holding and long-term sickness absence among Danish employees: an explorative study using register-based data." *International Archives of Occupational and Environmental Health*, 90 (8): 799-807.

- Brodie, S., and Stanworth, J. 1998. "Independent Contractors in Direct Selling: Self-Employed but Missing from Official Records." *International Small Business Journal*, 16 (3): 95-101.
- Burmeister-Lamp, K., Lévesque, M., and Schade, C. 2012. "Are entrepreneurs influenced by risk attitude, regulatory focus or both? An experiment on entrepreneurs' time allocation." *Journal of Business Venturing*, 27 (4): 456-476.
- Burke, A., FitzRoy, F., and Nolan, M. 2008. "What makes a die-hard entrepreneur? Beyond the "employee or entrepreneur" dichotomy." *Small Business Economics*, 31: 93-115.
- Clark, C. M., and Harrison, C. 2018. "Entrepreneurship: an assimilated multi-perspective review." *Journal of Small Business and Entrepreneurship*, 31 (1): 43-71.
- Davies, I., and Chambers, L. 2018. "Integrating hybridity and business model theory in sustainable entrepreneurship." *Journal of Cleaner Production*, 177: 378-386.
- Doutriaux, J. 1987. "Growth Pattern of Academic Entrepreneurial Firms." *Journal of Business Venturing*, 2: 285-297.
- Dufays, F., and Huybrechts, B. 2016. "Where do hybrids come from? Entrepreneurial team heterogeneity as an avenue for the emergence of hybrid organizations." *International Small Business Journal*, 34 (6): 777-796.
- Engle, R., Schlaegel, C., and Delanoe, S. 2011. "The Role of Social Influence, Culture, and Gender on Entrepreneurial Intent." *Journal of Small Business and Entrepreneurship*, 24 (4): 471-492.
- Evans, D., and Jovanovic, B. 1989. "An estimated model of entrepreneurial choice under liquidity constraints." *Journal of Political Economy*, 97: 808-827.
- Falkner, E., and Hiebl, M. 2015. "Risk management in SMEs: a systematic review of available evidence." 16 (2): 122-144.
- Fini, R., Perkmann, M., and Ross, J. 2017. "Knowledge Creation in Research Organizations: The Impact of Hybrid Entrepreneurship on Individual Performance." *Academy of Management Proceedings*, 2017 (1).
- Folta, T., Delmar, F., and Wennberg, K. 2010. "Hybrid entrepreneurship." *Management Science*, 56 (2): 253-269.
- Fuller, V., and Mason, B. 1977. "Farm Labor." *Annals of the American Academy of Political and Social Science*, 429: 63-80.
- Ghadge, A., Dani, S., and Kalawsky, R. 2012. "Supply chain risk management: present and future scope." *International Journal of Logistics Management*, 23 (3): 313-339.
- Gregson, N., Simonsen, K., and Vaiou, D. 1999. "The Meaning of Work: Some Arguments for the Importance of Culture within Formulations of Work in Europe." *European Urban and Regional Studies*, 6 (3): 197-214.
- Hahn, R., and Ince, I. 2016. "Constituents and Characteristics of Hybrid Businesses: A Qualitative, Empirical Framework." *Journal of Small Business Management*, 54 (S1): 33-52.
- Hilbrecht, M. 2016. "Self-employment and experiences of support in a work family context." *Journal of Small Business and Entrepreneurship*, 28 (1): 75-96.
- Kihlstrom, R. E., and Laffont, J.-J. 1979. "A general equilibrium entrepreneurial theory of firm formation based on risk aversion." *Journal of Political Economics*, 87: 719-748.
- Kirkwood, J. 2012. "Family Matters: Exploring the Role of Family in the New Venture Creation Decision." *Journal of Small Business and Entrepreneurship*, 25 (2): 141-154.
- Markantoni, M., Koster, S., Strijker, D., and Woolvin, M. 2013. "Contributing to a vibrant countryside? The impact of side activities on rural development." *Tijdschrift voor Economische en Sociale Geografie*, 104 (3): 292-307.
- Markman, G., Gianiodis, P., and Phan, P. 2008. "Full-Time Faculty or Part-Time Entrepreneurs." *IEEE Transactions on Engineering Management*, 55 (1): 29-36.

- Marshall, D., Davis, W., Dibrell, C., and Ammeter, A. 2018. "Learning off the Job: Examining Part-time Entrepreneurs as Innovative Employees." *Journal of Management*. <https://doi.org/10.1177/0149206318779127>.
- Meoli, M., and Vismara, S. 2016. "University support and the creation of technology and non-technology academic spin-offs." *Small Business Economics*, 47 (2): 345-362.
- Mungaray, A., and Ramirez-Urquidy, M. 2011. "Full and part-time entrepreneurship and the supply of entrepreneurial effort: Evidence from Mexican microenterprises." *Journal of Developmental Entrepreneurship*, 16 (4): 441-458.
- Nguyen, D., Weigel, C., and Hiebl, M. 2018. "Beyond budgeting: review and research agenda." *Journal of Accounting and Organizational Change*, 14 (3): 314-337.
- Nordström, C., Sirén, C., Thorgren, S., and Wincent, J. 2016. "Passion in hybrid entrepreneurship: the impact of entrepreneurial teams and tenure." *Baltic Journal of Management*, 11 (2): 167-186.
- Oo, P., Rahman, Z., and Kim, N. 2015. "Understanding the Determinants of Hybrid Entrepreneurship." *Frontiers of Entrepreneurship Research*, 35 (3), Article 166.
- Petrova, K. 2005. "Part-Time Entrepreneurship and Wealth Effects: New Evidence from the Panel Study of Entrepreneurial Dynamics." Munich: Microeconomics 0510006, University Library of Munich.
- Petrova, K. 2010a. "Part-time Entrepreneurship: Theory and Evidence." *Atlantic Economic Journal*, 38 (4): 463-464.
- Petrova, K. 2010b. "Part-time entrepreneurship, learning and ability." *Journal of Management Policy and Practice*, 12 (1): 64-75.
- Petrova, K. 2012. "Part-time entrepreneurship and financial constraints: Evidence from the panel study of entrepreneurial dynamics." *Small Business Economics*, 39 (2): 473-493.
- Polin, B., Ehrman, C., and Kay, A. 2016. "Understanding parental and gender impact on entrepreneurial intentions." *Journal of Small Business and Entrepreneurship*, 28 (4): 267-283.
- Powell, W. and Sandholtz, K. 2012. "Amphibious entrepreneurs and the emergence of organizational forms." *Strategic Entrepreneurship Journal*, 6 (2): 94-115.
- Raffiee, J. and Feng, J. 2014. "Should I quit my day job? A hybrid path to entrepreneurship." *Academy of Management Journal*, 57 (4): 936-963.
- Roberts, L., and Robinson, P. 2010. "Home-based Entrepreneurs, Commercial Entrepreneurs and White-collar Workers: A Comparative Study of Attitudes toward Self-esteem, Personal Control and Business Growth." *Journal of Small Business and Entrepreneurship*, 23 (3): 333-353.
- Roche, K. 2015. "Job satisfaction and the educated entrepreneur." *Journal of Small Business and Entrepreneurship*, 27 (4): 353-368.
- Schoelin, T., Broomé, P., and Ohlsson, H. 2016. "Self-employment: the significance of families for professional intentions and choice of company type." *International Journal of Entrepreneurial Behavior and Research*, 22 (3): 329-345.
- Schulz, M., Urbig, D., and Procher, V. 2015. "The Impact of Firm Entry Deregulation on Hybrid Entrepreneurship." *Journal of Business Venturing*, 31 (3): 272-286.
- Schulz, M., Urbig, D., and Procher, V. 2017. "The role of hybrid entrepreneurship in explaining multiple job holders' earnings structure." *Journal of Business Venturing Insights*, 7: 9-14.
- Skrzek Lubasińska, M., and Szaban, J. 2019. "Nomenclature and Harmonised criteria for the self-employment categorisation. An approach Pursuant to a systematic review of the literature." *European Management Journal*. 37 (3): 376-386.
- Solesvik, M. 2017. "Hybrid Entrepreneurship: How and Why Entrepreneurs Combine Employment with Self-Employment." *Technology Innovation Management Review*, 7 (3): 33-41.

- Taylor, M. 1999. "Survival of the fittest? An analysis of self-employment duration in Britain." *The Economic Journal*, 109: C140-C155.
- Thorgren, S., Nordström, C., and Wincent, J. 2014. "Hybrid entrepreneurship: The importance of passion." *Baltic Journal of Management*, 9 (3): 314–329.
- Thorgren, S., Siren, C., Nordström, C., and Wincent, J. 2016. "Hybrid entrepreneurs' second-step choice: The nonlinear relationship between age and intention to enter full-time entrepreneurship." *Journal of Business Venturing Insights*, 5: 14-18.
- Tranfield, D., Denyer, D., and Smart, P. 2003. "Towards a methodology for developing evidence-informed management knowledge by means of systematic review." *British Journal of Management*, 14 (3): 207-222.
- Verbakel, E., and De Graaf, P. 2009. "Partner effects on labour market participation and job level: opposing mechanisms." *Work, Employment and Society*, 23 (4): 635-654 .
- Viljamaa, A., and Varamäki, E. 2015. "Do Persistent and Transitory Hybrid Entrepreneurs Differ?" *Journal of Economics and Management Engineering*, 9 (3): 936-940.
- Viljamaa, A., Varamäki, E., and Joensuu-Salo, S. 2017. "Best of Both Worlds? Persistent Hybrid Entrepreneurship." *Journal of Enterprising Culture*, 25 (4), 339-359.
- Wall, S. 2015. "Dimensions of Precariousness in an Emerging Sector of Self-Employment: A Study of Self-Employed Nurses." *Gender, Work and Organisation*, 22 (3): 221-236.
- Xiao , Y. and Watson, M. 2017. "Guidance on Conducting a Systematic Literature Review", *Journal of Planning Education and Research*, 39 (1): 93-112.
- Wennberg, K., Folta, T., and Delmar, F. 2006. "A real options model of stepwise entry into selfemployment". *Frontiers of Entrepreneurship Research*, 26 (6,3): 1-13.
- Xi, G., Block, J., Lasch, F., Robert, R., and Thurik, R. 2018. "Mode of Entry into Hybrid Entrepreneurship: New Venture Start Up Versus Business Takeover." *International Review of Entrepreneurship*, 16 (2): 217-240.
- Zhang, T., and Acs, Z. 2018. "Age and entrepreneurship: nuances from entrepreneur types and generation effects." *Small Business Economics*, 51: 773-809.