

# **Equalizing Access to Entrepreneurial Resources and Its Effects on Entrepreneurial Outcomes.**

**Ouafaa Hmaddi**

## Disparities in access to entrepreneurial resources



# ● Study 1

Entrepreneurial action is the “purposeful and consequential human activity in which entrepreneurs engage to introduce something new to the world” ( Wood, Baker, & Fisher, 2021: 148)

Entrepreneurial persistence sets the entrepreneurs to keep trying amidst the struggles and obstacles they might face (Zuzul & Tripsas 2020, McDonald & Eisenhardt 2020).

# Research Design



February 2021

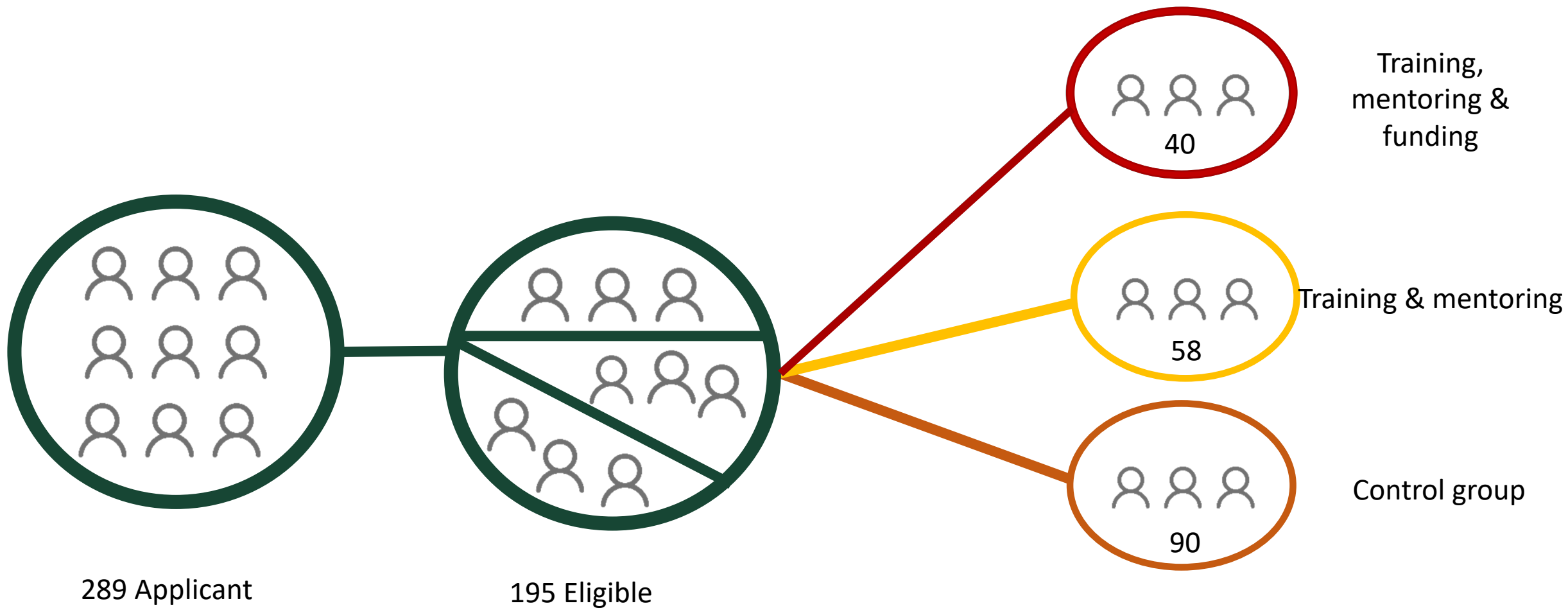
12 weeks – 5 surveys including baseline

July 2021



October 2021

# Research Design



# Results

Dependent variable: Action (binary)	LPM	LPM
T1: Knowledge resources	0.302*** (0.076)	0.292*** (0.079)
T2: Knowledge & Financial resources	0.351*** (0.086)	0.320*** (0.088)
Controls (Founders characteristics)		Y
Controls (Venture features)		Y
Constant	0.474*** (0.046)	0.284 (0.275)
Observations	195	195
R-squared	0.113	0.132

LPM: Linear  
probability  
model



# Results

Dependent variable: Action (binary)	LPM	LPM
Knowledge & Financial resources	0.049	0.055
	(0.082)	(0.085)
Controls (Founders characteristics)		Yes
Controls (Venture features)		Yes
Constant	0.776***	0.318
	(0.055)	(0.297)
Observations	98	98
R-squared	0.004	0.121
Log likelihood		

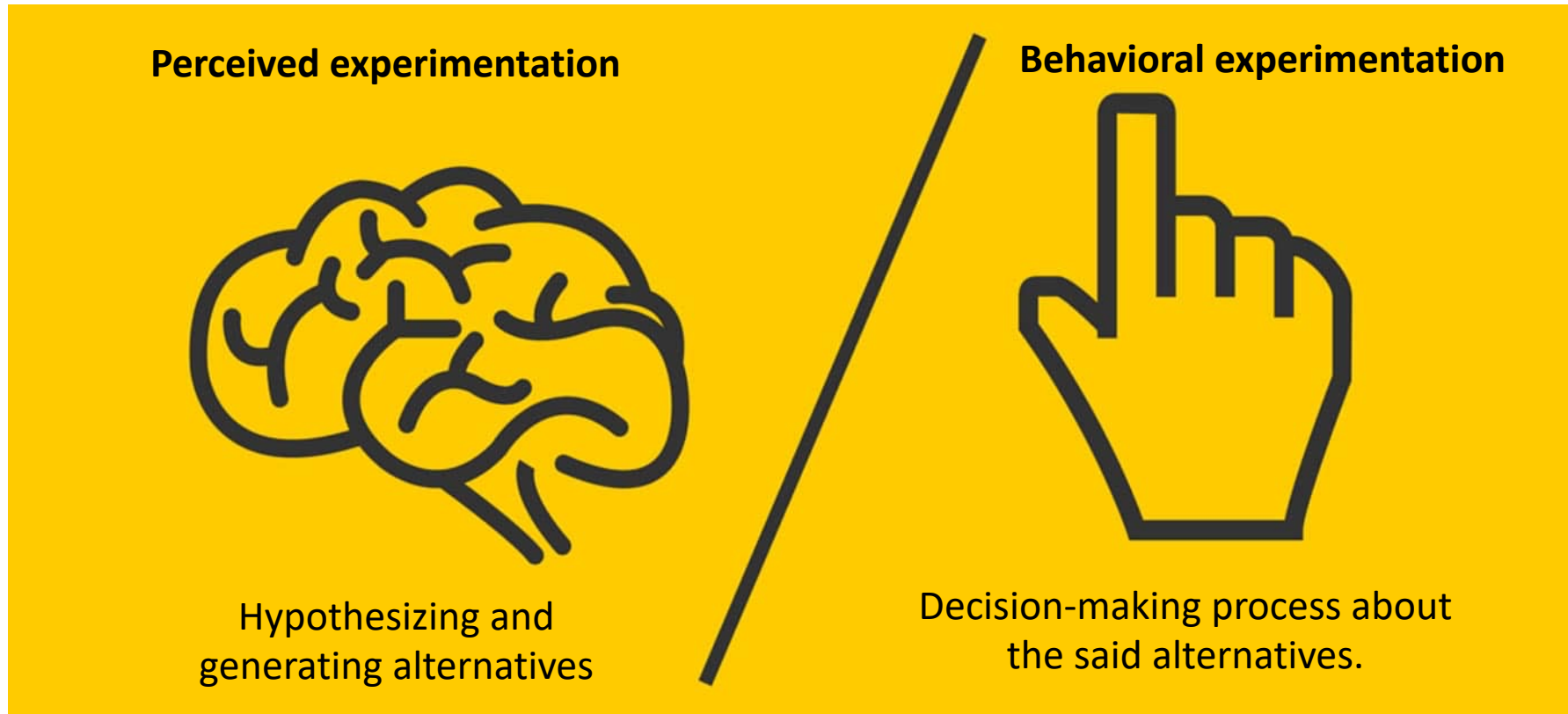
# Results

Dependent variable: Persistence (binary)	LPM	LPM
Knowledge resources	0.025 (0.06)	0.002 (0.07)
Knowledge & Financial resources	0.36*** (0.09)	0.35*** (0.09)
Controls (Founders characteristics)		Y
Controls (Venture features)		Y
Constant	0.16*** (0.04)	-0.25 (0.23)
Observations	195	195
R-squared	0.108	0.175



### Experimental learning



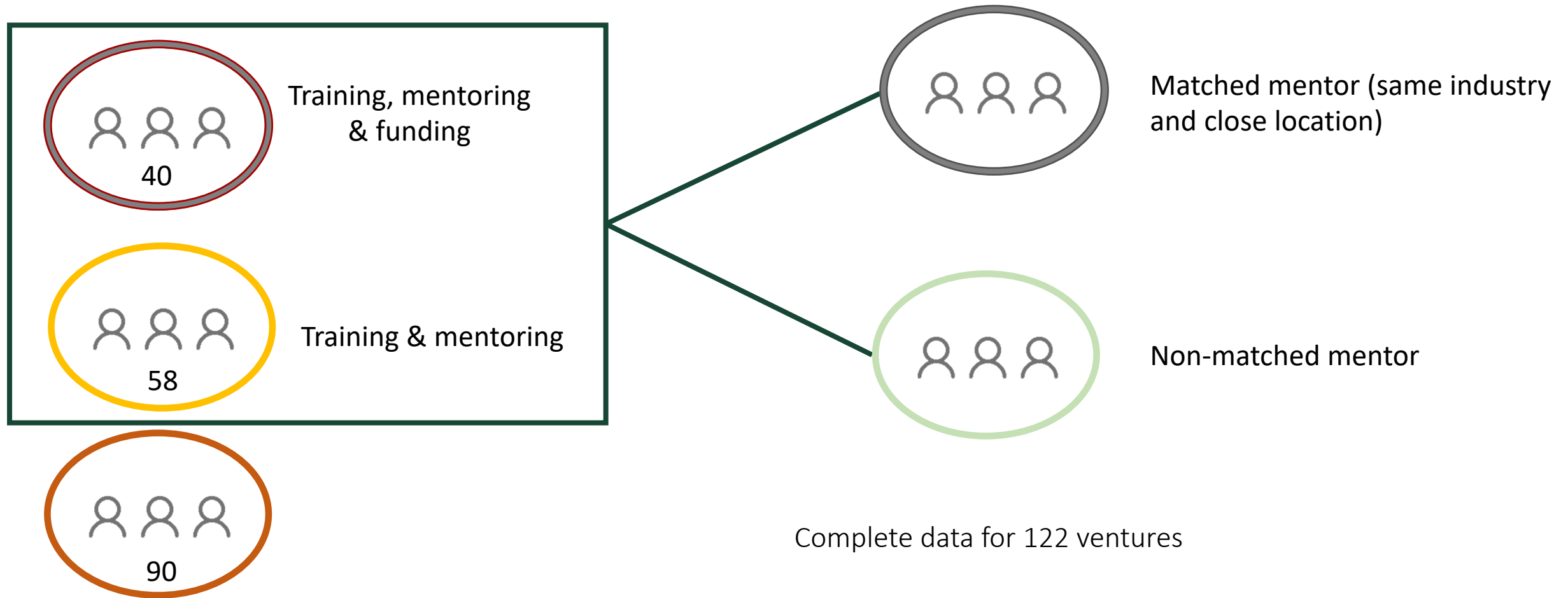


# ● Theoretical Background



***Explicit knowledge***, the codifiable knowledge that is easily articulated and transferred through training programs, advice, and formal mentorship sessions (Kale, Singh, and Perlmutter, 2000).

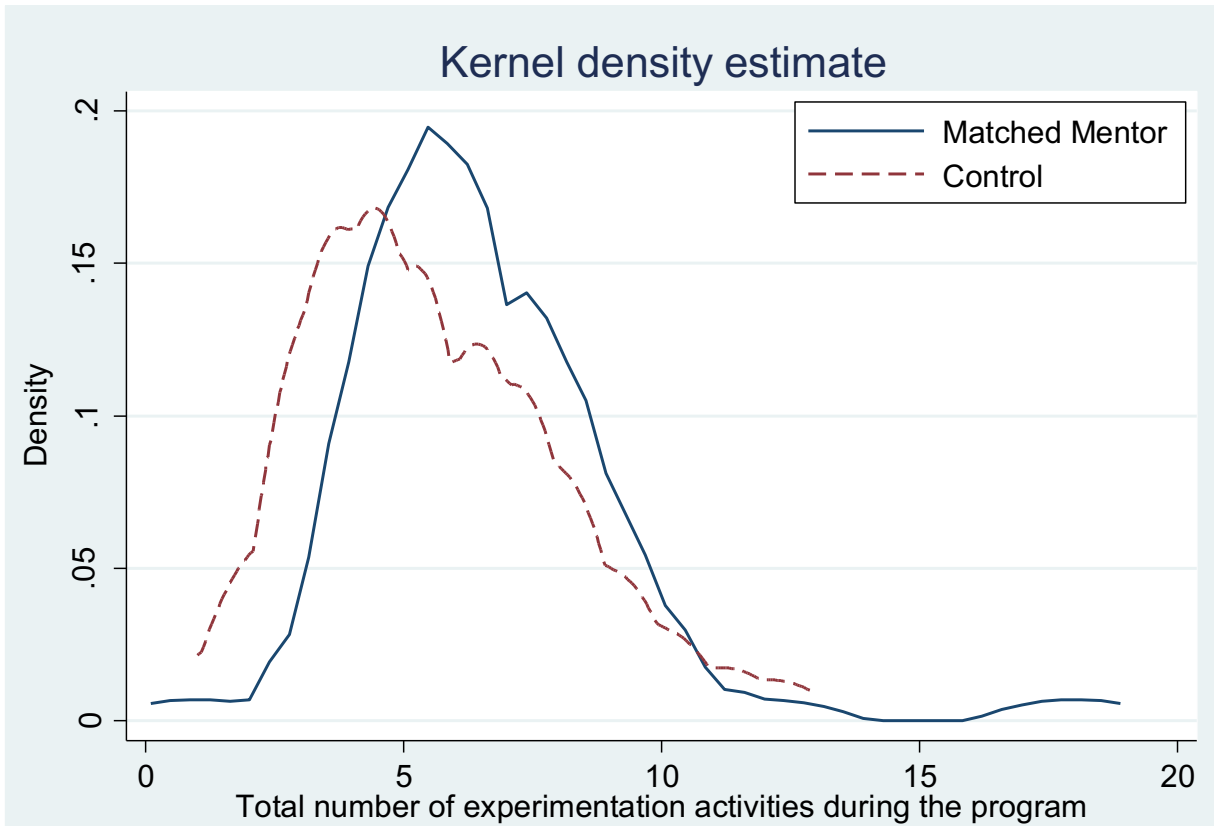
***Tacit knowledge*** cannot be understood through direct articulation due to its tacit nature, but it must be inferred from actions and statements (Polanyi, 1966; Forsythe et al., 1998).



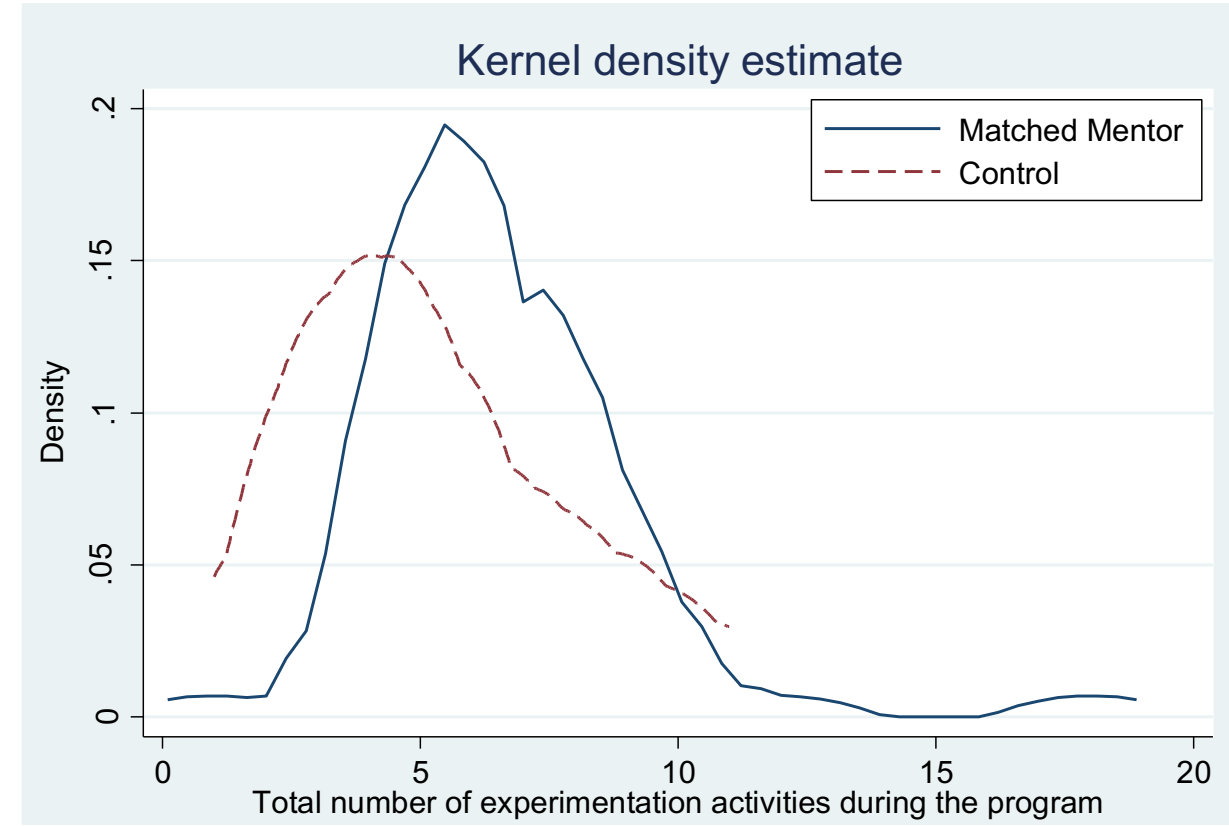
# Results

13

*Full sample*



*Among the treated groups*



Matched in terms of location and industry

# ● Lessons & Challenges

- Careful research design
- Careful and comprehensive data collection at baseline
- Ideally, run a pilot study
- Spin-out of an existing program within an established accelerator/incubator – E.g. Dare Inc to Dare Inc Experiment
- Multiple methods of data collections (email, WhatsApp, phone calls, etc.) to reduce attrition
- Think of strategies to motivate the control group to stay involved and reduce attrition
- Validate the intensity of treatment with the host organization
- Hire and train RAs from local universities to help with data collection and other related tasks

# Questions & Comments

