

OCCUPATIONAL STRESS AFFECTING INNOVATIVE CAPABILITIES AND INNOVATIVE WORK BEHAVIOR OF MIGRANT ENTREPRENEURS

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Abstract: This study examined the impact of occupational stress (OS) on innovative entrepreneurial capabilities (IEC) and the innovative work behavior (IWB) of migrant entrepreneurs operating SMEs. The study is novel as it fills the existing gap in the literature by examining IWB and IEC within one construct. There is no conclusive evidence prior to this study to examine the entrepreneurial stress of migrant entrepreneurs. Thus, this research is novel in offering new insight. By combining purposive and quota sampling and further supported by networking and connections gathered data from total 130 (65 each in male and female) migrant entrepreneurs in Canada. PLS (SEM) is used for quantitative analysis. Results revealed that occupational stress statistically significantly affect IWB and IEC of migrant entrepreneurs. Interestingly, through funnel approach, it is evident female migrant entrepreneurs are better in coping with the occupational stress and therefore demonstrate higher IWB and IEC in comparison to male migrant entrepreneurs in Canada. Furthermore, organizational factors affect higher the male migrant entrepreneurs while personal factors affect female migrant entrepreneurs. The consequences of stress for male migrant entrepreneurs result in behavior and physical deterioration while emotional symptoms are evident in the migrant entrepreneurs in Canada. The managerial implications are given at the end.

Key words: Migrant entrepreneurs, occupational stress, innovative behavior, contrasting economies

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Introduction

The global competition has driven the organizations to be more adaptive to change, promote innovative work behavior and display innovative capabilities to remain relevant to the industry (Luis et al., 2020). Global competitive pressure has also affected the entrepreneurs (Haque, 2023). Nonetheless, plethora of research has examined the occupational stress (Faizan and Haque, 2019; Haque, 2023), interestingly, there are traces of occupational stress studied in relation to the entrepreneurial capabilities (Arshi et al., 2021) and innovative work behavior (Haque, 2022; Haque and Yamoah, 2021) to certain extent. The simplest definition of entrepreneurship found is that “the procedure of innovation and using opportunities with lots of effort and perseverance together with accepting financial, psychological, and social risks. It is indeed motivated by earning profit promotion, self-satisfaction, and independence” (Hisrich, 2002; Afgah et al., 2014). It could be interpreted that entrepreneur is someone motivated to maximize profit through own venture while ensuring considering innovation and reduce risk. Thus, it is essential to explore ‘innovative entrepreneurial capabilities.’ Interestingly, Alijani (2013) defined entrepreneurial capability as the creativity at individual and organizational level demonstrating the operative effectiveness through unique approach within the knowledge-driven economies. A plethora of research confirmed that soft skills, motivation, and creative thinking are resultant of the innovative entrepreneurial capabilities which enhances entrepreneurship quality, excellence in managerial practices, adequate judgment, and vision (Amabile 1998; Alijani, 2013; Haque, 2022; Bolivar et al., 2023). Conversely, Haque and Yamoah (2021) argued that innovative work behavior is employees’ work behavior exhibiting unique (out-of-box) approaches and creative ideas to accomplish the organizational goals and objectives. It is important to note that migration is common thing nowadays. Migrants often have challenges due to lower educational background (Khalid and Urbański, 2021). Often companies apply foreign workers, reflecting immigrants (Urbański, 2023). The rationale behind this research is that literature at hand is limited with no conclusive evidence examining innovative entrepreneurial capabilities, occupational stress, and innovative work behavior under one construct, especially from the lens of gender. In other words, this is a unique study because under one construct, distinct variables of interest are examined, offering multidimensional focus.

Migrant entrepreneurs moved from one region or state to another within a country in the search of running business for better quality of life while immigrant entrepreneurs refer to those who moved to foreign countries for living permanently and running their ventures (Oliinyk et al., 2021; Portna et al., 2021; Gogol, 2022; Belas and Rahman, 2023). In this study, the focus is migrant entrepreneurs. Migrant entrepreneurs frequently cross geographical boundaries within a country in search of better prospects, higher living standards, or access to more accommodating business environments. Their experiences show a combination of cultural adaptation, local market insights, and the persistence required to establish themselves in foreign lands.

Immigrant entrepreneurs, on the other hand, go through a more extensive and complex relocation procedure that involves permanent residency in a foreign area. Their endeavours go beyond simple economic aspirations, incorporating absorption into new countries, navigating varied legal frameworks, and frequently contending with language obstacles and socio-cultural adaptations. There is no clear evidence about the consideration of migrant entrepreneurs from the lens of gender (male versus female migrant entrepreneurs) running SMEs in Canada. In other words, present study enhances the existing literature by contributing to the body of knowledge from contrasting gender perspective. This research aims to examine the impact of occupational stress on the innovative work behavior (IWB) and innovative entrepreneurial capabilities (IEC) of male and female migrant entrepreneurs operating SMEs in Canada.

Literature Review

Bernsten et al., (2021) stated that an individual never opt to be an entrepreneur in exile. Many potential internal and external drivers play role in the formation of entrepreneurial activities. Wauters and Lambrecht (2008) argued that domestic entrepreneurial activities boost further by mass migration, refugees, and increasing immigration within the society. The literature at hand on migrant entrepreneurship incorporate combined resources of migrants on business ventures they tend to migrate with them and the impact of opportunity structures (i.e., formed by the state, regulations, and market) (Berntsen et al., 2016; Haque, 2023, Kloosterman et al. 1999). Extensive research explained the distinctive types of resources in the decision-making process of migrant entrepreneurs (Berntsen et al. 2016; Cederberg and Villares-Varela, 2019; Storti, 2014), however, those studies did not consider the impact of stressors on creative ideas and innovative capabilities while operating. The inherent cost associated with migration is that the potential income might be lost. Which could have been made at home (Acosta et al., 2007). Nonetheless, family and friends' support are vital component for the growth and prosperity of migrant entrepreneurs (Berntsen et al., 2016; Granovetter, 1983). Kloosterman Rusinovic and Yeboah (2016) argued that family and friends' assistance play pivotal role in the startup businesses of migrant entrepreneurs. In case of the absence of financial support and no social networking, there is a vital possibility that higher stress exhibited by the migrant entrepreneurs due to distinct personal, organizational, and environmental stressors.

As per the work of Stark and Wang (2022), "when productivity is fostered by an individual's own human capital as well as by the economy-wide average level of human capital, individuals under-invest in human capital" (p. 29). On the other hand, Haque and Yamoah (2021), innovative work behavior (IWB) shows the innovative behavior or approach exhibited at workplace by personnel, which leads to the organizational success. Interestingly, Shumpeter (1934) defined "innovation as creating, implementing, and combining something new such as products, services, work processes as well as new markets. Since then, various scholars have redefined

innovation” (Al-Omari et al., 2019). The work of Amabile (1983) showed that the successful implementation of new and creative ideas within the organization reflect innovation. Conversely, Janssen (2004) suggested that IWB is involving idea generation, promotion of new ideas, and realization of fresh ideas that helps in the completion of task in creative and constructive manner. Stress is part of professional life (Haque, 2023). The work of Haque and Yamoah (2021) found that occupational stress affects the innovative work behavior of employees. Nonetheless, there is still no conclusive evidence about the occupational stress affecting the IWB of migrant male and female entrepreneurs distinctively. Hence, hypothesis 1 is formulated as:
H1: Occupational stress (OS) statistically significantly impacts the innovative work behavior (IWB) of migrant male and female entrepreneurs differently.

A plethora of research defined entrepreneurial capability as the special skills and/or experience of entrepreneurs that enables the entrepreneurs in securing business opportunities, creating value for the business, and leading the entrepreneurial team in attaining successful entrepreneurial goals (Arsawan et al., 2022; Xie and Huang, 2014; Ge and Zhao, 2021; Hu et al., 2022). Hence, the innovative entrepreneurial capabilities could be resulting from the out of box thinking (creative) skills enabling entrepreneurs in their respective routine business operations. The innovative work behavior enhances the entrepreneurial efficiency as well as entrepreneurial capabilities (Golhar, 2022). On the other hand, Arshi et al., (2021) argued that entrepreneurial capabilities are negatively affected by occupational stress, personal stressors, and limited support system. Nonetheless, there is no conclusive evidence about the occupational stress influencing the migrant male and female entrepreneurs’ innovative entrepreneurial capabilities. Hence, hypothesis 2 is formulated as:
H2: Occupational stress (OS) statistically significantly impacts the innovative entrepreneurial capabilities (IEC) of migrant male and female entrepreneurs differently.

A plethora of studies have examined the linkage between OS and IWB (Daniel et al., 2020; Haque and Yamoah, 2021; Haque, 2022). Nonetheless, Baron et al. (2016) argued that to the greater extent it is evident that entrepreneurial capabilities are affected by the occupational stress. However, there is still limited evidence regarding the impact on IEC. Furthermore, there is no conclusive evidence that all three constructs: occupational stress (OS), innovative work behavior (IWB), and innovative entrepreneurial capabilities (IEC) being studied under one framework to assess and evaluate if there is a strong relationship among all variables of interest from the lens of contrasting gender. Hence, hypothesis 3 is formulated as:
H3: There is a strong positive relationship among occupational stress (OS), innovative work behavior (IWB) and innovative entrepreneurial capabilities (IEC) among contrasting gender.

Research Methodology

Population, sample size, and respondent

Cross-sectional research design is considered in this comparative study to examine the variables of interest through contrasting gender lens, following the steps of previous studies (Daskalaki and Hyams-Ssekasi, 2022; Younas et al., 2021). To compare in terms of contrasting gender, male and female migrant entrepreneurs were considered because of the researchers' axiological stance. In addition to that, convenience of respondents and strong networking served the purpose to explore these dimensions. Moreover, the SMEs operating in the logistic industry has higher migrant entrepreneurs therefore served ideal for the comparison. Good research primarily focuses on the depth rather than width (Haque, 2023) hence, the number of the respondents is not important but to gain in-depth understanding about the relationship between the variables of interest. Therefore, the funnel approach has been considered to gather further in-depth understanding about research phenomenon. Only one-time lag used to gather data from the target audience, and it took less than six months in the process of data collection. Nonetheless, the trending differences and variations occur in the sampling framework, however, to ensure there is fair and equal sample representation in terms of gender. To avoid confirmation bias, Haque (2020) strategy employed by combining several sampling techniques including quota (equal proportion of gender), purposive, connections, and networking. The combination of distinct sampling techniques helps in avoiding confirmation biases as well as reduction of over reliance on one technique (Haque, 2020). To diagnose the common method bias, Harman's single-factor test was carried in this study (Hu and Bentler, 1999). Hence, as a strategy, the items of all variables considered in the study were constrained to single factor explaining 30.52% of the total variance, which is well below the 50% (cut-off point) (Hu and Bentler, 1999). Furthermore, respondents with minimum undergraduate certification were considered in this study whereas the language of the questionnaire was English. The registered SMEs (logistic businesses) were approached while Saunders and Lewis (2015) strategy of using Microsoft Excel 2013 (RAND) function was employed in the selection of businesses. Once 56 male migrant entrepreneurs were participated, the idea was to only send it to the female migrant entrepreneurs to have equal representation. 112 completed questionnaires were considered out of 250 questionnaires (44.8% response rate, which is highly acceptable in social science research). To gain fair and equal representation in terms of gender, we employed purposive technique and further used connections and networking technique. Although, the purposive sampling led to the delay of data collection process, but it helps in getting equal representation. According to Roscoe (1975) the rule-of-thumb is to have a sample size between $30 \geq n \leq 500$, which is acceptable. In the present study, 112 is acceptable size for drawing logical conclusion. For quantitative analysis, PLS (SEM) model was used.

The occupational stress was measured through 5-points scale of Faizan and Haque (2019). These questions include "I feel demotivated at times due to my health"

(OS1), “My work performance reduces when my mood is off” (OS2), and “no proper appreciation depresses me” (OS3). For innovative entrepreneurial capabilities, the questions were partially adopted from the literature included in the work of Torres and Jasso (2017) on 5-points scale, such as “I use the capacity to create new creative stance for the existing capabilities” (IEC1), “I often use innovative methods to resolve day-to-day routine operations” (IEC2), “the internal integration of knowledge helps me in coordinating and completion of specific project” (IEC3), “Innovative entrepreneurial impulse helps in assembling and operations” (IEC4), and “finding creative solutions is part of my strategic management” (IEC5), Haque and Yamoah (2021) 5-points scale were used to gain an insight about innovative work behavior, questions including, “I pay attention to issues that are not part of daily work” (IWB1), “I often generate original solutions for problems” (IWB2), “I frequently attempt to convince people to support an innovative idea” (IWB3), and “I put an effort in the development of new things” (IWB4). The confidentiality of the participants was maintained by ensuring no disclosure of personal information. Participants were informed about the volunteer participation, participation as well as withdrawal rights from the study at any stage. Ethical considerations were maintained at all stages of the research while also ensured no sentiments of any individual are offended.

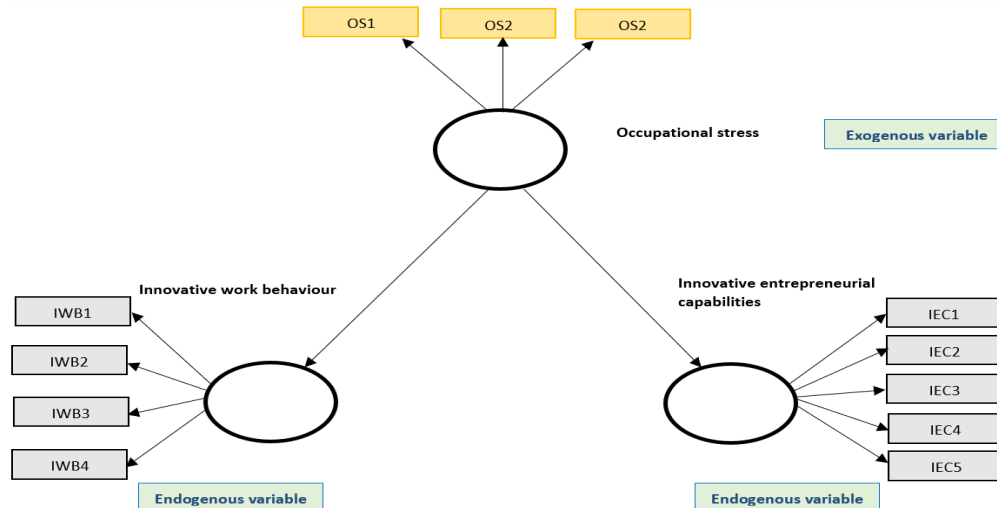


Figure 1: Theoretical framework

The data was gathered in fourth months through networking and connections. We used extended network to reach target audience. The online forum was circulated through professional networking website and direct professional emails attained through consent of participants. The personal bias (common method bias) was reduced through Harman’s Single Factor Test.

Research Results and Discussion

Smart-PLS is a statistical software used to carry out the structural equation modeling (SEM) assessment (Ringle et al., 2015). The tool is effective for reflecting higher accuracy in results (Haque, 2020). In this research, first order constructs include occupational stress (exogenous) and the innovative work behavior and innovative entrepreneurial capabilities are endogenous variables.

Measurement model validation

Discriminant validity, reliability, and convergent validity are part of the PLS (SEM) measurement model validation. The benchmark for acceptable reliability is α and CR value to be at least 0.7 or greater whereas AVE to be 0.5 or greater on all items in considered economies. Cronbach's alpha (α), composite reliability (CR), and average variance extracted (AVE) reflects construct validity. As observed in the Table 1, the obtained value for α and CR are higher than the benchmark value =0.7 while 0.5 for AVE, reflecting that the constructs are valid in considered countries context (Hair et al., 2014).

Table 1. Finding of the measurement model (first order, reflective)

Constructs	Male			Female		
	(α)	CR	AVE	(α)	CR	AVE
Occupational Stress	0.77	0.78	0.62	0.79	0.81	0.67
Innovative work behavior	0.78	0.79	0.63	0.80	0.83	0.64
Innovative entrepreneurial capabilities	0.82	0.84	0.55	0.84	0.86	0.56

Fornell-Larcker criterion and cross loading the external consistency of the model determined for discriminant validity. "The latent variable's AVE should be greater than the squared correlations between those considered latent variables" (Fornell and Larcker, 1981). The discriminant validity confirmed in this study are reflected through Table 2.

Table 2. Discriminant Validity (Fornell-Larcker criterion)

Constructs	Occupational stress	Innovative work behavior	Innovative entrepreneurial capabilities
Male			
Occupational stress	0.835		
Innovative work behavior	0.718	0.833	
Innovative entrepreneurial capabilities	0.703	0.716	0.767
Female			

Occupational stress	0.853		
Innovative work behavior	0.721	0.821	
Innovative entrepreneurial capabilities	0.661	0.653	0.736

A new criterion is heterotrait-monotrait ratio of correlations (HTMT), which measures the discriminant validity (Haque, 2020). The obtained values of HTMT less than 1 confirms discriminant validity (Haque, 2020). All the obtained values are lower than 1 hence discriminant validity is confirmed about the measurement model (Table 3).

Table 3. HTMT

Constructs	Occupational stress	Innovative work behavior	Innovative entrepreneurial capabilities
Male			
Occupational stress	0.687		
Innovative work behavior	0.632	0.643	
Innovative entrepreneurial capabilities	0.519	0.616	0.605
Female			
Occupational stress	0.622		
Innovative work behavior	0.614	0.611	
Innovative entrepreneurial capabilities	0.534	0.511	0.506

Structural model assessment

To draw conclusion based on quantitative analysis, structural model assessment is used as the measurement model confirmed the reliability and validity of the model. The path coefficient is used for evaluating the structural model assessment. In Table 4, the data analysis outcome is demonstrated through t-values ≥ 1.96 at 0.05 significance level as a threshold value.

Table 4. Findings of structural model

Hypotheses	B	SD	t-value	Decision	f2	R2
Male						
Occupational stress -> Innovative work behavior	0.518	0.062	7.243	0.001	0.511	0.517
Occupational stress -> Innovative entrepreneurial capabilities	0.563	0.051	10.75	0.000	0.509	0.501
Female						
Occupational stress -> Innovative work behavior	0.343	0.06	4.074	0.001	0.509	0.501
Occupational stress -> Innovative entrepreneurial capabilities	0.379	0.07	9.234	0.000	0.509	0.501

Note: *** $p < 0.01$, ** $p < 0.05$, ns= nonsignificant ($p > 0.05$) (Two Tail)

The coefficient of determination (R2) and effect size (f2) criteria are used for the validation of a structural model assessment. However, the coefficient of determination (R2) is a key aspect of a structural model assessment (Haque, 2020). According to Hair et al., (2014). The accuracy prediction of the model is measured through R2 and a value between $0.25 \leq x \leq 0.49$ is weak, a value incurred between $0.50 \leq x \leq 0.69$ is moderate while a value of $0.7 \leq x \leq 0.99$ indicate strong variations. In this study, (R2) revealed moderate variation in male (0.517) and female (0.501), reflecting over 50% migrant entrepreneurs' innovative work behavior and entrepreneurial capabilities are explained through model (Table-4). The contribution of exogenous explained through the effect size (f2) into endogenous variable (R2) values. According to Cohen et al., (2013), "the values of f2 are considered as small (0.02), medium (0.15) and large (0.35) respectively". The size effect of occupational stress in both economies found to be large with moderate impact (Male: $f2 = 0.511$, and Female: $f2 = 0.509$; Table-4) on the IWB and IEC.

This study found that occupational stress has a statistically significant impact on the migrant entrepreneurs' IWB among contrasting gender (Male: $\beta = 0.518$, $t = 7.243 > 1.96$; $p < \alpha = 0.001 < 0.05$; Table 4) as well as on the IEC (Male: $\beta = 0.563$, $t = 10.75 > 1.96$; $p < \alpha = 0.000 < 0.05$; Table 4). Moreover, occupational stress has a statistically significant impact on the migrant entrepreneurs' IWB of female migrant entrepreneurs (Female: $\beta = 0.343$, $t = 4.074 > 1.96$; $p < \alpha = 0.001 < 0.05$; Table 4) as well as on the IEC (Female: $\beta = 0.379$, $t = 9.234 > 1.96$; $p < \alpha = 0.000 < 0.05$; Table 4). The quantitative results indicates that occupational stress impact IWB and IEC of male as well as female migrant entrepreneurs. Thus, in the light of statistical results, study fails to reject hypothesis 1 and hypothesis 2. In other words, the higher the occupational stress would affect the innovative work behavior and innovative entrepreneurial capabilities of the migrant entrepreneurs, irrespective of their gender. This is a unique finding that OS impact the IEC, which was not explored previously. However, the occupational stress affecting IWB in this study is aligned with the work

of Daniel et al., (2020) and Haque and Yamoah (2021) whereas to some extent the entrepreneurial capabilities affected by the occupational stress confirms the work of Baron et al. (2013). Interestingly, irrespective of the gender type, occupational stress has a significant impact on the IEC.

Through funnel approach, it is further explored that in comparison to male migrant entrepreneurs, female migrant entrepreneurs are better in coping with the occupational stress, therefore, partially support the previous studies of Faizan and Haque (2019) and Haque (2023). Since the better coping abilities also lead to reflect better IWB, therefore it is hinting that the present findings are aligned with the recent work of Haque and Yamoah (2021). IEC is also demonstrated higher by the female migrant entrepreneurs in comparison to male migrant entrepreneurs. This is a unique finding that contributes to the new body of knowledge. Interestingly, there has been previous studies comparing stressors among male and female, and present findings support those empirical evidence (Faizan and Haque, 2019; Haque and Yamoah, 2021) by confirming that females deal with stress better than males. In addition to that, funnel approach also revealed that the organizational factors impact the male migrant entrepreneurs higher while personal factors affect female migrant entrepreneurs. Both Personal and organizational factors have been established by several studies to be significant contributing factor causing stress (Haque, 2020; Faizan et al., 2019). Furthermore, the consequences of stress for male migrant entrepreneurs result in physical and behavioral deterioration whereas emotional symptoms are evident among female migrant entrepreneurs in Canada. Again, to some extent it supports the previous studies (Haque, 2020; Arshi et al., 2021; Haque and Yamoah, 2021). This study to some extent, present findings are consistent with the work of Haque (2020) and Haque (2023) that stress has serious health consequences.

Table 5. Correlation between variables of interest

Correlation variable	Pearson Correlation	Sig Value	Results	Interpretation
Male				
Occupational stress and Innovative work behavior	0.801	0.001	$P < \alpha$	****
Occupational stress and Innovative entrepreneurial capabilities	0.722	0.000	$P < \alpha$	***
Female				
Occupational stress and Innovative work behavior	0.735	0.001	$P < \alpha$	***
Occupational stress and Innovative entrepreneurial capabilities	0.714	0.000	$P < \alpha$	***

Note: NS = No Significance, ** = significant, *** = highly significant, and **** = highly statistically significant

Table 6. Path coefficients in the base line model

Structural Path	Path Coefficients
Occupational stress → Innovative work behavior	0.73***
Occupational stress → Innovative entrepreneurial capabilities	0.52***

Note: * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

The third hypothesis was to examine the direction and strength of the correlation between the considered variables of interest. The correlation revealed that there is statistically significant correlation between OC and IWB among male as well as female migrant entrepreneurs in in Canada (Male = $0.001 < 0.05$; $p < \alpha$; Female = $0.001 < 0.05$; $p < \alpha$; Table 5). It is also evident that OC and IEC have a statistically highly significant correlation in Canada for both male and female migrant entrepreneurs (Male = $0.000 < 0.05$; $p < 0.05$; Female = $0.000 < 0.05$; $p < 0.05$; Table 5). Interestingly the relationship is strong between variables of interest for contrasting gender. Thus, study fails to reject hypothesis 3. This study confirmed that there is a linkage and the nature of the correlation between variables of interest (i.e., OS and IWB and OS and IEC) is statistically significant among contrasting gender. A nature of relationship is found to be positive, reflecting that OS (exogenous variable) have positive affect on the IWB and IEC (endogenous variables). In other words, occupational stress statistically significantly impacts the IWB and IEC as evident in the path coefficient base model (CI values between 0.52 to 0.73, Table 6). Therefore, there is strong evidence to support hypothesis 3. Since there is no previous empirical study exploring correlation between considered variables, so this research steps advanced by contributing a new body of knowledge.

Conclusion

The logical conclusion drawn from the quantitative findings and discussion generating from the funnel approach, is that the occupational stress has a statistically significant impact on the migrant entrepreneurs' innovative work behavior and innovative entrepreneurial capabilities in Canada. Thus, it is concluded that higher the occupational stress would impact the IWB and IEC in more significant manner, irrespective of the gender type. There is no distinction that OS would impact the IWB and IEC one gender significantly while evident to be non-significant for other type of gender. Though, there are traces from the literature at hand, that OS impact the IWB, hence, the previous work of Daniel et al., (2020) and Haque and Yamoah (2021) is supported with present findings. Nonetheless, to certain extent the work of Baron et al., (2013) is also supported that OS impact the entrepreneurial capabilities. However, all three variables under one construct are a unique finding reflecting that OS has equal impact on IWB and IEC for both male and female migrant entrepreneurs. The present study also concludes that the size effect of occupational stress on IWB and IEC for male as well as female has been found to be large with

moderate impact. In addition to that, a positive nature of relationship has been established, reflecting that OS (exogenous variable) have positive affect on the IWB and IEC (endogenous variables) of both male and female migrant entrepreneurs in Canada. Study concluded that occupational stress statistically significantly impacts the IWB and IEC, reflected through path coefficient base model (CI values between 0.52 to 0.73).

As a secondary supportive tool, funnel approach was used to examine the themes and trends in further depth. Therefore, further conclusion drawn that female migrant entrepreneurs are better in coping with the occupational stress in comparison to the male migrant entrepreneurs in Canada. In addition to that, higher IWB and IEC is demonstrated by female migrant entrepreneurs in comparison to male migrant entrepreneurs in Canada. Interestingly, organizational factors impact the male migrant entrepreneurs more whereas personal factors affect female migrant entrepreneurs. Our findings are consistent with the plethora of research that investigated both organizational and personal factors are common stressors for contrasting genders (Haque, 2020; Faizan and Haque, 2019).

The consequences of stress for male migrant entrepreneurs result in behavior and physical deterioration while emotional symptoms are evident among female migrant entrepreneurs in Canada. To larger certain extent present findings support previous work (Haque, 2020; Arshi et al., 2021; Haque and Yamoah, 2021). The present study delimits the previous work by comparing the interest of variables through gender lens, hence, it is concluded that this study contributes to a new body of knowledge. This study distinguishes itself by taking a novel gender-centric approach to comparing variables of interest through a gender lens. This improves understanding of stress dynamics among migrant entrepreneurs by revealing previously unknown details impacted by gender discrepancies. As a result, this study makes a significant contribution to the field, paving the way for a more thorough understanding of stress characteristics unique to male and female migrant entrepreneurs in Canada.

Managerial implications

Although, with the limited resources, we employed the best of alternative research strategy, but there is always room for improvement. The limitation of the present study does not mean there is any compromise made on the ethical standard, but it means confining to approaches due to lack of resource availability. Such limitations also open the door for the future researchers to expand their research horizon by delimiting current limitations. The research design is cross-sectional reflecting only one time a respondent being studied. The future studies shall consider longitudinal design by studying a same respondent twice over different time lag. Furthermore, this study is confined to only advanced economy while future studies shall consider the comparative analysis by including emerging and middle-range economies to have higher generalization. The present study focused on gaining mathematical objectivity and therefore employed quantitative methods to express relationship through numerical significance. In doing so, the factual truth has been attained, but useful truth (qualitative methods) is missed. A greater understanding about the

research phenomenon could be attained by opting for panel discussions and interviews. Although, funnel approach was employed as a backup strategy for gaining in-depth understanding, but the approach was limited and could not explore all themes in-depth. Interviews and panel discussions would enhance the generalizability factor.

In this study, the managerial implications are given by understanding that the occupational stress is a significant impactor on the IWB and IEC of the migrant entrepreneurs, thus, these entrepreneurs should follow (ABC – awareness, balance, and control) strategy to deal with distinct types of stressors. In addition to that, the government should ensure that there are special training and workshops for the migrant entrepreneurs to deal with their personal, organizational, and environmental stressors. The SMEs in Canada has been hit badly by the COVID and official statistics revealed higher shutdowns due to lack of training, minimal support, and limited funding opportunities provided from the government. Thus, government should invest in constructive training sessions for the migrant entrepreneurs because they have language barriers that restricts them from socializing and networking. Furthermore, professional occupational therapist should be used by the associations of SMEs because it would be effective in dealing with distinct types of behavioral, psychological, and cognitive symptoms developed due to personal, organizational, and environmental stressors.

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STRES ZWIĄZANY Z PRACĄ A WPLYW NA ZDOLNOŚCI INNOWACYJNE I ZACHOWANIA INNOWACYJNE MIGRANTÓW-PRZEDSIĘBIORCÓW

Streszczenie: Niniejsze badanie miało na celu zbadanie wpływu stresu zawodowego (OS) na innowacyjne przedsiębiorcze zdolności (IEC) oraz innowacyjne zachowania zawodowe (IWB) migrantów-przedsiębiorców prowadzących MŚP. Badanie to jest nowatorskie, ponieważ wypełnia istniejącą lukę w literaturze, analizując IWB i IEC w ramach jednego konstruktów. Nie ma jednoznacznych dowodów badawczych, które uzazywałyby znaczenie stresu przedsiębiorczego migrantów w kontekście ich przedsiębiorczości i innowacyjności. Dlatego też uznano, że niniejsza praca badawcza jest nowatorska, gdyż oferuje nowe spojrzenie. Poprzez połączenie próbkowania celowego i kwotowego, dodatkowo wspieranego budowaną siecią relacji i nawiązanymi kontaktami, zebrano dane od łącznie 130 migrantów-przedsiębiorców w Kanadzie (po 65 wśród mężczyzn i kobiet). Do analizy ilościowej wykorzystano PLS (SEM). Wyniki ujawniły, że stres zawodowy istotnie statystycznie wpływa na IWB i IEC migrantów-przedsiębiorców. Co ciekawe, za pomocą stopniowego zwężania zakresu stało się jasne, że kobiety migrantki-przedsiębiorczynie lepiej radzą sobie ze stresem zawodowym i dlatego wykazują wyższe IWB i IEC w porównaniu z mężczyznami migrantami-przedsiębiorcami w Kanadzie. Ponadto, czynniki organizacyjne wywierają większy wpływ na męskich migrantów-przedsiębiorców, podczas gdy czynniki osobiste wpływają na kobiety migrantki-przedsiębiorczynie. Konsekwencje stresu dla męskich migrantów-przedsiębiorców skutkują pogorszeniem się zachowania i fizycznym osłabieniem, podczas gdy objawy emocjonalne są widoczne u migrantów-przedsiębiorców w Kanadzie. Implikacje zarządcze są podane na końcu.

Słowa kluczowe: Migranci-przedsiębiorcy, stres związany z pracą, zachowanie innowacyjne, kontrastujące gospodarki