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The effect of cultural and social responsibility on entrepreneurial resilience among immigrant entrepreneurs in Johannesburg

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The effect of cultural and social responsibility on entrepreneurial resilience among immigrant entrepreneurs in Johannesburg

A research report submitted to the Faculty of Commerce, Law and Management, University of the Witwatersrand, in partial fulfilment of the requirements for the degree of Master of Management in Entrepreneurship and New Venture Creation

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28 February 2022

DECLARATION

Apart from acknowledgement as mentioned in the text and references, I, Anelisa Ntlakana, declare that this research paper titled "The effect of culture and social responsibility on entrepreneurial resilience among immigrant entrepreneurs in Johannesburg" is my own original work. It is offered in partial fulfilment of the criteria for the MMENVC degree at Wits Business School. It's not been submitted in full or in part to any university or educational institution before. I further declare that the ethical approval to carry out this study was acquired by the Wits Business School ethics committee in Johannesburg, South Africa.

Anelisa Ntlakana

Signed _____ at _____

On the _____ day of_____2021

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- Finally, I would want to thank all the immigrant entrepreneurs who responded to my information request.

ABSTRACT

Amidst the increasing amount of immigrant entrepreneurship studies, as well as the constantly growing number of immigrant entrepreneurs in South Africa and their potential impact on the South African socioeconomic , immigrant entrepreneurs' beliefs and practices of cultural and social responsibility, as well as how this affects their resilience, are still understudied. This research's focus is on (i) the relationship between culture, social responsibility, and immigrant entrepreneurial resilience, (ii) how immigrant entrepreneurs interpret culture and social responsibility, and (iii) the impact of demographic factors on entrepreneurial resilience of immigrant entrepreneurs in the informal sector context in South Africa. Furthermore, in terms of resilience, this study investigated the impact of immigrant entrepreneurs' awareness of government assistance programs on their resilience. The study was quantitative, with 180 immigrant business owners working in the informal sector in Johannesburg being polled using accessible sample procedures. The findings show that both dimensions of social responsibility (philanthropy and ethic) had a significant relationship with entrepreneurial resilience, whereas, only one dimension of culture (ubuntu) had a significant relationship with entrepreneurial resilience, furthermore, the study also found that awareness of government support had a significant positive impact on entrepreneurial resilience of immigrant entrepreneurs in Johannesburg's informal sector.

Theoretical contribution: This study contributes to the increasing literature on social responsibility and immigrant entrepreneurship by exploring social responsibility from the perspective of an informal immigrant entrepreneur. This study sheds light on how informal immigrant businesses view community social responsibility and how it has improved their resilience.

Practical contribution: This research outlines activities in which informal immigrant business owners can engage and use to enhance their resilience in the informal sector, where they encounter challenges such as a lack of financial support. In addition, the research recommends that government agencies incorporate immigrant entrepreneurs into their strategic and operational frameworks. Entrepreneurs who are new to the Republic of South Africa are encouraged to look for government aid programs on their own.

Keywords: Immigrant entrepreneur, ethics, philanthropy individualism, masculinity, ubuntu, resilience, informal sector

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CHAPTER 1

1 INTRODUCTION

Rapid technological improvements and globalization have reduced geographic boundaries, resulting in an increase in immigrant business. However, due to the new country's beliefs, regulations, institutional structure, culture, and sense of social obligation, immigrant entrepreneurs face challenges. Immigrant entrepreneurs in South Africa's informal sector have long faced challenges such as xenophobic and other forms of violence. This has sparked a national controversy regarding their position in the South African economy and their rivalry with their South African counterparts, with charges ranging from forcing South African enterprises to close to harbouring "trade secrets" that give them an advantage in monopolizing the sector. As a result, there has been a growing interest at the national level in curtailing immigrants' rights to conduct informal businesses, particularly asylum seekers and refugees. Despite the challenges and attacks, immigrant entrepreneurs have persevered and their enterprises have remained resilient. As a result, academics have focused their attention on immigrant entrepreneurs' resilience, resulting in a multitude of literature on the subject.

Notwithstanding the upsurge in studies on immigrant entrepreneurship, culture and social responsibility practices and perceptions among informal immigrant entrepreneurs are a field that has received little attention. As a result, the research contributes to the emerging body of knowledge on immigrant entrepreneurship and social responsibility by looking at social responsibility from the perspective of an informal immigrant entrepreneur. This study examines how informal immigrant entrepreneurs perceive the relevance of community social responsibility and how it leads to their resilience.

1.1 Theoretical background

1.1.1 The signalling theory

This theory was proposed by Michael Spence (1973). According to Moorthy, Na, Yee, Xian, Jin, Mun, and Shan (2017) this theory entails the sender, who selects how the information should be delivered, and the recipient, who determines how to decode the information

(Moorthy et al, 2017). Businesses, according to the signalling hypothesis, are the senders of information, while society is the receiver. What signal they convey to society in their day-to-day business operations determines how the company is seen by the general public (Moorthy et al, 2017). A parallelism can be established between the aforementioned and the case of informal immigrant business in South Africa. Because there is a scarcity of information on immigrant entrepreneurship in South Africa, for example, most locals and residents (receivers according to this theory) rely on whatever little information they do have, which is often inaccurate, to imagine what it's like to be an immigrant and run a business (Moorthy et al, 2017; Ogunnoiki, 2019). As consequence, native South Africans have a common misperception that foreigners steal their money, jobs, and women (Ogunnoiki, 2019). As a result, there have been clashes in the informal sector between South Africans and immigrants (Ogunnoiki, 2019).

Using the signalling theory described above, how would tensions between immigrants and South Africans be if immigrant business owners (the sender in this case) were able to send positive signals to the South African society (the receiver in this case) by engaging in practices that are positively perceived by society in their daily activities? One of the premise (if not the main premise) of this study is that immigrant business owners, as information senders, can affect changes in how they are seen by society at large by engaging in practices that are favourably perceived in their daily operations. Immigrant-owned business that include social responsibility and ethical ideals in their information packages will be seen as a good citizens by native South Africans and authorities, which will benefit their resilience (Batt, 2016). This premise is validated by Moorthy et al (2017) research. According to the authors' study (Moorthy et al, 2017), social responsibility practices of firms are considered as a positive sign or trait indicating that a company is a good place to work, and hence more prospective employees will apply for positions there (Moorthy et al., 2017). As a result, social responsibility initiatives are viewed as a metric of a company's attractiveness or as a desirable place to work(Moorthy et al., 2017).

1.1.2 The Social Identity Theory

The aim of social identity theory is to figure out and forecast when people see themselves as individuals or members of a group. Group behaviour and individual perceptions are influenced by individual and social identities (Tajfel and Turner, 1985). According to social identity

theory, an individual's motive and character (interpersonal behaviour) as well as group membership influence social behaviour (i.e., intergroup conduct). Individuals, by and large, like to maintain a good image of the groups to which they belong (Tajfel, 1970). Individuals are biased to seek out positively appreciated features, attitudes, and activities that might be viewed as indicative of their in-groups because of social identity processes.

Regarding immigrant entrepreneurship, a group's shared views and values are viewed as essential pillars that aid an immigrant's integration into the local community. The presence of numerous Indian Muslims in Mayfair, for example, drew Somali immigrants to the region since they share a religious heritage and traditions that are respected in society (Sadouni, 2014). The study's other premise is that once immigrants enter in the host country, they are more likely to associate with people that share their cultural values. Several African immigrants in the inner city use relationships to fill specific markets and build their own economic networks (Peberdy, Crush, and Msibi, 2004). These relationships can help immigrants develop their cultural identities by offering a sense of belonging, cohesion, shared history, and solidarity (Abdi 2014), which can help them stay resilient.

1.2 Context of the study

In 1994, South Africa declared independence from an apartheid-era government. The country's first electoral polls brought in a new government (Bray, Gooskens, Moses, Kahn, Seekings, 2011.). While the politically sanctioned racial segregation (apartheid) state refused to accept refugees and kept a distance from other African countries, the newly elected government made commitments and formed alliances with other Sub-Saharan African nations as well as the rest of Africa (Duthie, 2015). During the apartheid era, control systems only allowed African immigrants to enter the country for a limited time, severely limiting their development and access to opportunities in the labour market, including entrepreneurship (Klotz, 2000). The political transition from apartheid to democracy in South Africa created an environment that allowed immigrants to freely migrate around the country and exposure to work and business possibilities. The above engagement was facilitated by the passage of the Refugee Immigration Act in 1998, which granted asylum seekers and refugees the right to work in South Africa as well as the freedom to engage in entrepreneurial operations.

As Maharaj (2009) memorably put it, "post-apartheid South Africa appeals to a wide range of Africans from countries grappling with a variety of macroeconomic problems and violent conflicts." This is due to the fact that the country has one of the best and wealthiest economies in Africa (Asongu, 2017). Natural and mineral resources abound in the country, and Masika, De Haan, & Baden, 1997). As a consequence, a considerable amount of Africans who had been displaced from their homelands due to common conflicts, starvation, and a lack of economic possibilities were able to relocate to South Africa as a result of this political shift (Landau, 2006). South Africa has enrolled a significant influx of African immigrants for economic reasons since the end of apartheid (Crush and McDonald, 2001). However, Due to various discriminations and presumably limited financial resources, immigrants after arriving in South Africa frequently experience difficulty gaining admission to the labour market (Halkias et al, 2009; Tengeh et al., 2011; Simalane, 1999). As consequence, immigrants with unique human capital who are often disregarded in their home country have little alternative but to participate in entrepreneurship to make a profit (Landau, 2010; Clark and Drinkwater, 2000; Tengeh et al., 2011; Sanders and Nee, 1996). Immigrants would, in general, select the informal sector as their first point of entry before starting a business or securing permanent employment in the formal sector due to bias towards immigrants in the labour market and the lack of hurdles to new entrants (Landau, 2010).

Starting a business may be a mind-boggling and immensely rigorous test for anyone, even in the most 'typical' of circumstances with the most favourable conditions (Halberstadt and Alcorta de Bronstein, 2021). Apart from the challenges and complications of starting a business, informal immigrant entrepreneurs in South Africa have unique challenges (Corner et al., 2017). Tengeh (2016) reported a variety of problems and roadblocks encountered by informal immigrant business owners, including language barriers, a lack of finance, and xenophobia (Halberstadt and Alcorta de Bronstein, 2021). Notwithstanding the fact that the number of immigrant entrepreneurs in South Africa is continuously increasing, and their potential impact on the country's socioeconomic situation is becoming more evident (Ogunnoiki, 2019). The beliefs and practices of immigrant entrepreneurs in terms of social responsibility, as well as how this influences their resilience, are still understudied. The goal of this study is to learn more about how immigrant entrepreneurs interpret culture and social responsibility, as well as how these characteristics contribute to their resilience in the face of hardship in the informal sector.

1.3 Problem statement

As previously said, many immigrants are compelled to engage in entrepreneurship in order to make a living owing to various sorts of prejudice (Crush et al., 2018). The informal sector, which has witnessed an increase in entries, is the main point of entry for immigrants looking for ways to make money (Tengeh, 2016). According to Crush et al., 2018, this entry has prompted a public controversy about immigrants' role in the South African's informal economy and their rivalry with South Africans, with assertions that they force South African informal businesses to close, possess "trade secrets" that give them an advantage, and rule the informal sector (Peberdy, 2021). As a result, there has been a growing interest at the national level in curtailing immigrants' ability to conduct informal businesses, particularly asylum seekers and refugees (Khan and Lee 2018). Despite the challenges and attacks, immigrant entrepreneurs have persevered and their enterprises have stayed strong. As a result, researchers have concentrated their efforts on immigrant entrepreneurs' resilience, resulting in a rush of new studies on the subject. These studies are split into five categories, according to Fatoki (2014): ethics and gender, skills and performance, obstacles and motives (including access to finance), and networking (Fatoki, 2014).

Despite a spike in the volume of research on immigrant entrepreneurship, and notwithstanding the steadily increasing multitude of immigrant entrepreneurs in the informal sector and their potential impact on the South African socioeconomic context, culture and social responsibility practices and perceptions among immigrant entrepreneurs, and how this impacts the immigrant entrepreneur's resilience, remain an under-researched area in South Africa (Fatoki, 2014). This research bridges the knowledge gap in the literature by attempting to provide a deeper understanding of this topic that can be used as a springboard for future research. The purpose of this study is to learn more about how immigrant entrepreneurs interpret culture and social responsibility, and how these factors contribute to their resilience in the face of adversity or instability in the informal economy. In addition, most of the study on social responsibility and immigrant entrepreneurship has concentrated on developed markets. Study on developing markets is usually overshadowed by research undertaken mostly in Eastern Europe and Asia, with locations like Africa largely disregarded (Bruton et al., 2008). As a result, cross-national validation of studies on immigrant entrepreneurship and social responsibility, which are often created in more established markets, is ineffectively recognized and under-researched in emerging countries like South Africa (Eraydin et al., 2010). In addition to the aforementioned

gap, this study will look at immigrant entrepreneurship and its relationship to social responsibility and culture in the context of emerging markets, filling in the gap left by research undertaken in developed countries (South African context).

1.4 Research question and aims of the study

Immigrant business owners, according to Fatoki (2014), beneficial influence on the local economy because they promote poverty reduction through promoting business and economic growth. Although scholars and civil society are gradually realizing the good impact of immigration on the South African economy (Fatoki, 2014; Kalitani and Visser, 2010), some citizens and officials still view informal immigrants entrepreneurs with suspicion, if not outright fear (Khosa and Kalitani, 2014), and attacks on African immigrants, particularly in 2008, 2010, and 2015, show how volatile the township (South African informal sector) can be toward African immigrant entrepreneurs (Ogunnoiki, 2019). Xenophobic violence, for example, resulted in the murders of 62 people and the displacement of over 100,000 immigrant businesses in 2008 (Vromans et al., 2011). In the face of such a challenge, research indicates a decrease in entrepreneurial activity, with only a few areas or entrepreneurs affected by such instability returning to their daily business practice (Duchek, 2018). In the face of such challenges, immigrant entrepreneurs have proven to be resilient. As a result, a considerable amount of studies have looked into the entrepreneurial resiliency of immigrant entrepreneurs from diverse angles. According to some researchers immigrants can be more resilient if they have weak and strong network relationships (Vlasov et al., 2018), financial support (Corner et al., 2017), and prior knowledge (Halberstadt and Alcorta de Bronstein, 2021). Despite a growing number of studies on a variety of topics, culture and social responsibility practices and perceptions among immigrant entrepreneurs, and how they contribute to immigrant entrepreneurs' resilience, remains an under-researched area (Fatoki, 2014) and has received little attention globally (Worthington et al., 2006). Base on this discussion thus far, the following are the research questions and objectives that have arisen:

1.4.1 Questions

From the above, the study has the following questions:

- Q_1 : How does immigrant's social responsibility affect entrepreneurial resilience?

- Q_2 : How does immigrant's culture affects entrepreneurial resilience?
- Q_3: How does immigrant's Awareness of government support affect entrepreneurial resilience?
- Q_4: How does immigrant's demographic affect entrepreneurial resilience?
- Q_5: How does immigrant's demographic affect Awareness of government support?

1.4.2 Primary objective

From the above this study has as a primary objective, the study aims to:

- To explore the relationship between immigrant's social responsibility and entrepreneurial résilience.
- To understand the extent of the relationship between immigrant culture (Masculinity, ubuntu and Individualism) and entrepreneurial resilience.
- To understand the extent of the relationship between immigrant awareness of government support and entrepreneurial resilience.

1.4.3 Secondary objectives

From the above stated problem this study has as sub-objectives, the study aims to:

- To explore the association between certain demographic characteristics and entrepreneurial resiliency.
- To explore the relation between some demographic characteristics and public awareness of government assistance programs.
- To examine gender variations in perceptions of the contributions of immigrant businesses.
- To determine whether there is a significant gender gap in immigrant entrepreneurs' understanding of government aid programs.

1.5 Conceptual definition of terms

- Resilience: Psychology is where the term "resilience" comes from. Resilience, according to Hedner et al (2011), is the ability to bounce back. Tengeh (2016), in a similar spirit, claims that resilience shows a person who adjusts steadfastly in an unfavorable or uncertain situation.

- social responsibility: Since Corporate Social Responsibility (CSR) is associated with large corporations and cannot be properly applied to SMMEs according to Murilo and Lozano (2006), the study refers to the notion of CSR as social responsibility carried out by an individual entrepreneur (SR). Carroll's (1991) definition of social responsibility was adopted as the study's core definition. According to the author (Carroll's, 1991), organizations are socially responsible if they fulfil all of their commitments at all levels. Economic responsibility, legal duty, ethical responsibility, and generosity, according to Carroll (1991). The study used two of Carroll's degrees of social duty, ethical and charity responsibility, because individual entrepreneurs and their micro enterprises are, for the most part, isolated from political life and focus barely on their economic activities (Azmat, 2008).

- Culture: In this study, culture is characterized as frequent instances of activity and collaboration, as well as socially learned cognitive frameworks and information. As a result, it's reasonable to think of it as the construction of a group identity supported by group-specific social patterns (Herbig 1994; Hofstede, 1980).

- Philanthropic responsibilities: This study used Carroll's definition of philanthropic responsibility, which includes actions or exercises that portray corporations as excellent corporate citizens (Carroll, 1991). The study utilized the terms philanthropy, philanthropic, and philanthropical interchangeably.

- Ethical responsibility: This study adopted Carroll and Buchholtz's definition, According to the authors (Carroll and Buchholtz, 2015), ethical behaviours exemplify norms and expectations that are not covered by the law but are customary and

anticipated by stakeholders in society (Carroll and Buchholtz, 2015). It's worth noting that the study utilized the terms ethics and ethical behaviours interchangeably.

- Individualism: Individualism, according to Hofstede (2011) is a cultural dimension in which everyone grows up to be self-sufficient, individual goals take priority over group's interests, the ultimate goal is self-actualization, and activities take precedence over relationships (Hofstede, 2011).

- Masculinity: Masculinity is a cultural dimension from the Hofstede's (2011) framework, in which women are taught to be concerned with quality of life, delicate, and more modest, whereas men are to be rough, and are taught to be aggressive, materialistic, (Hofstede, 2011).

- Ubuntu: ubuntu or African humanism is a philosophy, moral code, and worldview that defines what it means to be fully human in Africa (Gade, 2011).

- Immigrant entrepreneurs: An immigrant entrepreneur is a person who engages in self-employment activities in the host nation in order to make money, resulting in immigrant entrepreneurship (Kloosterman, 2000). It's worth noting that throughout the report, terminology like immigrant business owner, immigrant entrepreneur, foreign business owner, responder, and participants were used interchangeably.

- Immigrant entrepreneurship: Rath and Kloosterman (2000) describe immigrant entrepreneurship as self-employment carried out by immigrants once they arrive in the host country, either with the help of local colleagues or on their own initiative.

1.6 Contribution of the study

Theoretical contribution

As previously indicated, studies in developing countries are frequently overshadowed by research conducted mostly in Asia and Eastern Europe. This study contributes to the increasing literature on social responsibility and immigrant entrepreneurship by exploring social responsibility from the perspective of an informal immigrant entrepreneur. This study sheds

light on how informal immigrant businesses view community social responsibility and how it has improved their resilience. In addition, the study intends to contribute to research by applying core theory to the circumstances of individual entrepreneurs and examining informal entrepreneurs' social responsibility.

Practical contribution

Migration, fertility, and death, as Simelane (1999) reminds out, are all factors in population growth. Because of reasons such as technological improvement and globalization, immigration is expected to be a driving force in population growth as well as a contributor to the host country's economy in the next years (Azmat and Zutshi, 2012). As a result, it's critical to understand how immigrant entrepreneurs interpret culture and social responsibility, as well as how these factors contribute to their resilience in developing nations such as South Africa. This will help in the development of suitable strategies and policies to support the efforts of the government and other stakeholders (such as South African society and formal institutions) to foster entrepreneurship in the informal sector (Nazareno et al., 2019). Despite being mostly centered on the informal sector, immigrant entrepreneurial activities are vital since they contribute to job creation and hence indirectly to South Africa's economic growth, as Tengeh (2017) points out. This is because, according to Olawale and Garwe (2010), immigrant entrepreneurship is a major source of SMMEs, which are one of the most important foundations of the South African economy, and the results of this study will be utilized to further strengthen the sector.

1.7 Assumption

Some assumptions were made for this study;

- The respondents have an essential comprehension of running a business.
- All respondents were regarded to have a reasonable level of mindfulness to have the option to adequately evaluate their capacity.
- Lack of job opportunities, prejudice, and a desire to become self-sufficient are among the causes that drive or draw African immigrants into self-employment in South Africa.

1.8 Limitation of the study

- The University of Witwatersrand imposed restrictions because of the pandemic, preventing the researcher from acquiring the needed sample of 375 persons. As a result, just 180 persons were permitted to take part in the research.

- The researcher was unable to discover an all-encompassing standardized study instrument due to the dearth of empirical studies that expressly address immigrant entrepreneurs' resilience. As a consequence, the research instrument was adapted from a variety of sources and fitted to the needs of the study.

- The study focused on immigrants in Johannesburg rather than South Africa as a whole. As a result, the findings of this study may not be comparable to those of other research studies that include the whole South African population.

- The Sampling may not be a realistic representative of the population because a convenience sample approach was utilized. As a result, the conclusions of the study cannot be generalized.

1.9 Delimitations of the study

The research was conducted in Johannesburg, South Africa, and was confined to informal immigrant businesses. Immigrant entrepreneurs in Johannesburg were confined to those in the Randburg CBD, Yeovil Johannesburg CBD, Windsor east and Windsor west, rather than all immigrants in South Africa or Africa. Furthermore, the study was limited to those immigrants who are fluent in English.

1.10 Chapter outline

There are six chapters in this study, as well as appendices and a reference section. The research takes a scientific method, which involves formulating a hypothesis, establishing metrics and processes to ensure data dependability and credibility, and testing the theory.

CHAPTER 1: INTRODUCTION

The study's background and the theoretical framework of the research were discussed in this chapter. The signalling theory and its significance to social identity theory are discussed. A review of the literature was also included. This part included the research questions, aim and objectives. With a summary of the previous chapters and a rationale for the research, the chapter came to an end.

CHAPTER 2: LITERATURE REVIEW

The study's second chapter introduces the fundamental literature on immigrant entrepreneurship. This chapter also looks at current literature on the dependent and independent variables. This chapter also includes the conceptual framework for the research as well as the hypothesis formulation.

CHAPTER 3: METHODOLOGY

The third chapter lays out a structure for collecting and analyzing data for the researcher. The quantitative approach and the research's location in relation to existing research paradigms' ontological and epistemological viewpoints are discussed in this chapter. This chapter presents and examines the methods used in the study. The research design is presented first, followed by the demographics and sample size of the study. Confidence level concerns, sampling methodologies, and sample size computation are discussed in order to clarify the data analysis approach used in this work. Following that, you'll learn about the sampling technique, reliability, and validity. This chapter also talks over how the scale was created and the statistical approaches that were utilized to evaluate each hypothesis. The ethical processes are discussed in the chapter's last part.

CHAPTER 4: PRESENTATION OF RESULTS

The findings of the data analysis are presented in this chapter. This chapter is broken into three sections. The first step was to prepare the data. Analyses include missing value analysis, reliability and validity analysis, and data normality analysis. The second step concentrated on

descriptive analysis. Hypothesis testing analyses such as structural equation modeling analysis and Anova were performed in the third phase.

CHAPTER 5: DISCUSSION

This chapter goes through the findings from Chapter 4 in further detail. As with Chapter 4, the discussion in Chapter 5 is broken down into three phases. The reliability, validity, and normality of the data were discussed in the first step. The immigrant entrepreneurs' personal demographics were the subject of the second stage. In the third stage, we went through multivariate analysis. This chapter's goal is to connect the findings to earlier studies.

CHAPTER 6: CONCLUSION AND RECOMMENDATIONS

This chapter covers the research's practical and theoretical ramifications, as well as research proposals for the future. This chapter covers the study's goals and objectives, as well as the hypothesis testing procedure and empirical data analysis. Finally, future practice and research recommendations are made.

CHAPTER 2

2 LITERATURE

2.1 Introduction

Although it is important to study how entrepreneurs see opportunities, how they build new business ventures, what factors influence an entrepreneur's ability to recognize an opportunity, and the psychological attributes most associated with successful entrepreneurs. Analysing how enterprises are sustained, as well as the numerous factors that influence entrepreneur resilience, is equally important. This section's focus is a review of key ideas and concepts, as well as a summary of the literature on immigrant entrepreneurial resiliency. The essential principles at the heart of this research are reviewed in this section. It's also worth mentioning that this literature review does not include all current studies on immigrant entrepreneurship; nonetheless, it is thought to be the most relevant material available to the researcher. The following sections make up the section:

- The first section is the introduction
- The second section focus on immigration, immigrant, and immigrants' entrepreneurs hip.
- The third section focuses on resilience and the factors influencing it.
- The fourth section focuses on the hypothesis and conceptual framework formulation.

2.2 Entrepreneurship

Entrepreneurship is an ambiguous and difficult notion to describe, according to numerous studies (Shapero and Sokol, 1982; Bygrave and Hofer, 1992; Screen, 2016), with no consensus among academics (Shapero and Sokol, 1982; Bygrave and Hofer, 1992; Screen, 2016). Regardless of the fact that entrepreneurship is a nebulous and difficult concept to define, People associated with entrepreneurship, entrepreneurial activities displayed by entrepreneurs, the environment in which entrepreneurial activity happens; taking risks; innovation; and offering an incentive for both the entrepreneur and society are all characteristics that most definitions incorporate. As a result, this research adhered to Rwigema, Urban, and Venter's (2008) definition of entrepreneurship, which states that entrepreneurship is the act of creating

something valuable by investing significant time and effort, taking appropriate financial, social, and psychological risks, and reaping financial, personal fulfillment, and self-governance rewards as a result.

2.3 Immigration and Immigrant Entrepreneurship

Prior to actually delving deeper into the literature on the impact of immigrants' culture on social responsibility (SR), it's crucial to define terms like migration and immigrant, which are central to this study and have been defined from various perspectives, resulting in debate and ambiguity about their implications. The subject of immigrant culture and social responsibility (SR) will be contextualized further by defining the terms used. According to Simelane (1999), migration, along with mortality and fertility, are components of population growth. Migration is defined as the movement of people from one country or territory to another over significant distances (Tengeh, 2011). In the context of migrating from point A to point B, Tengeh (2015) distinguished an internal migrant from an immigrant. An internal migrant, according to the author, is someone who moves from Cape Town to Johannesburg and crosses an interior boundary or area. However, if the individual's movement crosses a national border, it is referred to as immigration, and the individual is called an immigrant (Tengeh, 2011). As a result, a person who moves from one country to another is known as an immigrant (Simelane, 1999). The "push-pull" migration theory is one of many theories proposed to explain why people migrate from one location to another.

People consider relocating because of a disadvantage in their home country, which serves as a push factor, and there must be an advantage in the other country (host country), which acts as a pull factor, according to the Push and Pull migration theory (fatoki and Patswawairi, 2012) Following the establishment of these factors, the individual faces additional challenges. After overcoming all of the challenges associated with the decision to relocate, the newly arrived immigrant has a new challenge: deciding what type of economic activity to undertake in the host country (Halkias et al., 2009). According to Callaghan and Venter (2011), Johannesburg is Africa's economic powerhouse, and the city has been dubbed Africa's New York. With its diversity and financial stability, Johannesburg is a city where everyone, especially newly arrived immigrants, seeks better possibilities (Khosa, 2014). Immigrants commonly turn to entrepreneurship as a result of inherent prejudice and bias in the host country's labor market.

Due to its untaxed and uncontrolled nature, the informal sector is typically the primary conduit for small business activity in the South African economy, and hence presents itself as the primary port of entry for any jobless individual looking for work (Tengeh, 2016). Immigrants frequently use this sector as a stepping stone to launching a business or finding permanent employment in the formal sector (Landau, 2010).

Immigrant entrepreneurship is the result of immigrants engaging in business activities in the host nation (Landau, 2010; Tengeh et al., 2011). Immigrant entrepreneurship, according to Rath and Kloosterman (2000), is self-employment done by immigrants after they have arrived in their host country, either with the assistance of local colleagues or on their own initiative. It often integrates newly arrived persons with their host country's co-ethnic community, according to Chand and Ghorbani (2011). Furthermore, many of the issues, support needs, and features of immigrant-owned firms are similar to those of micro-enterprises, and they are often small-scale businesses (Ram and Smallbone, 2001). The latter is in line with Evans' (1989) previous study, which demonstrates that immigrant entrepreneurs regard SMME ownership in the informal sector as a key strategy for moving into the formal economy. Immigrant entrepreneurs play a significant role in economic development by creating chances for locals, according to research (Light & Gold, 2000; Rath et al., 2002). The difficulties that immigrants face, on the other hand, are a part of the immigration process. Immigrants who run businesses in Johannesburg's informal sector face several challenges, including a lack of capital, harsh competition, and the most dangerous and continual threat of xenophobia from locals (Tengeh et al., 2011).

2.4 The concept of entrepreneurial resilience

Even in the most 'typical' of situations with the best conditions, starting a business can be a mind-boggling and tough effort for anyone. Despite the importance of immigrants' entrepreneurial attitudes, the long-term success of their firms is a separate matter (Corrie, 2015). Resilience, as previously stated, refers to a person's ability to recover (Hedner et al., 2011) or a person who adjusts emphatically in an unfavorable or uncertain environment (Tengeh, 2016). A dynamic process including positive change within the setting of large-scale adversity or misfortune (Tedeschi and Calhoun, 2004) and one's ability to adjust or continue with one's daily activities after adversity or affliction (Luthar et al., 2000, Tedeschi and Calhoun, 2004). The term resilience refers to the many responses to exogenous changes and shocks that encourage innovation or stability (Williams and Vorley, 2014).

People who start businesses in difficult situations must constantly adjust to their conditions and create new ways to succeed. People who lack resilience would be less prepared to engage in the key innovative and entrepreneurial behaviors required to start businesses or seek out new opportunities (Coutu, 2002). All things considered, they would act in line with the business world's cautious and fearful attitude to the bad economy (Coutu, 2002). Individual entrepreneurs gain extraordinary abilities because of repeated advances brought on by major or unexpected life experiences (Sutcliff and Vogus, 2003). Immigrant entrepreneurs must build such qualities by having a good social basis in business, a positive outlook on life, confronting reality, and figuring out how to adapt to obstacles (Coutu, 2002).

Immigrant business owners in South Africa's informal sector face a range of obstacles, according to Tengeh (2016), including xenophobia, a lack of capital, and a language barrier, among others. Immigrant firms in the informal sector have been impacted by a number of impediments or causes. Immigrants have since employed numerous adaptations and coping mechanisms in the host country, both directly and indirectly, to enable them to come up with new business models, according to Terjesen and Elam (2009). One of them is developing strong ethnic and co-ethnic networks that serve as a key source of capital and an asset for new businesses (Zolin et al., 2016; Landau, 2010; Yang, 2006). Marriage to natives of the host country has been a common technique for immigrant business executives (Landau, 2010). However, when an unanticipated catastrophe threatens corporate continuity, coping mechanisms and adaptations are implemented (Prah and Sibiri, 2020). Consider the xenophobic attacks of 2015 and 2018, as well as the current global problem produced by COVID-19. One of the most fiercely disputed topics in the media and government right now is how business, in general, and entrepreneurs can recover (Prah and Sibiri, 2020).

2.5 Social Responsibility

In recent years, research on corporate social responsibility (CSR) has progressed significantly, resulting in an abundance of CSR publications in the body of knowledge. Multinational enterprise businesses have been the focus of much of the research into the aforementioned topic. CSR has become so intertwined in many parts of the company that almost every company today has a CSR strategy. While large-scale CSR initiatives have received a lot of attention in recent years, researchers have recently widened the scope of their research to include small, medium, and micro firms (SMMEs). However, Murillo and Lozano (2006) described the

expression of corporate social responsibility as problematic, suggesting that it should be "replaced with a notion closer to the explicit reality of SMMEs." As a result, a CSR-related notion known as "responsible" entrepreneurship has arisen. this due to the fact that, because, SMMEs are "heterogeneous," with "qualities relating to management style, assets, size, and individual relationships this makes assimilation of large organization's CSR practices and those of SMMEs problematic. Apart from the fact that "responsible" entrepreneurship is more commonly associated with SMMEs than with large corporate entities (Chapple and Moon, 2007; Fuller and Tian, 2006), it usually refers to SMMEs taking responsibility for their impact on others and assisting others in non-business-related activities in addition to normal business practices (Fullei and Tian, 2006).

Carroll (1991) defined social responsibility as an organization fulfilling all of its commitments at all levels. This means that businesses should deliver positive returns to investors, follow the law, and protect all stakeholders' moral rights and expectations. In this arrangement, Carroll argues, economic responsibility, which includes being productive, comes first. Economic viability is crucial for organizations; otherwise, they will not be able to perform properly (Khan, 2013). If an organization is financially viable, it can pay its employees, pay taxes, and make charitable contributions. Second, there is legal accountability, which entails abiding by the laws and regulations enacted by the federal, state, and bureaucratic governments. The legal obligation of an organization is to transact in a legal manner. Carroll’s (2015) Third responsibility is ethical, ethical responsibility demonstrates common standards and expectations among society's stakeholders that are not governed by law (Carroll and Buchholtz, 2015). This includes all actions, such as accepted norms, standards, and practices, that, while not mandated by law, society expects from companies. Finally, philanthropic obligations encompass any activities or exercises that promote firms as excellent corporate citizens (Carroll, 1991). Carroll's CSR pyramid is depicted in Figure 1, which shows the four obligations that a corporation should fulfil in its activities, with economic responsibility serving as the foundation for any remaining liabilities.

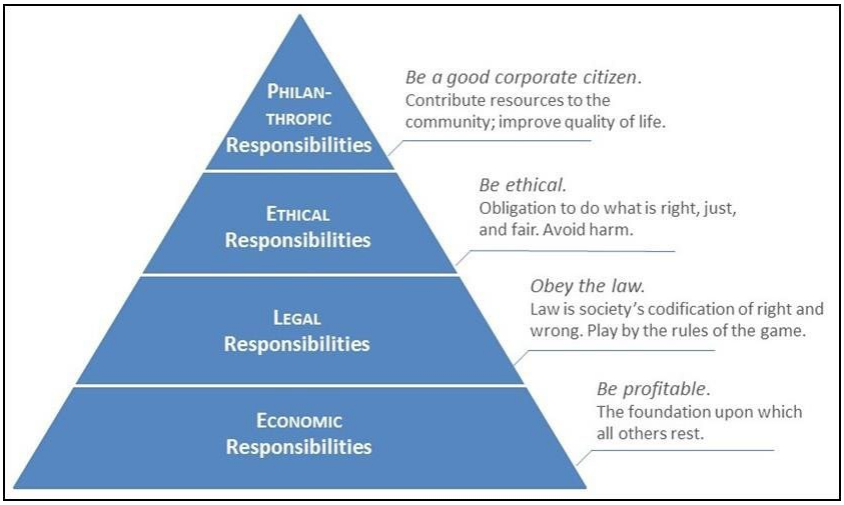


Figure 1:Carroll's CRS Model (Carroll, 1991)

2.5.1 Individual entrepreneur and social responsibility in the informal sector

There is a plethora of literature available on social activity taken by large companies and to certain extent those undertaken by SMEs, however, there is little to no literature on social responsibility activities taken by the individual entrepreneur in the informal sector. To conduct this research, literature on social responsibility undertaken by SMEs was used to investigate social responsibility of the individual entrepreneurs in South Africa's informal sector (developing country 's Informal sector). Furthermore, we allude to the idea of responsible entrepreneurship as social responsibility (SR). Regarding social responsibility carried by big enterprises compared to those carried by micro enterprises (individual entrepreneurs in the formal sector), Micro businesses, according to Fuller and Tian (2006), perform responsibly in their interactions with stakeholders and the larger community in which they operate. The authors (Fuller and Tian 2006) go on to say that because the idea of doing business in micro enterprises is so closely linked to the individual entrepreneur, the business's embeddedness and status within the stakeholder's local community play an important role in shaping their socially responsible practices.

Jenkins (2004) agrees with Fuller and Tian (2006) that individual entrepreneurs will most likely have a personal captivating and more informal trusting relationship with their stakeholders, whereas large corporate organizations will most likely have an organized, formal strategic stakeholder management relationship. According to Perrini (2006), stakeholder theory should be used in large-scale studies, whereas social capital theory should be used in small-scale, medium-scale, and micro-scale studies. Social capital refers to human relationships, informal

organizations, and the standards of correspondence and dependability that emerge from SMMEs social practices. Individual entrepreneurs are not immune. Individual entrepreneurs' business resilience is based on social responsibility practices and a culture that emphasizes integrity, honesty, reputation, and societal welfare.

Because there is little to no literature on individual entrepreneur social responsibility activities in the informal sector. Carroll's (1991) definition of social responsibility was adopted as the study's core definition. According to the author (Carroll's, 1991), organizations are socially responsible if they fulfill all of their commitments at all levels. Economic responsibility, legal duty, ethical responsibility, and generosity, according to Carroll (1991). Given the study's population's nature as immigrant entrepreneurs in the informal sector, the sensitivity surrounding certain topics (such as economic performance, the legal aspect of the business), and because individual entrepreneurs and their micro businesses are, for the most part, alienated from political life and focus barely on their business activity (Azmat, 2008), the study used two of Carroll's levels of social responsibility model. The two dimensions of Carroll's model used in this research are Ethical and Philanthropic responsibility.

2.5.1.1 Philanthropy as a nexus of SR

Philanthropy refers to all types of business philanthropy. While corporate giving and philanthropy are not mandated by law, however, are expected of businesses and are included in the society's daily expectations. In terms of number and nature, these activities are clearly voluntary or discretionary (Scarlata et al., 2012). They are influenced by a business's wish to participate in social activities that are not controlled, legislated, or required of businesses in terms of ethics. Some businesses, contribute in part because of ethical concerns (Yang etal., 2020). To put it another way, they want to make a beneficial impact on society. The public's expectation that businesses will "give back to the community" is the "expectation" element of social responsibility. Citizens want businesses to be responsible corporate citizen, much like they expect individuals to be good citizens, given the current social interaction between society and business. To satisfy their perceived philanthropic duties, businesses participate in a range of giving activities, including monetary gifts, community outreach, or any voluntary donation to the society or stakeholder groups that make up the society (Scarlata et al., 2012).

While some corporations donate for ideological reasons, The majority use philanthropy to display their good citizenship. Not for noble or unselfish purposes, but to promote or boost the

company's reputation (Bynipudi, 2020). The primary distinction between ethical and corporate philanthropy (philanthropy) is that corporate philanthropy is not necessarily regarded as moral or ethical (Scarlata et al., 2012). Although such contributions are required in society, they do not render a firm "unethical" based on its giving habits or amount contributed. As a result, business's engagement in philanthropy is more discretionary or voluntary. As a result, this industry is known as "good corporate citizenship." Having said that, philanthropy has long been and continues to be one of the most important parts of CSR definitions (Yang et al., 2020).

2.5.1.2 Ethics as a nexus of SR

The normative expectations of most societies maintain that laws are necessary but not sufficient (Fischer, 2004). People expect businesses to manage and conduct their activities ethically in addition to what is required by laws and regulations. Taking on ethical duties requires organizations to follow anticipated activities, norms, standards, and practices, even if they are not required by law (Fischer, 2004). Businesses must be sensitive to the "spirit" of the law, not just the word of the law, as part of their ethical obligation. Firms must operate in a fair and impartial manner even when rules do not give advice or demand action, according to another ethical responsibility (Skudiene and Auruskeviciene, 2012). As a consequence, ethical responsibilities cover all of society's necessary or prohibited actions, practices, norms, and customs, even if they aren't written in law (Fischer, 2004).. The goal of these expectations is to ensure that businesses follow a set of ethical standards that are designed to protect the rights of their customers and employees (De Hoogh and Den Hartog, 2008). These standards should also reflect the values of the community. It can be hard to distinguish between the expectations of the legal and the ethical requirements of a business. The former is founded on the principle that society has a right to require that businesses follow certain ethical standards. On the other hand, the latter is about character and has a strong ethical dimension (Skudiene and Auruskeviciene, 2012).

2.6 Immigrant's Culture

Although entrepreneurship is typically connected with founding or running a business, the topic that has to be addressed is why certain people are more drawn to entrepreneurship than others. Why are certain businesses more long-term than others? What motivates someone to start or buy a business? Profit and other financial resources, which have been emphasized by

several economists, including Cantillion and Marx, could be one of the explanations. Another explanation is a desire to take chances and an adventurous spirit (knight, 1921). Another motivator could be having access to and using useful information (kirzner, 1973). Psychological elements such as the drive to innovate and create new things inspire some (Schumpeter, 1934). These, however, cannot be the only motivators for people to pursue entrepreneurial endeavours. In the context of immigrant entrepreneurship, Scholars (Tengeh, 2016; Patswawairi and Fatoki, 2012) usually argue that immigrants have little choice but to start their own businesses due to the discrimination they experience in the job market in the home country. Patswawairi and Fatoki (2012) cite this as the reason why many immigrants choose to start their own businesses. Despite the widespread acceptance of the concept that immigrants choose entrepreneurship as a result of discrimination in the job market of the host country , Tengeh (2016) contends that it fails to account for cultural differences in the predisposition for entrepreneurship among particular ethnic groups. In support of Basu and Altinay's thesis, Van Tubergen (2005) states that immigrants come from a certain country, and that the traits of their national culture may influence immigrant's likelihood to engage in entrepreneurship regardless of their destination. Individualistic and masculine features characterize a country's national culture, which is generally driven by competitiveness, achievement, and success, with success defined by the "winner." Countries that encourage and reward such behaviour build a motivation to create and implement radical innovation, which boosts entrepreneurship's resilience.

Culture refers to a collection of shared values, expected behaviors, and beliefs shared by a group of people in a community (Herbig 1994; Hofstede, 1980). Max Weber was the scholar to emphasize the role of culture on entrepreneurship, when the author argues that Protestantism encourages a culture of individualism, achievement motivation, self-reliance, asceticism, rational, entrepreneurial vocation. However, according to Weber (1976), this ethos was not copied in other countries; because of its beliefs in the caste system, fate and reincarnation, excessive ritualism, and dependence on magic. Hinduism, for example, would not develop a rational individualistic morality (Weber, 1958). Various academics have also emphasized the importance of cultural diversity in entrepreneurship (Bonacich 1973; Ward 1983; Werbner, 1990; Waldinger et al., 1990). They believe that certain traits such as trust and deep familial ties can help immigrant groups compete in the marketplace (Waldinger et al., 1990). For instance, the phrase " I am because we are; and since we are, therefore, I am " has also been used to describe the African culture's traditional approach to life called Ubuntu (Mbiti, 1990).

Ubuntu is a phrase that describes people who share a common regard for human dignity and a shared obligation to defend life. In Xhosa, one of South Africa's eleven official languages, the fundamental spirit of Ubuntu is articulated as "Umntu ngumntu nga bantu," which means "People are people through other people, and I am human because I belong to the human society, and I regard and treat others accordingly" (Mangaliso 2010). The authors' descriptions of the concept of Ubuntu make it apparent that having Ubuntu entails treating others with respect and being honest and trustworthy. Ubuntu is seen as a crucial source of support and aid in guaranteeing the long-term success of a certain community's company in Africa.

2.6.1 Culture dimension as used in the study

The scope of the framework of culture used in the study was drawn by a combination of Hofstede's (2001) work on culture and Ubuntu culture. Hofstede (1980) discovered statistical evidence for four essential cultural dimensions, as well as the consequences of these dimensions, that represent a society's culture in its institutions and behaviour. Individualism–collectivism, Uncertainty avoidance, masculinity–femininity, and power distance are all cultural elements in Hofstede's paradigm. This paradigm is used by many academics in the business sector. Due to time constrain and because the study is taking place in Africa, where most nations are patriarchal, and the study's participants cultural orientation is influenced by a conventional social structure in which males are supposed to act like men (Manly) and females are expected to act and think as women (Feminine) (Yussoff et al., 2010; Rambo, 2013). The study only made use of individualism and masculinity characteristics were utilised in this investigation. Moreover, the study also made use of African developed cultural framework, ubuntu. Hofstede's (2001) two dimensions, as well as ubuntu, have been discovered to resonate with the African cultural setting (Rambo, 2013; Hofstede,2001; Lutz 2009; Van Wyk and Adonisi 2010).

2.6.1.1 Masculinity-Femininity

Culture's masculinity–femininity component refers to a society's tendency for prototypically feminine or masculine characteristics (Hofstede, 1994 Hechavarria and Ingram, 2016). As previously said, Africa has a patriarchal social system in which women are taught to think and act feminine (feminine) while men are taught to act masculine (masculine). Gender inequality can be a cultural barrier to the success of individuals and organizations, limiting resources and

opportunities while also influencing social structure (Valliere, 2015; Hechavarria and Ingram, 2016). Gupta (2011) remarked in a similar vein that a society founded on egalitarianism and gender equality can achieve high levels of performance. Furthermore, according to Jehn and Bezrukova, gender differences are inversely associated with performance (2004).

2.6.1.2 Individualism-collectivism

Individualism–collectivism refers to people's tendency to prioritize their individual interests over the community's (Lo et al., 2017; Crespo, 2017). Various studies have found that characteristic such as high performance and entrepreneurial activities are less collectivist and more individualistic, because this factor influences how people view their personal goals in relation to shared and community goals (Zeffane, 2014; Mukherjee et al., 2012). As a result, companies in high-individualism cultures outperform those in collectivist societies (Todorovic and Ma, 2008). Others, on the other hand, contend that neither individuality nor collectivism are strongly linked to success (Aramand, 2013). Furthermore, for entrepreneurial organizations, individualistic behaviour may be a stumbling block to high performance (Massa and Testa, 2008).

2.6.1.3 Ubuntu

Ubuntu is strongly associated with humanity, being human, humanness, or oneness, and represents the notion that "we are genuinely human only when we come into contact with other humans" (Lutz 2009). "A truly individual human being is a member of a bigger and more meaningful relational, social, societal, environmental, and spiritual world," to put it another way (Bohwasi 2020). As a result, Ubuntu is a notion that locates and explains a person's humanity in relation to others. The communism associated with Ubuntu, on the other hand, is not the same as Marxist communism, in which the individual's good is sacrificed to the group's: it is more appropriate to state that individuals pursue their own 'good' through pursuing the common good (Lutz 2009). Thus, Ubuntu is a community-oriented operating system that relies on collective participation to assist and encourage community members to develop and gain self-esteem (Van Wyk and Adonisi 2010). This collectivist foundation contrasts with Western, more individualistic notions about life and the economy, as well as commercial orientation (Van Wyk and Adonisi 2010; Abubakre et al., 2021). When Somalis run small corner stores and spazza retail shops as a collective, they benefit from economies of scale when purchasing from wholesalers, allowing their products to sell for less money (Fatoki, 2014).

2.7 Awareness of government

Micro businesses necessitate resources in order to boost their operational efficiency. Physical capital, financial capital and human capital, are only a few examples. According to Osano and Languitone (2016), one of the elements influencing business sustainability is the availability of financial resources. Access to credit for small businesses is influenced by government-sponsored business support services (Osano and Languitone, 2016). Financial subsidies and training are examples of small company development initiatives that government offers (Reid & Nightingale, 2011; Sternberg, 2014). However, the majority of small business owners, according to Rambo (2013), are ignorant of these services. In a study of South African small enterprises, Philips et al. (2014) discovered that only a minority of respondents were aware of and received government assistance. Government aid programs are available to immigrant-owned enterprises. Small businesses that get government assistance do better than those that do not, according to Cancino et al. (2015).

2.8 Hypothesis formulation

2.8.1 Social responsibility as it relates to entrepreneurial resilience

According to Fatoki (2014), immigrant business owners benefit the host country's economy by helping to build new businesses, reduce poverty, and increase GDP. Despite the fact that experts (Kalitany and Visser, 2010; Fatoki, 2014) and civil society are increasingly recognizing the positive impact of immigrants on the SA economy, informal immigrants entrepreneurs are still viewed with suspicion, if not outright threat, by some residents and government officials (Khosa and Kalitani, 2014). Some South Africans, according to Ogunnoiki (2019), are skeptical of them since African immigrants are still represented as predators in South African media. Furthermore, there is a widespread misconception that immigrants steal financial resources and career opportunities from native South Africans (Ogunnoiki, 2019). There seems to be an underlying sense that something is being taken away from the indigenous peoples, which leads to crimes such as xenophobia (Ogunnoiki, 2019). According to Worthington et al. (2006), both the philanthropic and ethical elements of social responsibility are a manifestation of giving back value to the community in which the entrepreneur operates, which is consistent with Carroll's model (1991). According to Kechiche and Soparnot (2012), The aforementioned two aspects are likely to be used by immigrant business owners to carry out their SR activities,

rather than through broad media perception and profiting from economies of scale, as large corporations prefer to do.

According to Kechiche and Soparnot (2012), Immigrant business owners are more prone to rely on their relationship which are based on reputation, trust, and perception, to improve their legitimacy of conducting business in a given community. The assumption for this study is that by practicing both the philanthropic and ethical dimensions of social responsibility (Carroll, 1991) and demonstrating that value is being given back in the community (Host Nation), this will help legitimize immigrants' business practices and further improve immigrants' perceptions among native South Africans in the informal sector. Thus, social responsibility activities are significant in promoting immigrant entrepreneurs' integration and legitimization into society in the hosting country, as well as contributing to the resilience of the immigrant entrepreneur. As a result of this, we propose:

H_1: There is a positive relationship between philanthropy practices and entrepreneurial resilience

H_2: There is a positive relationship between ethical practices and entrepreneurial resilience

2.8.2 Culture as it relates to entrepreneurial resilience

The influence of distinct ethnic group cultures on entrepreneurship has been noted by academics. Researchers stress the importance of traits like strong family ties and religious values, which enable various immigrant groups to thrive successfully in business. This common set of perspectives and beliefs is regarded as one of the most critical variables influencing an immigrant's capacity to integrate into their new community. From an African standpoint, the presence of many South African Indian Muslims in Mayfair, for example, has enticed Somali Muslims to relocate in the region because they share a religious background (Jinnah, 2010). By exploiting ethnic links, several additional African immigrant groups evolved to fill specialized markets and create their own economic networks in the inner city (Peberdy, Crush, & Msibi, 2004). These ethnic ties enable immigrants develop their cultural identities by offering a sense of belonging, coherence, shared history, and solidarity (Abdi 2014). The culture's identity is usually shaped by communism (not to be confused with Marxism) and community interests, with ideals such as "it takes a village to raise a child" or Ubuntu. According to Mangaliso's (2010) elucidations on the concept of Ubuntu, having

Ubuntu means wanting to treat others with respect and to be honest and trustworthy. "People are people through other people," the adage says, and "I am human because I belong to a human community, and I see and treat others accordingly." In Africa, the practice of Ubuntu is seen as a vital source of support and assistance in the sustainability of a given community's enterprise. This may be seen when Somalis and Ethiopians operate small corner shops and spaza retail outlets as a group, allowing them to buy in bulk from wholesalers and sell their wares for cheaper. As a result of this, we propose:

H_3: There is a positive relationship between ubuntu and entrepreneurial resilience

Hofstede (2001) was the first to examine national culture (2001). Given that some ethnic groups in the host country have a stronger inclination for entrepreneurship than others, and that an immigrant is from a specific country, the national culture influences the immigrant's likelihood to engage in entrepreneurship, independent of their destination. Literature shows, for example, Individualistic and masculine national cultures are straightforward and generally motivated by rivalry, accomplishment, and success, with the "winner" defining success. Governments that value and promote such behavior, according to Hofstede (1980), improve an entrepreneur's motivation to innovate and adopt radical innovation, which helps the entrepreneur's resilience. In this study, it is assumed that entrepreneurs' cultural backgrounds have a crucial influence in determining their drive for entrepreneurship and resilience (Fatoki, 2014). Researchers (Hofstede, 1980; Fatoki, 2014), claim that motivation for starting and sustaining a business is not uniform, and that discrepancies in motivation are explained by variances in cultural frames of reference. As stated previously, Individualistic national cultures, for example, place a premium on self-interest over the general good, as a result, there is a lack of desire to share limited resources (Kam, Zhou, Zhang, and Ho, 2012). People from nations with less individualistic cultures are therefore more inclined to participate in CSR projects (McWilliams, Siegel, & Wright, 2006).From this we posit that:

H_4: There is a negative relationship between individually oriented culture and entrepreneurial

H_5: There is a negative relationship between masculine oriented culture and entrepreneurial resilience

2.8.3 Awareness of government support as it relates to entrepreneurial resilience

Small business support initiatives encompass financial assistance and training (Sternberg, 2014; Reid & Nightingale, 2011). Small businesses require resources to help their operations run more smoothly. Government aid programs can improve the performance of immigrant enterprises, and micro businesses that receive government assistance outperform those that do not (Cancino et al., 2015). The South African government has made significant progress in implementing a variety of microbusiness development schemes. However, there is dispute on how well smaller businesses use and are aware of government initiatives (Radipere, 2012; Peberdy, 2016). As a result, we propose that:

H_6: There is a positive relationship between awareness and entrepreneurial resilience

2.8.4 Demographics and different construct

Individual values are influenced by demographic characteristics (Kallio, 1995), which influences the immigrant's perception of the business environment, which may have an impact on the immigrant's resilience (Fatoki and Patswawairi, 2012). Several demographic parameters have been identified as influencing factors on the immigrant entrepreneur after reviewing the relevant literature. For example, Tengeh (2016) underlined numerous characteristics such as education and business sector as important criteria for immigrant entrepreneurs. Furthermore, Hitlin and Piliavin (2004) speculate that morals may be influenced by biological factors such as familial qualities, age, gender, and race. The following hypothesis is in accord with the goal of understanding immigrants by their demographics:

H_{7A}: The mean resilience is the same for both genders (Male and Female)

H_{7B}: The mean resilience is the same for all regions (East, West, Central, North, and southern region and other)

H_{7D}: The mean resilience is the same for all education level (up to primary, matric, tertiary)

H_{7E}: The mean resilience is the same for YBEE (less than a year, 1-3 year, 4years plus)

H_{7F}: The mean awareness is the same for all education level (up to primary, matric, tertiary)

H_{7G}: The is interaction effect between region and YBEE based on gender

2.9 Conceptual diagram

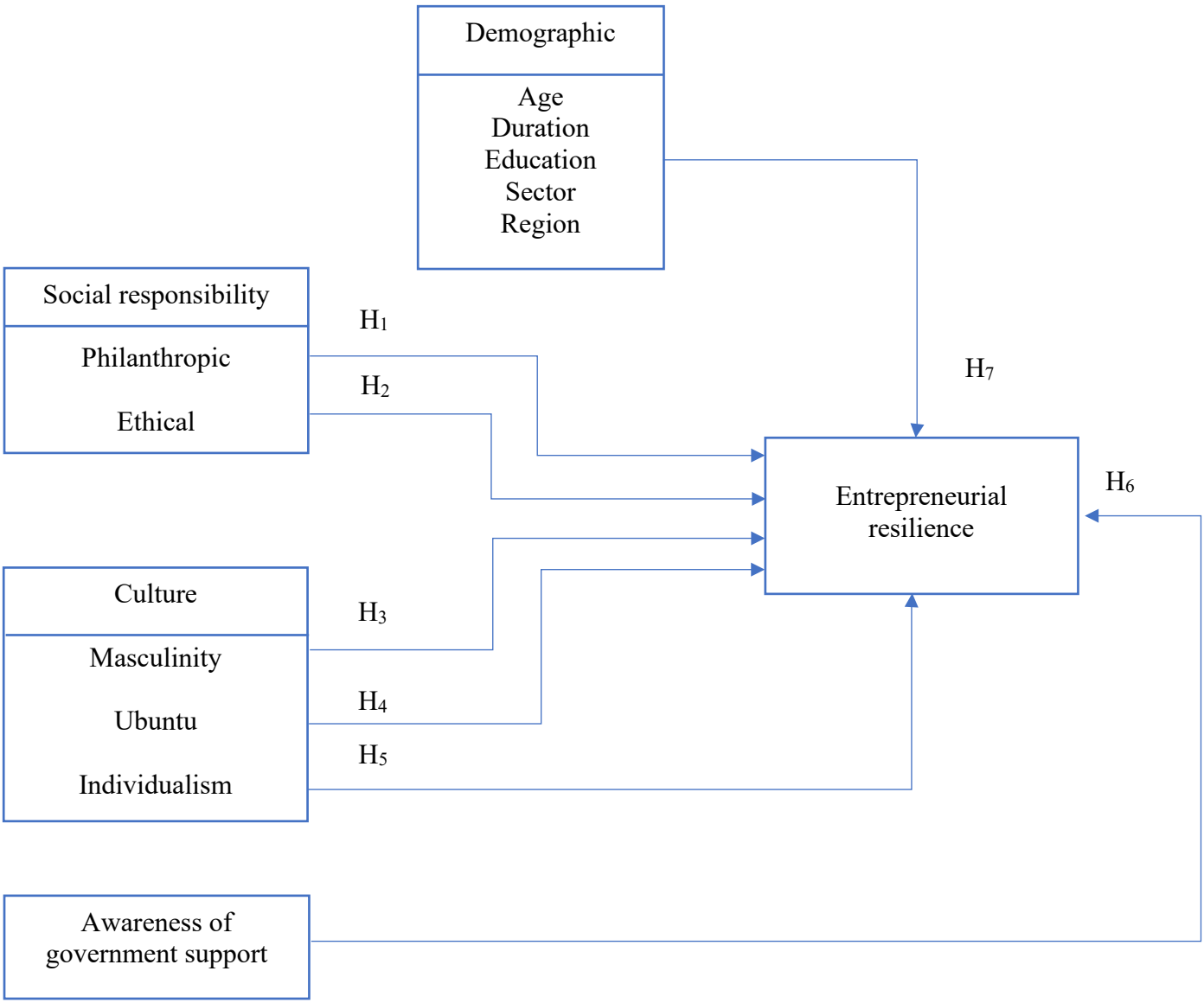


Figure 2: Conceptual model

Where :

H_1: There is a positive relationship between philanthropic practices and immigrant's resilience in the South African informal sector
H_2: There is a positive relationship between ethical practices and immigrant's resilience in the South African informal sector
H_3: There is a positive relationship between ubuntu culture and entrepreneurial resilience
H_4: There is a negative relationship between masculine culture and entrepreneurial resilience
H_5: There is a negative relationship between individually oriented culture and entrepreneurial resilience
H_6: There is a positive relationship between Awareness and entrepreneurial resilience
H_{7A}: The mean resilience is the same for both genders (Male and Female)
H_{7B}: The mean resilience is the same for all regions (East, West, Central, North, and southern region and other)
H_{7D}: The mean resilience is the same for all education level (up to primary, matric, tertiary)
H_{7E}: The mean resilience is the same for YBEE (less than a year, 1-3 year, 4years plus)
H_{7F}: The mean awareness is the same for all education level (up to primary, matric, tertiary)
H_{7G}: The is interaction effect between region and YBEE based on gender

2.10 Chapter Summary

This chapter looked at immigrant entrepreneurship from their country of origin to entrepreneurial act in the host country. the chapter further looked at extant literature on the topic of social responsibility activities taken by the individual entrepreneur as well as their culture. literature suggest that both dimension of the social responsibility adopted for this study contribute to the informal immigrant entrepreneurs resilience, as result it was hypothesised that both philanthropy and ethics will have a positive relationship. Moreover, the literature also identified three culture dimension to use in the study, namely ubuntu, individualism and masculinity. from the existent literature it was hypothesised that both individualism and masculinity have a negative relationship with entrepreneurial resilience with entrepreneurial resilience. it's important to note that given the shortage of literature on individual entrepreneur social responsibility in the informal sector, the study made use of the literature on SMEs' social responsibility (which is different from those of big corporation) to investigate SR of individual entrepreneurs. Moreover, the chapter conclude with different hypothesis and the conceptual framework or conceptual model.

CHAPTER 3

3 METHODOLOGY

3.1 Introduction

Methodologies used in this study, this chapter builds on and extends the prior chapter. This chapter explains quantitative research method that was employed to investigate the relations. The quantitative study's purpose was to learn more about immigrant entrepreneurs' attitudes and behaviours, as well as to construct a theoretical model that could be tested analytically. As a result, it is planned that this research will give a thorough examination of immigrant demographics, philanthropic behaviours, ethical practices, ubuntu, individualism, masculinity, and government support awareness, as well as how these aspects relate to immigrants' entrepreneurial resiliency. This segment includes An explanation of how the study fits within the existing paradigm. Following that, the research design, investigation's scope, population and sample, and sampling process will be presented and debated. The validity reliability issue data collection, and the scale measurements, statistical techniques utilized to analyze each hypothesis, are then discussed. The ethical difficulties raised by the study are discussed in this section.

3.2 Research paradigm

The purpose of this segment is to look at the primary paradigm that support the research's methodological designs, as well as to situate it within existing research paradigms. Many authors (Burrell and Morgan, 1979; Hathaway, 1995; Carnaghan 2013) have come to the conclusion that research is based on a set of beliefs and assumptions about what and how new information must be developed. This is also known as research philosophy, and it is said that it has an impact on how the researcher perceives the knowledge gap, the data collection methods utilized, and the conclusions reached after analysis (Saunders, Lewis, Thornhill, & Bristow, 2015). Before beginning a study endeavour, management researchers should first define their own research philosophy (Holden & Lynch, 2004). This demands a reflective process in which the researcher seeks to reconcile subjective convictions with the three primary management research frameworks of interpretivism, pragmatism, and positivism, (Saunders et al., 2015). A paradigm, according to Bailey (1982), is a unique perspective on the social

environment in terms of assumptions and values. As a result, all research is often driven by the researcher's views, ideas, values, and attitudes about the world and how it should be understood and studied, according to Esterby-Smith and Lowe (2002). Epistemology, ontology, and axiology are three perspectives or dimensions that may be used to evaluate each paradigm (Chilisa & Kawulich, 2012). Epistemology, or beliefs regarding knowledge's foundations, and ontology, or beliefs about the nature of the issue under examination, are two sorts of assumptions that underpin every investigation (Burrell & Morgan, 1979; Spector-Mersel, 2010).

According to the interpretivism paradigm (Bryman et al., 2014), an organization is socially built by people, hence it can only be comprehended through the eyes of those who are directly affected by its operations. As a result, the interpretivist viewpoint concentrates on what individuals believe and feel individually and collectively. The pragmatism paradigm does not adhere to any specific philosophical system (Mackenzie & Knipes, 2006). Subjective and objective techniques are not mutually exclusive under this paradigm, therefore ontology, axiology, and epistemology can all be used to explain social issues (Wahyuni, 2012). Despite the fact that significant work has gone into understanding positivism and interpretivism as paradigms throughout the years, the lack of pragmatism in studies has hampered knowledge of pragmatism as a social science philosophy (Morgan, 2014).

The world was viewed through the lens of positivism in this study. Positivism is a paradigm for examining social reality using natural scientific methods, and is often associated with quantitative research (Bryman & Bell, 2012). As a consequence, scientific methods are seen as the only means of ascertaining the truth. One core idea of positivism has been that the reality exists outside the researcher's control, and that the scholars should attempt to define its attributes using objective methods rather than subjective ones such as intuition or emotion (Easterly-Smith et al., 2002). According to positivists, the purpose of knowledge is to explain, evaluate, and foresee happenings, and to manage and improve them (Bak, 2004). According to Bryman et al. (2014), positivism includes the following principles:

- The epistemology of Positivism is objectivist in nature, encouraging the progress of science through objective observation of observable social reality (Flowers, 2009). The acquired knowledge can enhance society's objective comprehension of the world (Edirisingha, 2012).

- According to Guba and Lincoln (1994), positivism's ontology is known as naive realism, and it holds that reality structures exist independently of researchers (Dammak, 2015). This reality is distinct, definite, and unchangeable regardless of time or situation (Chilisa & Kawulich, 2012).
- The axiological imperative of positivism is that investigation must be devoid of values and human perspectives since entities in reality are independent of the researcher (Prat, 2018).

The objective of structuring the paradigm in the study literature is to emphasize the researcher's viewpoint and justify the study technique, which is based on past research. Furthermore, the positivist worldview is the effective research method since it permits more quantitative study, whereas the interpretivism paradigm permits more qualitative research. Furthermore, this study used a deductive approach and signalling, a theory based on well-known theories such as signalling theory that involves the sender determines how the information should be transmitted and the recipient choose how to comprehend the information (Moorthy et al, 2017). The assumption behind this thesis was that by engaging in practices that are positively recognized by society in their day-to-day operations, immigrant business owners can influence changes in how they are perceived by society as a whole. If immigrant-owned firms integrate social responsibility and ethical principles in their information packages, native South Africans and authorities will see the immigrant-owned business as a good place to work, which will positively improve their resilience (Batt, 2016).

3.3 Research design

The literature views research design as a roadmap and proposes a definition of the term. for instance, Kothari (2004), describes research design as study blueprint that influences hypotheses formulation, the collection of data, and different statistical techniques used to analyse data in order to improve the importance of the research. In its simple form the author (Kothari, 2004) argue that it used as a roadmap for conducting research. It allows the researcher to put the concepts described in the previous chapter's conceptual framework to the test (Chapola, 2016). According to Bryman and Chime (2011), there are five types of research designs: longitudinal design, comparative design, cross-sectional design ,case study design, and field experimental design. Field experiments are uncommon in business and management research due to worries about the requisite degree of control while dealing with organizational

behaviour. Due to time restrictions, longitudinal design is seldom used in management research (Bhattacherjee, 2012). Case study design is common in business and management studies (Bryman and Chime, 2011). It comprises a thorough study into a specific occurrence, such as a single company, location, person, or incident. In contrast to a case study, a comparative design involves examining two or more opposing cases. It emphasizes comparisons, claiming that contrasting two or more situations might help us better comprehend social processes (Bryman and Chime, 2011).

This research adopts a cross-sectional design. Both independent and dependent variables were evaluated simultaneously in a given timeframe using a questionnaire. A longitudinal design is the inverse of a cross-sectional design (Bhattacherjee, 2012). Cross-sectional research, according to Cooper and Schindler (2006), provide the following benefits for the scholar: they have a higher response rate from participants than longitudinal research, cuts time, and are less costly. Also, according to Bailey (1982), data from cross-sectional studies is more accurate than data from other research approaches since it is not affected by temporal lag. Moreover, the study will employ the previously mentioned research design due to the benefits listed above, but primarily due to the design's relationship to time, Unlike longitudinal research, cross-sectional research allows data to be collected from a group of people in a specific area at a certain moment over a brief span of time (Wahyuni, 2012). As previously stated, the study would be quantitative. Quantitative research, according to Malhotra and Peterson (2006), is a means for numerically changing data acquired mathematically and scientifically in a significant way through the use of SPSS or other statistical software. Quantitative research provides answers to questions about relationships between quantifiable items in order to better understand, project, and manage a phenomenon (Mathews and Ross, 2010).

3.4 Population, sample estimation and sampling method

3.4.1 Population

The population of this research consisted of immigrant entrepreneurs in Johannesburg, South Africa. Tengeh (2015) claims that the demographic characteristics and population of immigrants in South Africa's informal economy are poorly understood. Overall amount of people that manage informal businesses in South Africa declined from 2,3 million in 2001 to 1,1 million in 2009, before rising to 1,5 million and 1,8 million in 2013 and 2017, respectively,

according to the Department of Statistics South Africa (stats SA, 2017). More than 95 percent of non-VAT registered business owners only have one business. And according to study, Gauteng had the greatest percentage of unregistered businesses (28.6 percent), trailed by Limpopo (16.5%) and KwaZulu-Natal (16.5%). (13.5 percent) (South African Statistics, 2017).

According to statistics, 28.6 percent of 1,8 million is 514 800 informal businesses; additionally, it is estimated that 60 percent of Gauteng's (meaning 60 percent of 514 800 informal businesses) informal businesses are in Johannesburg (Department of trade and industry, 2011); in other words, Johannesburg has 308 880 informal businesses. This underlined the city's importance as a commercial and industrial center. Due to the lack of an accurate estimate of the number or proportion of immigrants working in the informal sector economy, the study utilized Johannesburg's 308 880 informal population (60 percent of the 28 percent of 1,8 million) as the target persons for this research.

This study focused on immigrant entrepreneurs in Johannesburg, Gauteng's largest city, which has seen considerable changes in terms of business, residential landscape, and commercial mix over the last few decades. Furthermore, the study of immigrant entrepreneurs in Johannesburg is particularly intriguing because the city has been the epicenter of the majority of recent international migrant flow into South Africa, and foreign migrants have taken over substantial parts of the city's informal sector (Tengeh, 2015).

3.4.2 Sample size estimation

Among the most important parts of any empirical study is the sample size. The power of statistical tests of significance is reduced when the sample size is too small (Hair, Anderson, Tatham, & William, 1998). A sample must be representative of the full target population to be acceptable. Because the standard error falls as the sample size grows, a high sample size helps to reduce sampling variance. A sample, according to Bless, Higson-Smith, & Kagee (2006), is a group of persons drawn from a statistical population who have characteristics in common with the population from which they were inferred. According to Stats SA, the informal sector in Johannesburg has 308 880 informal entrepreneurs, as previously indicated (2017). Because precise estimates of the number or proportion of immigrants working in the informal market economy are difficult to obtain, the study will focus on Johannesburg's 308 880 informal population. Scholars have supplied a diverse set of equations, which are sometimes difficult to

respond. Yamane (1967) introduced a novel sample size calculation formula. The sample size for this survey was calculated using Yamane's (1967) technique, which decided which of the 308 880 persons the researcher should take for the study. The researcher will also use the web platform Raosoft to obtain a second sample size estimate, as shown in the table below.

Table 1: sample calculation

YAMANE'S FORMULA	ONLINE PLATFORM RAOSOFT
N= 308 880 e_2= 0.05^2 $n= N / \{1 + N (e^2)\}$ Therefore $n= 308\ 880 / \{1 + 308\ 880 (0.05^2)\}$ n= 399.68 = 400	With a: Confidence level = 95% Margin of error = 5% Population= 308 880 Response distribution = 50% n = 350(Raosoft)

Yamane's (1967) equation and Raosoft were used to estimate 375 informal immigrant entrepreneurs, and questionnaires were sent to collect relevant data. Due to the current pandemic and university education, the sample was reduced to 200 informal immigrant company owners. Table 2 summarizes and examines the biographical information of the research participants, such as age, sexual orientation, language, most remarkable intellectual skill, and so on...

Table 2: Sample demographics

Type of responder description	Individual immigrant entrepreneur
Number to be sampled,	According to our calculation 200 immigrants
Language	English
Level of education	No specific level was required
Gender	Any gender
Age	Any adult or individual above the age of 18

3.4.3 The sampling frame

A sampling frame, according to Babbie (2005), is a list of units that make up a sampling ration or the percentage of items in a population that are chosen to be in a sample, and a population is the population from which a sample is collected. Because of the nature of the informal sector, there was no official record or list of immigrant entrepreneurs selling goods in the informal sector of Johannesburg, therefore no sampling frame was used. The researcher only relied on the population of informal entrepreneurs in Gauteng as presented by the Department of Statistics South Africa.

3.4.4 Sampling Method

Probability sampling, according to Wagner et al. (2012), is designed to guarantee that all interested parties have the same chances of being chosen. As a result, representation is less likely as compared to non-probability sampling. The key component of probability sampling, according to Curwin and Slater (2008), is that it is designed in such a way that each person has the same chance of being included. The researcher has no say in the process of identifying and selecting people. As previously stated, random sampling assures representativity by selecting a sample from the total population at random (Wagner et al., 2012). Leading to a shortage of a sampling frame of informal immigrant business owner working within Johannesburg, the study employed a convenience sample approach. The term " convenience sampling method" refers to how people are chosen based on their closeness and accessibility to the researcher (Buck et al, 2009).

convenience sampling approach offers numerous advantages, including increased efficiency and cost savings, to name a few. However, adopting this sample technique procedure increases the likelihood of testing errors during data collecting (sampling error) but also the risk of bias. Sweetman et al. (2010) urge that the sample size of the study be increased first to reduce technical barriers, since increasing the sample size brings the sample closer to the whole population. As a result, there is a greater likelihood of obtaining accurate information. Second, the model must explicitly address the full population; moreover. the rate portrayal of sex, race,

and age of the sample must perfectly reflect the population. Furthermore, no overall conclusion will be drawn from this study due to the sampling approach (Buck et al, 2009).

3.5 Data collection method

The refusal of immigrant business owners to disclose personal information with outsiders and researchers made data collection difficult. Because prior research had trouble getting data from informal immigrants business using internet questionnaires, surveyed questionnaires were employed to obtain data (Chaganti and Greene 2002). While the later takes longer than other data collection methods like online and telephone surveys, it improves response rates by decreasing incompleteness, frequent misunderstandings, and potentially incorrect replies (Lavrakas 1993). Furthermore, the type of information sought by a researcher influences the method used to gather data. The current study employed a survey technique, which allows for the collecting of data from multiple of people quickly. Questionnaires or interviews can be used in surveys; the data for this study was acquired using a questionnaire. This data gathering approach is commonly used in cross-sectional research, but it is not limited to them. Questionnaires were distributed to immigrant company owners and then returned once completed. Some of the key benefits of employing surveys, according to Wyse (2012), are that it is simple to conduct, customizable, effective, and inexpensive, It facilitates in the gathering of data from a large number of people and can provide reliable results. However, the author (Wyse, 2012) likewise discusses some of the drawbacks of surveys, such as the likelihood of respondents providing incorrect information, forgetting some answers, or submitting incomplete questionnaires. Despite the limitations of surveys described above, the method is nevertheless widely used by academics.

As previously indicated, consent forms were utilized to protect respondents, after reading an informed consent form, respondents were asked to sign it. To protect anonymity and confidentiality, respondents were asked not to sign their names on the survey surveys. To protect anonymity, cover letters and consent forms were attached to the survey instrument but were removed once the survey was finished. To guarantee that data for this research was obtained anonymously, each questionnaire only asked for the following information: age, gender, education, location, business age, year in the nation before engaging in entrepreneurship (YBEE), and type of service or business. Because of the pandemic's origin, the researcher followed WHO rules to ensure the safety of participants, which were as follows:

- Keeping at 2 meters distance.
- Measuring participant's temperature before proceeding any further.
- Sanitize participant's hand before handing the research instrument.
- Sanitize the writing instrument after before and after being used.
- Use of mask.

The researcher planned to contact a sample of 375 informal entrepreneurs, however due to the current epidemic and university policies, the goal was lowered to 200 informal immigrant entrepreneurs. A total of 200 surveys were distributed to immigrant businesses, with 190 replies for a 95% response rate. Baruch (1999) used 141 publications spanning 175 unique experiments to investigate what a respectable response rate in academic studies may and should be. The average response rate was 36%, with a 95% confidence interval of 36% to 55.6 percent.

3.5.1 Primary and secondary data

Researchers use a range of data gathering strategies due to the type of construct (- quantitative or qualitative) or study approach used. According to Hox and Boeije, the researcher collects primary data from a direct source (2005). Data can be gathered through interviews, questionnaires, and observation (Hox and Boeije, 2005). This research was based on real survey data acquired through a standardized questionnaire technique. The researcher will hand out surveys to immigrant entrepreneurs in the CBDs of Johannesburg, Randburg, and Yeovil. Secondary data, on the other hand, will be collected from sources outside the survey distribution. For example, the Cronbach's alpha (reliability) values of the study's questionnaire were all drawn from previous research. This study's secondary data will come from earlier literature, such as published publications. These are the study's secondary data (Hox and Boeije, 2005).

3.6 Location for data collection



Figure 3: Johannesburg city adopted from: *Arias and J. E. S. S. I. C. A. (2019*)

This study employed a convenience sampling method (non-random). This is due to the fact that the study's target sample is from Johannesburg's informal sector (see figure 3), which is not supervised by the government, and not every immigrant entrepreneur will be interested in participating. Furthermore, the study used a standardized questionnaire to collect data directly from immigrant firms (reference in the Appendix); the researcher travelled to Yeovil CBD, Randburg CBD, and Johannesburg CBD to conduct surveys with immigrants business owners in the aforementioned districts. The tool will outline the purpose of the study while also assuring participants that their information will be kept entirely confidential. It also provided participants the option of pausing their reading at any time. The responses was included into the data set and ready for analysis once the surveys were completed.

3.7 Measuring instrument

This study employed a standardized questionnaire to acquire information from research participants during data collection. The study's measuring equipment examined the seven variables that were the focus of the study. Since no previous research on these seven characteristics had been conducted, independent measures were integrated to create a single Likert scale instrument that measured all seven factors. The 7-point Likert is a type of summarized rating scale that consists of statements that indicate whether the study subject is positive or negative (Tustin et al, 2005; Cooper & Schindler, 2001). Responses are assigned a

number score that indicates their amount of optimism. It is possible to compare the respondents' response from a well-defined population or sample. Quantitative statistics can be derived from qualitative data on an ordinal scale using a Likert scale. This is the most often used scale in research study, and it is frequently used in surveys. Respondents should identify their level of agreement with a message while answering a Likert questionnaire item. The next section describes the instrument's sections pertaining to each of the five variables (for an example of the instrument used, see Appendix). The first portion consisted of investigation questions designed to see if there was a link between the constructions and the collection of behaviors. The investigation focused on the following topics:

- Philanthropy construct

  This variable was evaluated using a five-item scale and a Cronbach's alpha of 0.75, as recommended by Schuyt et al (2004). The philanthropy questionnaire was developed with the help of a sample of 1,316 people and was thus declared appropriate for this research. On a seven-point Likert-type scale ranging from 1 (strongly disagree) to 7 (strongly agree), participants were asked to respond. The participants' scores for each subscale were determined by the average of the items, with higher scores indicating higher levels of the relevant construct.

- Ethic construct

  This variable was assessed using a five-item scale adapted from Grobler, A. (2016) and it had a Cronbach's alpha of 0.75. The ethic questionnaire was designed using a sample of 1 260 employees from 21 South African firms, with 60 individuals chosen at random. As a result, it was deemed appropriate for this research. Respondents of the study were asked to react on a seven-point Likert scale ranging from strongly disagree to strongly agree. The average of the items was used to calculate the participants' scores for each subscale, with higher scores indicating higher levels of the associated construct.

- Ubuntu construct

  The construct was assessed with a five-item scale adopted from Molose (2019); the construct had a Cronbach's alpha of 0.931 based on its prior use (Molose, 2019).

Because the Ubuntu questionnaire was constructed using a sample of 212 frontline managers, the scale was deemed adequate for the study. Participants in this study were asked to react on a seven-point Likert-type scale ranging from 1 (strongly disagree) to 7 (strongly agree) (strongly agree). The average of the items was used to calculate the participants' scores for each subscale, with higher scores indicating higher levels of the associated construct.

- Individualism construct

  This variable was assessed using a four-item scale produced by Yoo et al. (2011), which was based on Hofstede's (1980) work and has been used in several studies of national cultures (Chand and Ghorbani 2011; House et al. 2001), with a Cronbach's alpha of 0.85. Because the Individualism questionnaire was designed using a sample of 100 immigrant entrepreneurs in Italy, the scale was deemed adequate for this research. Respondents were asked to respond using a seven-point Likert scale ranging from strongly disagree to strongly agree. The average of the items was used to calculate participants' scores for each subscale, with higher scores indicating higher levels of the relevant construct.

- Masculinity construct

  Like the individualism construct, Yoo et al. (2011) developed a four-item scale based on Hofstede's (1980) work that has been used in a number of national culture studies (Chand and Ghorbani 2011; House et al. 2001). based on the author's (Yoo et al., 2011) work the construct had a Cronbach's alpha equal to 0.86. The scale was deemed sufficient for the research because it was built using a sample of 100 immigrant entrepreneurs in Italy. Respondents were asked to evaluate their reactions on a seven-point Likert scale from strongly disagree to strongly agree. The participants' scores for each subscale were derived by taking the average of the items, with higher scores indicating higher levels of the relevant concept.

- Awareness construct

  According to Dzomonda and Fatoki, the construct was evaluated using a four-item scale and a Cronbach's alpha of 0.75. (2018). The awareness survey was chosen for this study

because it has recently been used with a sample of 172 settler company visionaries in the casual area. Respondents were asked to rate themselves on a seven-point Likert scale ranging from strongly disagree to strongly concur. The members' scores for each subscale were calculated by taking the average of the objects, with greater scores indicating higher levels of the applicable idea.

- Resilience construct

  The construct was assessed using a four-item scale developed by Biggs (2011) with a Cronbach's alpha of 0.76. Because the resilience questionnaire was created using a sample of 47 competitive Australian tourism companies, the scale was deemed adequate for the study. Participants were invited to express their feelings using a seven-point Likert-type scale ranging from 1 (strongly disagree) to 7 (strongly agree). Participants' scores for each subscale were calculated using the average of the items, with higher scores indicating higher levels of the relevant construct.

The questionnaire's second portion included demographic questions about the entrepreneur or business owner. The number of years in business, the type of business, gender, age, location of origin, and the owner's qualifications were all considered. Closed multiple-choice single-response questions were used to obtain this demographic information.

Table 3: Research Instrument

Number	Construct	Data Type	Cronbach's Alpha	Literature	As located in the research instrument
1	Philanthropy	Scale	0.75	Schuyt et al. (2004)	Q1, Q2, Q3, Q4, Q5
2	Ethics	Scale	0.75	Grobler (2016)	Q6, Q7, Q8, Q9, Q10
3	Ubuntu	Scale	O.93	Molose (2019)	Q11, Q12, Q13, Q14, Q15
4	Masculinity	Scale	0.86	Yoo et al. (2011)	Q16, Q17, Q18, Q19
5	Individualism	Scale	0.85	Yoo et al. (2011)	Q20, Q21, Q22, Q23
6	Awareness	Scale	0.75	Dzomonda and Fatoki (2018)	Q24, Q25, Q26,
7	Resilience	Scale	0.76	Biggs (2011)	Q27, Q28, Q29, Q30

3.8 Data analysis

The procedures used for quantitative analysis of data acquired for this study are detailed in the following sections.

3.8.1 Descriptive statistic

Descriptive analytics is a sort of statistic that describes the flow of data; it can also describe a sample or the complete population. This study used three forms of descriptive statistics: central dispersion variability and frequency distribution table (Evans, 2010).

3.8.2 Inferential statistic

Most studies attempt to identify whether or whether there is a relationship between variables in the real world, rather than just in their sample. Based on sample data, inferential analysis has been used to draw conclusions about the population (Durrheim, 1999). This is due to the fact that researchers only know about the sample used to produce the population, not the full population. As a result, reliable inferences must be drawn from the sample data. Estimation, prediction, and hypothesis testing are all part of inferential statistics (Leedy, 1982). To examine the relationship and draw suitable conclusions, the researchers used structural equation modeling (SEM) software (Amos) and SPSS.

3.8.2.1 Analysis of variance

ANOVA is a measurable device used to explore the impacts of absolute factors on a constant variable while controlling for the impacts of other continuous variable that co-shift with it (Cooper and Schindler, 2006). Furthermore, according to Dion (2016), the Analysis of Variance (ANOVA) can also be characterised as a versatile statistic method that analyzes for differences in various groups of means while also breaking down the variability of a collection of data into its component causes of variation. In this research, ANOVA was utilised to inspect whether suppositions about the connection between the demographic variable and the autonomous variable versatility and different variables are significant. As previously stated, one of the study's goals was to examine demographic parameters in relation to immigrant entrepreneur resilience and other independent variables (Awareness). Gender, education, product type, business age, year in the country before beginning a business (YBEE), and

country of origin were all important demographic factors. ANOVA was used to compare the variability in resilience across these different groups as well as within each group. ANOVA is used to compare the variation in scores across different groups and within each group. Demographic factors were investigated in two groups, each of which is discussed in length in chapters 4 and 5.

3.8.2.2 Structural equation modelling (SEM)

In this research, structural equation modeling was utilised to test the speculations expressed (H1, H2,H3...) in Chapter 2. While linear regression could have assisted the researcher in testing and determining the association between variables, it has a few drawbacks when contrasted with SEM. As per Dion (2016), SEM outperforms regression in the following ways:

- In many models, a dependent variable in one relationship is transformed into an independent variable in another. Regression is useless in this scenario, necessitating the usage of hierarchical regression.
- In multiple regression analysis, the issue of multi-collinearity is a concern, however this issue may be simulated and so analyzed in SEM. SEM can be used to model predictor variable correlations, resulting in a much more precise predictor-dependent coefficient.
- One more benefit of SEM as per Smith (2004) is that SEM produces generally model coefficients on the double, permitting you to assess the significance and strength of a particular relationship with regards to the whole model.
- The use of inert factors in SEM reduces evaluation errors, resulting in more reliable coefficients. This is because the observed score fluctuation increases to include all out of the normal change, novel difference, and error fluctuation, but only the normal fluctuation is stored in the inactive variable.

As indicated by Kelloway (1998), one essential justification behind utilizing SEM is its capacity to plan and address complex information issues. SEM can likewise be utilized by the analyst to indicate primary connections between idle factors (Kelloway, 1998). SEM's essential weakness when contrasted with other multivariate procedures is its intricacy. Besides, it can't decide the directionality of relationship (Anderson and Gerbing, 1988; Kelloway, 1998). In light of the previously mentioned drawbacks of linear regression versus the advantages of

SEM, the utilisation of SEM was legitimate for this research. SEM can be performed utilising one of three sorts of factual programming. These are LISREL, AMOS, and EQS. The initial two are overseen by SPSS.

3.9 Validity

Bryman et al. (2014) define validity as "the integrity of the results drawn from a piece of research." In other words, validity enables us to determine methods that indicate the extent to which measurement score disparities represent true variances in qualities among individuals, groups, or conditions (Bryman et al., 2014). They are utilized to quantify or reflect genuine contrasts in a similar individual or gathering, as opposed to as steady or irregular blunders. An exploratory variable investigation was utilized to guarantee the legitimacy of the instrument (Bryman et al., 2014).

To determine whether or not the instrument that was employed was valid, exploratory factor analysis was utilized. The purpose of exploratory factor analysis is to identify those aspects of a given concept that are most strongly associated with the construct being study. The goal of factor analysis is to determine the minimum number of constructs required to make an accurate replica of the original data (Gorsuch, 1997, p. 533). Consequently, validity is concerned with the efficiency of the instrument. According to Leedy (1982), the body of research defines six different categories of validity:

- Construct validity, that is concerned about the extent to which the construct itself is measured.
- Content validity, it evaluates the precision with which a certain instrument examines the aspects that are being investigated.
- Criterion validity, it evaluates the effectiveness of the instrument in relation to a set of standards that have been established in advance.
- External validity, it investigates whether or not the findings may be applied to a wider population.
- Face validity, it addresses the issue of whether or not the instrument is measuring what it claims to measure.
- Internal validity, it aims to determine that the changes in the dependent variable are a consequence of the effect of the independent variable rather than the way in which the

study was carried out to rule out the possibility that the research itself caused the changes.

The research instruments that were utilized in this study were changed from previous research to address the issues highlighted above regarding the validity of the instruments. In a different setting, how can one determine if the conclusions of a certain investigation can be trusted to represent the "reality" of the situation? This research will attempt to address truth value to some level by ensuring that there are close parallels maintained between the quantitative data and the analysis of these data.

3.10 Reliability

The expression "reliability" alludes to the consistency of the research results as well as the degree to which information assortment processes give steady outcomes (Easterby-Smith et al., 2008). As indicated by Wagner et al. (2012), it very well may be difficult to foster an instrument that ceaselessly creates similar outcomes each time it is utilized. This is since people's replies to the same inquiry may be impacted by their mood, health, memory clarity, and the current situation (Wagner et al., 2012). Robson (2002) identified four reliability threats: respondents' bias, respondent's error, investigator error, and investigator bias (Robson, 2002). As per Easterby-Smith et al. (2002), most scientists are worried that their stir won't hold up to investigation on the grounds that most examination can be tested on systemic grounds. An intermittent inquiry is whether the aftereffects of an examination attempted in one setting can be reliably copied assuming the exploration is reproduced with similar subjects in a similar setting (Robson, 2002). Respondents from various countries and regions in South Africa (such as Randburg and Yeovil) were employed to strengthen the study's homogeneity (Robson, 2002). To ensure reliability in this study, Cronbach's alpha was used to test reliability of the instrument.

3.11 Ethical consideration

Ethics, as indicated by Babbie et al (2012), is the process of conforming to the standards of a certain profession or group. The focus of research ethics is the joint effort that exists between the scientist and members while gathering data (Mack et al., 2005). While leading this research, the researcher came upon data secrecy guidelines set forth by the University of

Witwatersrand business school. The ethical concerns that guided the researcher while she conducted her research are listed below.

3.11.1 Written consent to research

When the researcher receives a letter of consent from the Witwatersrand Business School's Ethics Committee, the study will be carried out. In addition, each potential respondent received a WBS covering letter urging them to participate. Furthermore, by recognizing all sources, the researcher will ensure that no plagiarism occurs.

3.11.2 Voluntary participation

Intentional involvement, according to Rubbin et al (2016), alludes to a participant's ability to participate in research of his or her own free will, as no one should be coerced to do so. Participants in this study will be informed throughout that their participation is completely optional, and that they can withdraw at any stage if they are unable to continue with any of the outcomes (Rubbin et al, 2016).

3.11.3 Inform consent

Informed consent, according to Mack et al (2005), is a component that ensures that people understand the ramifications of participating in a study so that they can arrive at an educated conclusion about whether they wish to take part. Rubbin et al. (2016) argue that informed consent needs potential subjects or their legitimate experts to be provided with all adequate or possible knowledge on the study's objective, as well as the procedures employed during the investigation (Rubbin et al, 2016). Prior to participants' involvement in the research, the researcher thoroughly explained the research's aim and the participants' position in the inquiry. In addition, the individuals will be approached to sign an assent report expressing that their cooperation was deliberate (Mack et al., 2005).

3.11.4 Anonymity and confidentiality

Privacy is a fundamental moral principle, and maintaining secrecy is one approach to ensure that it is honoured. Anonymity, according to De Vos et al. (2011), means that no one, even the analyst, will be able to view any of the members during the data analysis. The authors (De Vos, et al., 2011) also claim that in order to maintain anonymity during data collection, analysis, and presentation of the study's findings, the researcher will not reveal any members' names or demographic data, such as address, work environment, individual attributes, or occupation (Yang et al, 2005). In addition, the respondents were advised that the information they provided to the researcher would be used just for this study and that their names would not appear on the research report or in any other form where the study would be discussed. The research report will not include the participants' real names; instead, aliases will be utilized.

3.11.5 Ethical clearance certificate

When doing research for a Master's degree at the University of the Witwatersrand, you'll have to go through a number of committees to make sure you're doing things the right way. The procedure of seeking Ethics Committee approval begins once the initial panel has given its permission to the proposal. To protect the respondent's privacy and identity, the application form includes questions about the procedure. Respondents should feel safe and comfortable during the data collection procedure. This is achieved by explaining to respondents that they can choose to opt out of taking part in the study (see Appendix D for an example of a participation request letter). The researcher had to receive permission or clearance from the Ethics Committee at the University of the Witwatersrand before it could proceed. The clearance of the study by the ethical committee is necessary in order to guarantee that the investigation will not produce conditions that might put the participants in danger of suffering mental or bodily damage (see Appendix B). Moreover, The topic that was selected for the study did not entail any kind of human experimentation, and the responders were guaranteed complete secrecy, thus there was very little danger that the participants would be harmed by taking part in the research. It was requested of the respondent, and they agreed to give it, but they insisted that they be allowed to maintain their anonymity.

3.12 Summary of the chapter

This part presented and examined the procedure utilized in this examination. The research's situation comparable to the various not entirely settled after the few examination ideal models were perceived and contended. The sampling procedure, research design, and study population were all considered. All of the research methods used in this study were explained in this chapter. Quantitative research methodologies based on the positivist research paradigm were used in this study. A survey was used to collect data, and the researcher travelled to Randburg and Johannesburg town to distribute the study instrument. The data was interpreted and analyzed using descriptive analysis, EFA, Anova, and SEM. Before being imported into SPSS and Amos for analysis, the data was gathered and coded in Excel. The instruments' dependability was determined using Cronbach's alpha coefficient.

CHAPTER 4

4 RESULT

4.1 Introduction

This part centers around information examination and presents concentrate on discoveries in light of respondents' answers to quantitative exploration polls. The chapter is broken down into three sections. The first stage entailed data preparation and analysis preparation. The second stage dealt with the respondents' personal demographics as well as all pertinent company information. There was also a descriptive examination of the concept used in this study. The third stage focuses on the inferential statistic, which is used to evaluate all of the hypotheses.

4.2 Stage One: Getting the data ready for analysis

This level is divided into four parts. The study's response rate is discussed in the first section, while data cleaning, screening for missing values, and numerous strategies for substituting missing values are discussed in the second section. The final section examines the measuring scales' validity and reliability, as well as the study's descriptive outcomes. The fourth segment focuses on normality testing.

4.2.1 Response rate

Immigrant entrepreneurs, as previously said, are typically reticent to share information with outsiders or researchers, making data assortment challenging. Information was obtained through face-to-face meetings because prior study had problems receiving difficulty collecting replies from respondents using survey online (Chaganti and Greene 2002). This is on the grounds that, while it takes more time than different information assortment techniques, for example, on the web and telephonic overviews, it assists with upgrading reaction rates while lessening inadequacy, successive false impressions, and possibly mistaken reactions (Lavrakas 1993).

The study investigated the resilience of immigrant entrepreneurs working in the informal sector in Johannesburg using a quantitative methodology and practical sample methodologies. The

sample size was set at 200 unregistered immigrant entrepreneurs, and 190 people responded, resulting in a 95% response rate. The researcher only used surveys with all of the items filled in the statistical analysis. Due to a significant number of missing or incorrect entries, around ten surveys were discarded. When dealing with missing data, expectation maximization was used to identify if values were missing randomly or non-randomly. The expectation maximization technique was utilized as an imputation tool after it was discovered that values were missing at random.

4.2.2 Data screening

Most statistical studies fail when there are missing pieces, outliers, or non-normal data. Amongst the most important components of attaining maximum quality results is guaranteeing that data is of top notch and has been completely investigated for whatever might open the researcher to wrong information. Data screening, according to Schumacker and Lomax (2004), is a significant stage in the data examination process. Here are a few instances of what was checked and how the dataset was used to improve data quality.

4.2.2.1 Consent

According to the researcher, the respondent accepts that his or her involvement in the research is voluntary, furthermore, the respondent additionally concur that the person in question is 18 years old or more, and that the individual knows that she or he can quit the review whenever and under any circumstance by reading the research explanation. As a result, it's presumed that everyone has read the study and accepted to take part.

4.2.2.2 Dealing with missing values

participating in the collection of data is completely discretionary, as respondents might pull out at any second during the research's data assortment under any circumstance and without punishment. Furthermore, when attempting to gather comprehensive data sets, researchers and analysts routinely run upon holes (information). Respondents might neglect to address an inquiry during an extended review; mechanical blunders in exploratory cycles could prompt information not being caught; and respondents may likewise practice their right not to answer to a delicate examination request (for instance, sexual lead). The total number of items on the research instrument for this study was 34 (questions to be answered by participants). Table 4

illustrates the items that were not answered and the frequency with which they were not answered by participants who did not complete the research instrument entirely. However, just because this study has missing numbers does not mean we should disregard the data we do have (even though it occasionally makes factual troubles).

Table 4: Missing Data

Missing Data					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	166	92.2	92.2	92.2
	1	10	5.6	5.6	97.8
	2	1	.6	.6	98.3
	3	2	1.1	1.1	99.4
	4	1	.6	.6	100.0
	Total	180	100.0	100.0	

Table 4 shows the frequency of missing values per study instrument, or how many items or questions were not completed for each questionnaire given to a participant. According to table 4, only 166 (or 92.2 percent) of the 180 individuals approached fully participated and completed the entire research instrument from the first to the final question. The table shows that 10 (5.6 percent) participants did not complete one question on the research instrument, 1 (0.6%) person did not complete two of the research instrument's questions, 2 (1.1%) individuals did not complete three of the research instrument's questions, and 1 (0.6%) participant did not complete four of the research instrument's questions. Before using any imputation approaches, you must first determine whether these variables were missing randomly or nonrandomly.

There are a variety of methods for determining whether values were missing randomly or non-randomly before analysis, and this study used one of them to see if values were missing randomly or nonrandomly. The Little ‘s MCAR was used. MAR (missing entirely at random), MCAR (missing completely at random), and MNAR (missing not at random or nonignorable) are the three types of characterization of missing data. MVA (Missing Values Analysis) is an SPSS function that is aimed to uncover patterns of missing values and replace them in the data

set. To do so, the first step was to evaluate if they were absent in a random or nonrandom manner using the MCAR test. Table 5 summarizes the findings of the missing values study.

Table 5: Expectation Maximization Means

EM Means[a]											
Philant_1	Philant_2	Ethic_1	Ethic_2	Mascu_1	Mascu_2	Ubun_1	Ubun_2	indiv_1	indiv_2	Res_1	Res_2
2.15	1.78	3.59	3.69	1.33	1.43	1.34	1.20	3.38	3.36	1.53	1.58
a. Little's MCAR test: Chi-Square = 284.452, DF = 333, Sig. = .975											

Table 6 is a condensed version of table 50 in the appendix; It demonstrates that the Chi square is 284.452, the degrees of freedom are 333, and it is statistically insignificant (p-value (0.975) is more than 0.05). The null hypothesis cannot be rejected because it is not statistically significant. This failed rejection indicates that data are missing at random, allowing an imputation technique like the Expectation Maximization technique or the series mean to be used. Study made use of the Expectation Maximization technique. A disadvantage of the Expectation Maximization technique, according to Mustafa et al. (2011), is that it is biased because the error is not included in the newly produced dataset, therefore the analysis based on the dataset provided through Expectation Maximization technique has an improper standard error, making it inappropriate to test hypotheses. Furthermore, when the dataset with the imputed value is evaluated using inferential techniques, the bias is larger. However, when utilizing inferential approaches, EM data can be used, although it is not encouraged. Kang (2013) suggests that inferential approaches can be used to evaluate EM data if the amount of missing data is small (the author (Kang, 2013) indicated 2%), but that the results should be interpreted with caution. Looking at tables 6 above and 78 in the appendix, the percentage of missing data in this study is less than 2%. As a result, the Expectation Maximization (EM) technique was utilized for this exercise; table 7 shows the dataset after the expectation maximization technique was applied.

Table 6: dataset after EM imputation technique

Dataset after EM imputation technique					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	180	100.0	100.0	100.0

4.2.3 Validity and reliability of the research instrument

4.2.3.1 validity

The measure's validity was done utilizing EFA. EFA method was utilized to determine the items that were most firmly connected with concept under consideration. Factor analyst is utilized to perceive what a small number of designs are expected to reproduce the first information (Gorsuch, 1997). The objective is to lay out a stacking design that mirrors every one of the components that should gauge the same thing (Cooper and Schindler 2009). Nonetheless, the fact that items cluster under a variable does not imply that the survey tool is estimating the construct it was designed to measure. EFA essentially reveals which components are piled together beneath an element rather than the expected construction. Cooper and Schindler (Cooper and Schindler 2009).

Table 7: Total variance explained

Total Variance Explained							
	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings[a]
Factor	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
1	7.153	26.494	26.494	6.815	25.242	25.242	4.093
2	3.284	12.165	38.659	3.056	11.319	36.561	4.351
3	2.589	9.588	48.247	2.139	7.921	44.483	2.852
4	2.190	8.111	56.358	1.917	7.102	51.584	4.161

5	1.669	6.180	62.538	1.382	5.120	56.704	3.926
6	1.565	5.796	68.334	1.171	4.336	61.040	2.202
7	1.041	3.854	72.189	.705	2.613	63.653	4.948
8	.884	3.272	75.461				
Extraction Method: Principal Axis Factoring.							
a. When factors are correlated, sums of squared loadings cannot be added to obtain a total variance.							

Table 7 is a consolidated rendition of table 81 in the reference section, with just a subset of Eigenvalues. Eigenvalues address the whole fluctuation made sense of by a component. Table 7 shows that factors 1 to 7 record for 72.189 percent of the fluctuation among things: Variance altogether (in the dataset)

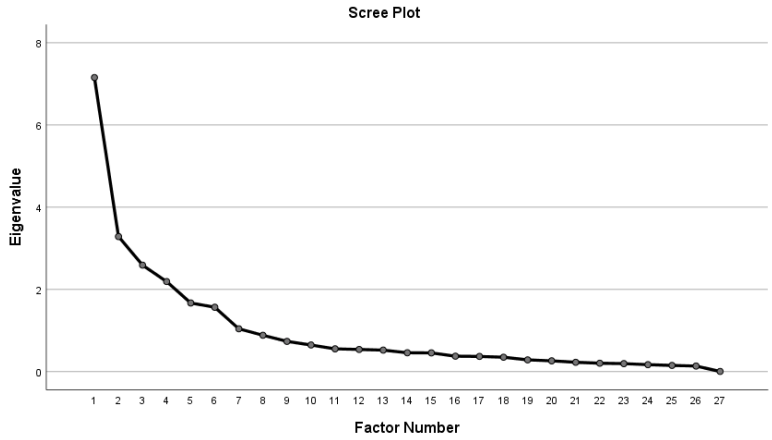


Figure 4: scree plot

The scree plot in Figure 4 backs up what table 7 says. The scree plot plainly uncovers seven elements with Eigenvalues multiple, yet any remaining potential parts with Eigenvalues short of what one was left in.

Table 8: Factor correlation Matrix

Factor Correlation Matrix							
Factor	1	2	3	4	5	6	7
1	1.000	.284	-.090	.363	.260	-.086	.410
2	.284	1.000	.066	.395	.439	-.075	.531

3	-.090	.066	1.000	.013	.146	.067	.043
4	.363	.395	.013	1.000	.335	-.135	.464
5	.260	.439	.146	.335	1.000	.110	.500
6	-.086	-.075	.067	-.135	.110	1.000	-.090
7	.410	.531	.043	.464	.500	-.090	1.000

Extraction Method: Principal Axis Factoring.

Rotation Method: Promax with Kaiser Normalization.

The primary axis factoring extraction method was chosen, and the Promax rotation approach was chosen. This is due to the fact that variables are related to one another, as illustrated in table 8: The correlation matrix of components, and factors with a correlation coefficient more than 0.32 indicate that the researcher should use oblique rotation, according to Abdi and Williams (2010). This rotation is better for large datasets since it is more exact than a direct oblimin rotation. In addition, the Principal Axis technique was chosen since it allows for the analysis of both correlations and covariances. Table 52 in the appendix summarizes the findings of this investigation. Because the elements Ph5 (philanthropic item), Et5 (ethical item), and Ubu5 (Ubuntu item) were loaded under distinct variables, they were removed from this analysis. Table 80 shows the set of items before they were wiped (see Appendix A). The loading pattern is designed to show all its high stacks for items that are expected to measure a comparable structure, as previously stated. Because each collection of items loads into one separate component or factor, and the number of components was calculated using SPSS, this research instrument is deemed legitimate (Cooper and Schindler 2009).

4.2.3.2 Reliability

Philanthropic

The total variance explained by one component is 74.845, which is higher than the suggested 60% limit for philanthropic organizations (see table 9). Cronbach's alpha was likewise high at 0.884, according to Table 10: Reliability. Furthermore, Table 53 (Inter-item Correlation matrix) in the appendix shows how items correlate with one another, with the highest correlation being 0.763 and the lowest being 0.539. The fact that there is a connection between

items implies that they are evaluating the same variable, which is the participants' philanthropic efforts.

Table 9: Total Variance Explained of the philanthropic construct

Total Variance Explained						
	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Factor	Total	% Of Variance	Cumulative %	Total	% Of Variance	Cumulative %
1	2.994	74.845	74.845	2.686	67.157	67.157
2	.517	12.937	87.782			
3	.253	6.328	94.110			
4	.236	5.890	100.000			
Extraction Method: Principal Axis Factoring.						

Table 10: Reliability of the philanthropic construct

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.884	.887	4

Ethics

The total variance explained by one factor 69.639, it was above the recommended 60 per cent limit for philanthropic (see table 11). Table 12: Reliability indicates that Cronbach's alpha was also high at 0.854. Moreover, Table 54 in the appendix (Inter-item Correlation matrix) show how items correlate with each other, the highest correlation is 0.710 and the lowest is 0.437. The fact that there is correlation between items, it indicates that these items are evaluating one variable which is Ethical activities undertaken by participants.

Table 11: Total variance Explained of the ethics construct

Total Variance Explained						
	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Factor	Total	% Of Variance	Cumulative %	Total	% Of Variance	Cumulative %
1	2.786	69.639	69.639	2.398	59.948	59.948
2	.661	16.519	86.158			
3	.350	8.747	94.905			
4	.204	5.095	100.000			
Extraction Method: Principal Axis Factoring.						

Table 12: Reliability of the ethics construct

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.854	.854	4

Ubuntu

For ubuntu the total variance explained was slightly below the recommended 60 per cent limit, with 59.057 (see table 13). looking at Table 16: Reliability indicates that Cronbach's alpha was also high at 0.756. Moreover, Table 55 in the appendix A (Inter-item Correlation matrix) show how items correlate with each other, the highest correlation is 0.651 and the lowest is 0.165. The fact that there is correlation between items, it indicates that these items are evaluating one variable which is ubuntu.

Table 13: Total variance explained of the ubuntu construct

Total Variance Explained		
Factor	Initial Eigenvalues	Extraction Sums of Squared Loadings

	Total	% Of Variance	Cumulative %	Total	% Of Variance	Cumulative %
1	2.362	59.057	59.057	1.888	47.211	47.211
2	.898	22.449	81.506			
3	.419	10.470	91.976			
4	.321	8.024	100.000			
Extraction Method: Principal Axis Factoring.						

Table 14: Reliability of the ubuntu construct

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.756	.762	4

Individualism

Regarding the individualism dimension of culture, Tables below presents the total variance explained, and Cronbach's alpha score for the individualism dimension. The total variance explained by one factor is 68,622 (see table 15) indicating one construct is being measured. Looking at table 16, Cronbach's alpha was adequate at.846. Moreover, Table 56 in the appendix A (Inter-item Correlation matrix) show how items correlate with each other, the highest correlation is 0.651 and the lowest is 0.165. The fact that there is correlation between items, it indicates that these items are evaluating one variable which is individualism.

Table 15: Total variance explained of the individualism

Total Variance Explained						
	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Factor	Total	% Of Variance	Cumulative %	Total	% Of Variance	Cumulative %
1	2.745	68.622	68.622	2.352	58.789	58.789

2	.552	13.795	82.417			
3	.421	10.522	92.939			
4	.282	7.061	100.000			
Extraction Method: Principal Axis Factoring.						

Table 16: Reliability of individualism

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.847	.846	4

Masculinity

Looking at table 28, the total variance explained by one factor was above the recommended 60 per cent limit, with 71.782 (see table: 17). Table 18: Reliability indicates that Cronbach's alpha was also high at 0.836. Moreover, Table 57 in the appendix (Inter-item Correlation matrix) show how items correlate with each other, the highest correlation is 0.997 and the lowest is 0.360. The fact that there is correlation between items, it indicates that these items are evaluating one variable which is masculinity.

Table 17: Total variance explained of masculinity construct

Total Variance Explained						
	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Factor	Total	% Of Variance	Cumulative %	Total	% Of Variance	Cumulative %
1	2.871	71.782	71.782	2.690	67.254	67.254
2	.792	19.788	91.570			
3	.334	8.343	99.913			
4	.003	.087	100.000			
Extraction Method: Principal Axis Factoring.						

Table 18: Reliability of masculinity construct

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.836	.855	4

Awareness

Looking at table 19, the total variance explained by one was above the recommended 60 per cent limit, with 77.055 indicating only one counts the majority of the variance in the construct. Table 20: Reliability indicates that Cronbach's alpha was also high at 0.850. Moreover, Table 58 in the appendix A (Inter-item Correlation matrix) show how items correlate with each other, the highest correlation is 0.712 and the lowest is 0.586. The fact that there is correlation between items, it indicates that these items are evaluating one variable which is awareness.

Table 19:Total variance explained of awareness construct

Total Variance Explained						
	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Factor	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.312	77.055	77.055	1.985	66.163	66.163
2	.418	13.949	91.004			
3	.270	8.996	100.000			
Extraction Method: Principal Axis Factoring.						

Table 20:Reliability of awareness construct

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.850	.851	3

Resilience

looking at table 21, the total variance explained by one factor was above the recommended 60 per cent limit, with 70.881. Table 22: Reliability indicates that Cronbach's alpha was also high at 0.836. Moreover, Table 59 in the appendix A (Inter-item Correlation matrix) show how items correlate with each other, the highest correlation is 0.997 and the lowest is 0.360. The fact that there is correlation between items, it indicates that these items are evaluating one variable which is masculinity.

Table 21: Total variance explained of resilience construct

Total Variance Explained						
	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Factor	Total	% Of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.835	70.881	70.881	2.456	61.394	61.394
2	.464	11.598	82.480			
3	.390	9.761	92.240			
4	.310	7.760	100.000			
Extraction Method: Principal Axis Factoring.						

Table 22: Reliability of resilience construct

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.862	.863	4

4.2.4 Normality and outliers

The data was examined for normality using box plots and histograms. This was done to ensure that the distribution was normal and that no outliers were present. If the distribution deviates sufficiently from normalcy, West, Finch, and Curran (1995) propose taking corrective action;

the recommended carve seems to be the absolute value of kurtosis = 7 and skewness = 2 according to West et al (1995) The finishes of this study uncover that the entirety of the information's skewness and kurtosis are inside satisfactory limits, as proposed by West et al (1995). For all suitable trials, bootstrapping with 1,000 iterations was used to compensate for any anomalies in the data.

4.2.4.1 ***Philanthropic***

The descriptive statistics for Philanthropic are shown in Table 23, which include skewness and kurtosis. Four factors were used to evaluate the worth of philanthropy. A cursory look at the means indicates that majority of the participants agreed. Figure 5's histogram uncovers that the information is around ordinary. The worth of kurtosis and skewness values were all inside West et al. (1995) showed ranges, as well as the crate plot in Figure 6 uncovered no likely anomalies.

Table 23: Statistics of philanthropic

Statistics					
		Philanthropic 1	Philanthropic 2	Philanthropic 3	Philanthropic 4
N	Valid	180	180	180	180
	Missing	0	0	0	0
Mean		5.13	5.07	5.20	4.61
Std. Deviation		1.809	1.819	2.014	2.030
Variance		3.272	3.309	4.054	4.122
Skewness		-.749	-.854	-.798	-.307
Std. Error of Skewness		.181	.181	.181	.181
Kurtosis		-.557	-.340	-.807	-1.386
Std. Error of Kurtosis		.360	.360	.360	.360

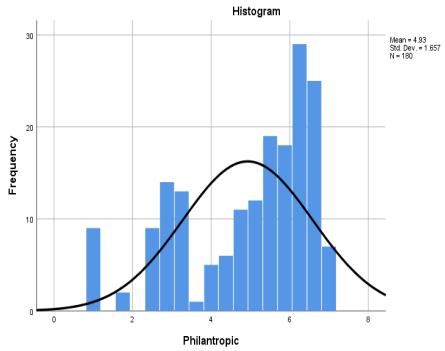


Figure 5: Philanthropic histogram

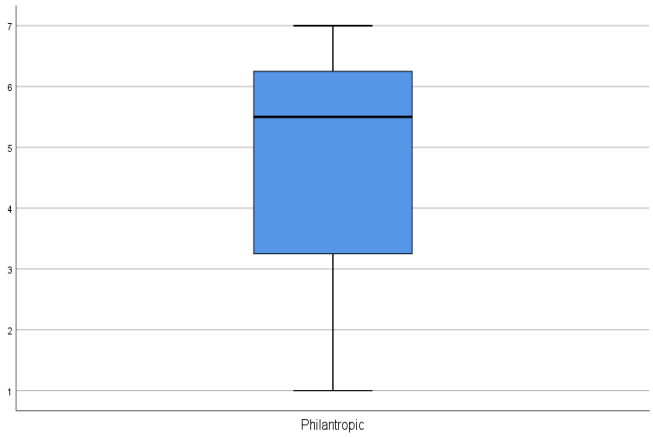


Figure 6: Philanthropic Box plot

4.2.4.2 Ethics

The descriptive data for the Ethics measure are shown in Table 24. Again, the standard deviations and means reveal a high level of consensus among responders. Respondents had high ethical values expectations, with a base mean of 4.02. The kurtosis and skewness readings were both inside satisfactory cutoff points. The crate plot in Figure 8 and the histogram in Figure 7 are realistic portrayals of the measurement. The histogram featured the likelihood of exceptions in light of the fact that the appropriation was slanted adversely.

Table 24: Statistics of ethics

Statistics					
		Ethics 1	Ethics 2	Ethics 3	Ethics 4
N	Valid	180	180	180	180
	Missing	0	0	0	0
Mean		5.34	4.56	4.02	4.86
Std. Deviation		1.996	2.287	2.237	2.180
Variance		3.985	5.230	5.003	4.752
Skewness		-1.171	-.285	-.183	-.824
Std. Error of Skewness		.181	.181	.181	.181
Kurtosis		.102	-1.539	-1.515	-.777
Std. Error of Kurtosis		.360	.360	.360	.360

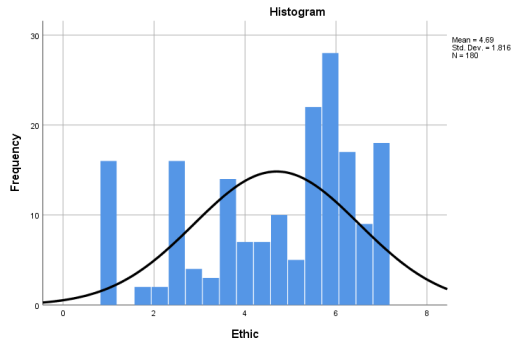


Figure 7: Ethics histogram

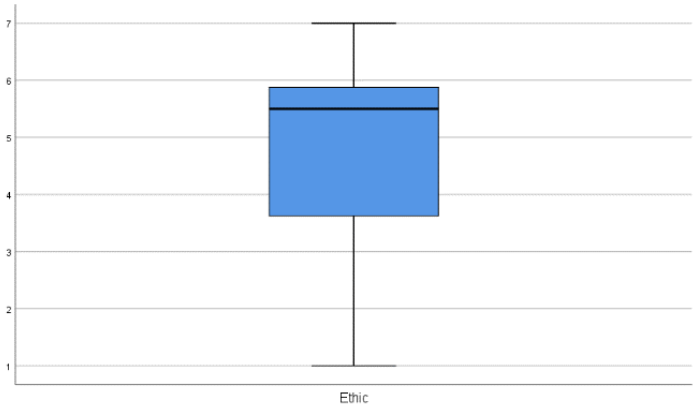


Figure 8: Ethics Box plot

4.2.4.3 *Ubuntu*

Table 25 shows the descriptive data for the ubuntu spirit among the respondents. The mean reveals a rather low level of agreement among the responders. Unlike the other metrics, which have average values above 4.5, Ubuntu has the smallest mean range of 3.82 to 4.1. This is an intriguing discovery, which will be examined in Chapter 6 in regard to literature. The data distribution is basically normal, with no potential outliers, according to the histogram in Figure 9 and the box plot in Figure 10.

Table 25: Statistics of ubuntu

Statistics					
		Ubuntu 1	Ubuntu 2	Ubuntu 3	Ubuntu 4
N	Valid	180	180	180	180
	Missing	0	0	0	0
Mean		3.98	4.41	3.82	4.36
Std. Deviation		1.968	2.048	2.201	1.918
Variance		3.871	4.194	4.843	3.680
Skewness		-.024	-.251	.096	-.246
Std. Error of Skewness		.181	.181	.181	.181
Kurtosis		-1.116	-1.261	-1.456	-1.052
Std. Error of Kurtosis		.360	.360	.360	.360

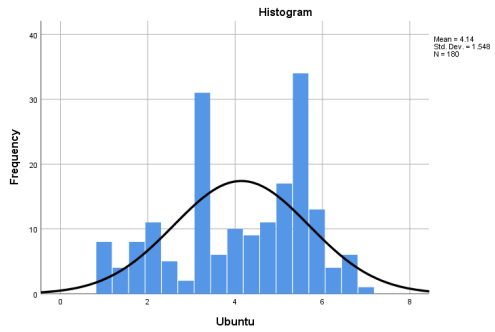


Figure 9: Ubuntu histogram

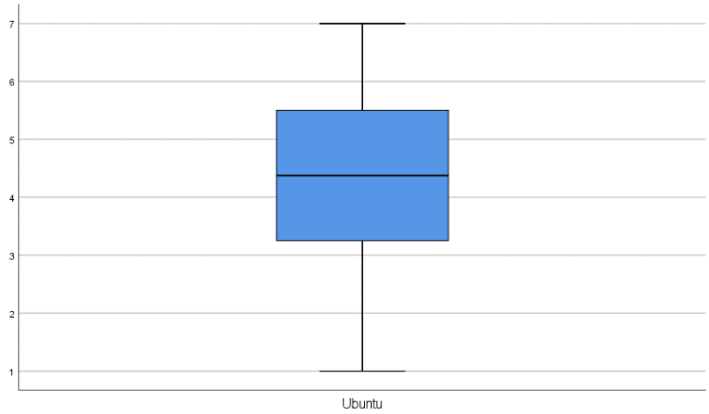


Figure 10: Ubuntu Box plot

4.2.4.4 ***Individualism***

Table 26 shows the descriptive results of the individuality measure. All the means were less than 4, showing a high level of agreement among the respondents on this measure. The histogram in Figure 11 and the box plot in Figure 12 both demonstrate slight negative skewness and the possibility of outliers. No further action was deemed necessary to address the issue of outliers because bootstrapping was performed on all experiments, as suggested by West et al (1995).

Table 26: Statistics

Statistics					
		Individualism 1	Individualism 2	Individualism 3	Individualism 4
N	Valid	180	180	180	180
	Missing	0	0	0	0
Mean		5.00	5.23	5.40	5.29
Std. Deviation		1.286	1.549	1.360	1.433
Variance		1.654	2.400	1.850	2.052
Skewness		-.048	-.615	-.298	-.484
Std. Error of Skewness		.181	.181	.181	.181
Kurtosis		.388	.163	-.320	.218
Std. Error of Kurtosis		.360	.360	.360	.360

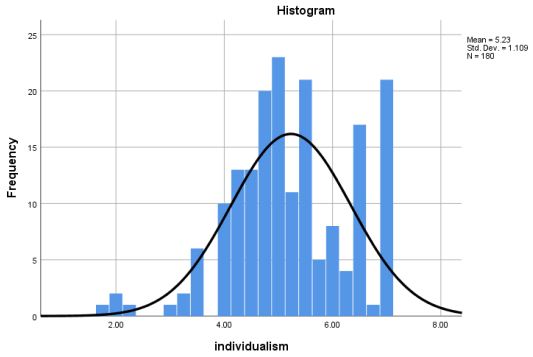


Figure 11: Individualism histogram

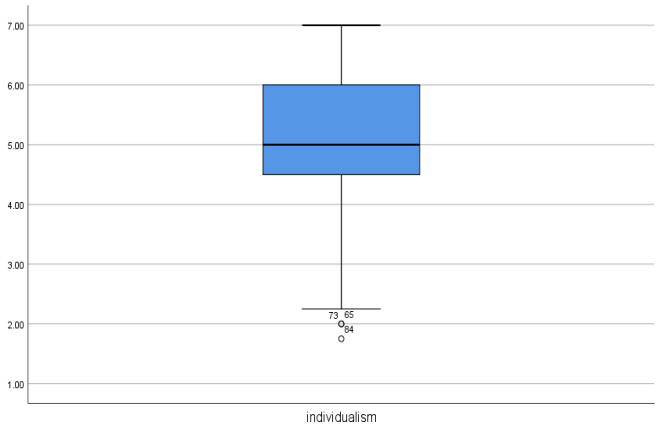


Figure 12: Individualism Box plot

4.2.4.5 *Masculinity*

Table 27 displays the descriptive statistics for the masculinity scale. The four items' mean values vary from 4.62 to 5.66, indicating a high level of agreement among respondents. The lowest mean was found in Masculinity 4, which asked respondents if they enable other immigrants to conduct their firm. Figure 13's histogram and Figure 14's box plot reveal that the distribution was somewhat negatively skewed. However, the skewness and kurtosis were also within acceptable bounds (West et al., 1995).

Table 27: Statistics of ethics

Statistics					
		Masculinity 1	Masculinity 2	Masculinity 3	Masculinity 4
N	Valid	180	180	180	180
	Missing	0	0	0	0
Mean		5.66	5.24	5.66	4.62
Std. Deviation		1.551	1.779	1.547	1.987
Variance		2.404	3.166	2.395	3.947
Skewness		-1.565	-1.077	-1.530	-.564
Std. Error of Skewness		.181	.181	.181	.181
Kurtosis		2.299	.333	2.203	-.831

Std. Error of Kurtosis	.360	.360	.360	.360

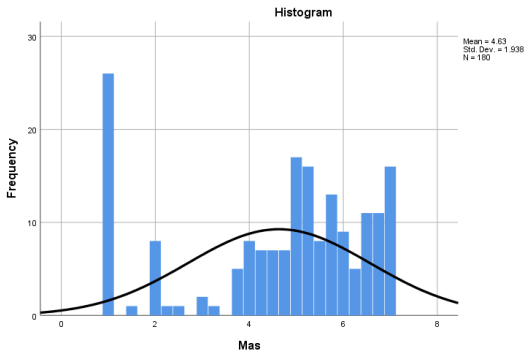


Figure 13: Masculinity histogram

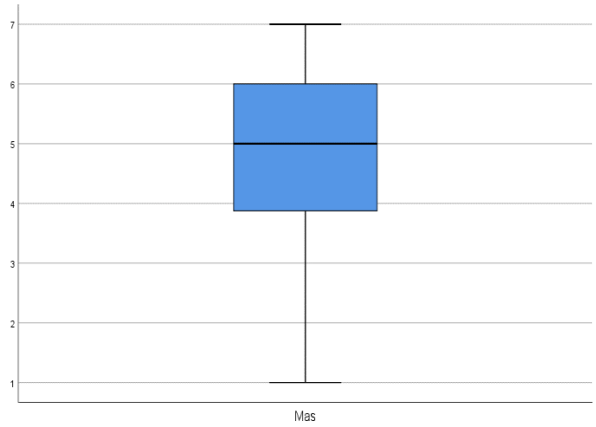


Figure 14: Masculinity Box plot

4.2.4.6 Awareness

The awareness measure's descriptive results are presented in Table 28. All the means were more than four. On this scale, the respondents exhibited a high level of agreement, indicating that they are resilient. Figure 15's histogram and Figure 16's box plot both show slight negative skewness. No further action was judged necessary because all tests were bootstrapped, as per West's et al (1995) guideline.

Table 28: statistics of awareness

Statistics				
		Aw1	Aw2	Aw3
N	Valid	180	180	180
	Missing	0	0	0
Mean		4.76	4.64	4.42
Std. Deviation		1.820	1.796	1.840
Variance		3.311	3.226	3.384
Skewness		-.686	-.568	-.451
Std. Error of Skewness		.181	.181	.181
Kurtosis		-.667	-.733	-.919
Std. Error of Kurtosis		.360	.360	.360

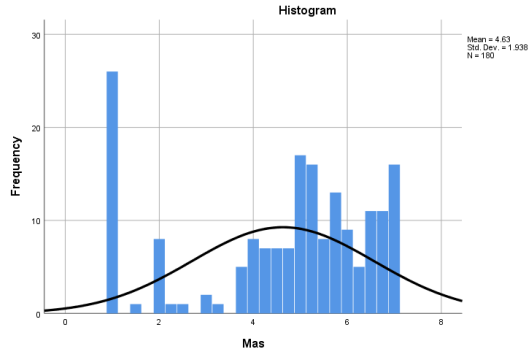


Figure 15: Masculinity histogram

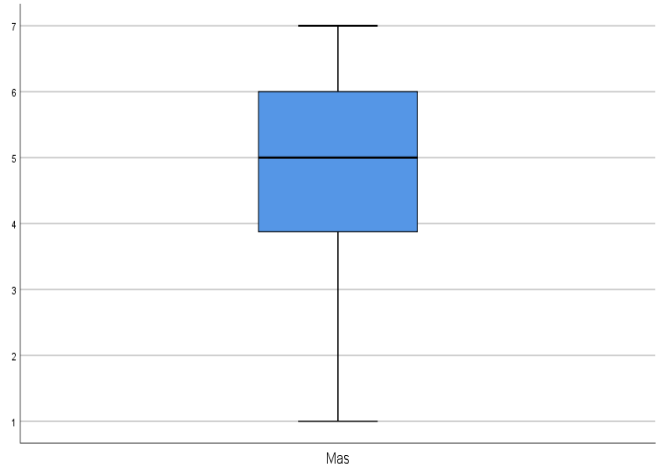


Figure 16: Masculinity boxplot

4.2.4.7 Resilience

The resilience measure's descriptive results are presented in Table 29. All the means were more than four. On this scale, the respondents exhibited a high level of agreement, indicating that they are resilient. Figure 17's histogram and Figure 18's box plot both show slight negative skewness. No further action was judged necessary because all tests were bootstrapped, as per West et al (1995).'s guideline.

Table 29: Statistics

Statistics					
		Resilience 1	Resilience 2	Resilience 3	Resilience 4
N	Valid	180	180	180	180
	Missing	0	0	0	0
Mean		4.58	4.54	4.88	4.90
Std. Deviation		2.014	1.881	1.841	1.893
Variance		4.054	3.539	3.391	3.585
Skewness		-.505	-.213	-.332	-.506
Std. Error of Skewness		.181	.181	.181	.181
Kurtosis		-.902	-1.348	-1.216	-.759
Std. Error of Kurtosis		.360	.360	.360	.360

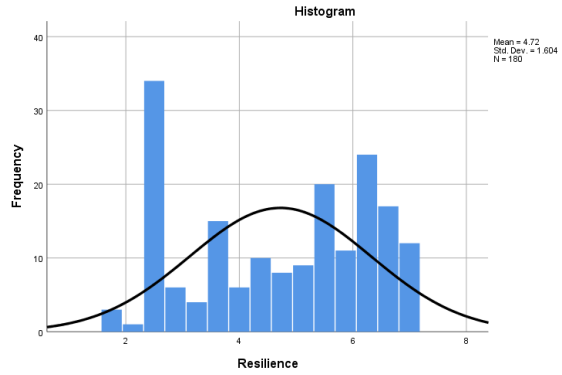


Figure 17: Resilience histogram

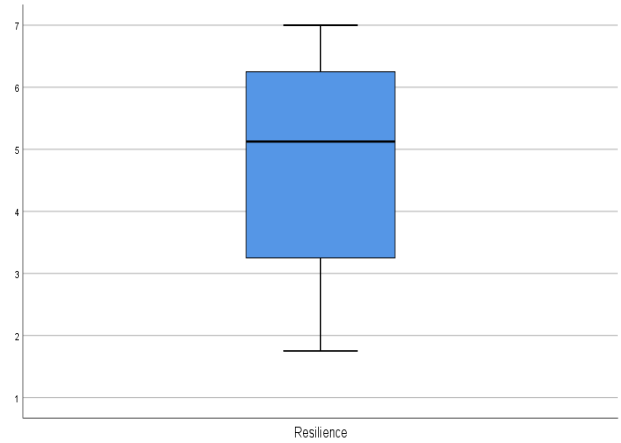


Figure 18: Resilience Box plot

4.3 Stage two: descriptive statistics

To acquire a superior comprehension of the information procured, descriptive statistical procedures were used to make sense of the example qualities. By looking at the distribution of each variable's score and evaluating if the scores on several variables were related, descriptive statistics were used to define the data (Blanche et all., 2006). As a result, the data collection was reduced in size and analysis became easier. This analysis was important because it gave a complete picture of the data under investigation. This allowed the findings to be contextualized. Descriptive statistics were employed to emphasize spread and location tendency.

4.3.1 Immigrant entrepreneur personal demographics

Individual segment boundaries for which information was acquired were orientation, business area, possession, number of workers, unfamiliar or neighborhood representatives, industry, capability, and proprietor beginning. The accompanying tables and figures show the individual socioeconomics of the two responder tests.

4.3.1.1 Gender

The gender distribution of the sample is shown in Table 30. Females made up 67.2 percent of the responders, while men made up 32.8 percent.

Table 30: Gender

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	59	32.8	32.8	32.8
	Female	121	67.2	67.2	100.0
	Total	180	100.0	100.0	

Figure 19 depicts the above distribution as a pie chart. When compared to male respondents, female respondents made up the majority of the respondents, as shown in the pie chart.

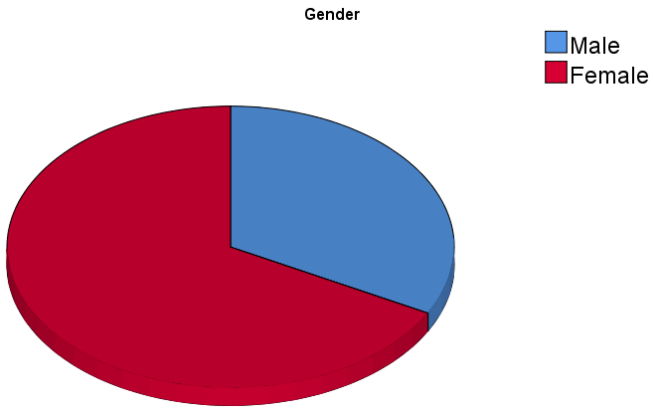


Figure 19: Gender

4.3.1.2 Age

The sample's age distribution and pie chart are shown in Table 31 and Figure 5.3.1.2. 8 (15.0%) of the entrepreneurs were between the ages of 18 and 24, 35 (19.4%) were between the ages of 25 and 31, 44 (24.4%) were between the ages of 32 and 37, 40 (22.2%) were between the ages of 38 and 43, 27 (15.0%) were between the ages of 44 and 49, 12 (6.7%) were between the ages of 50 and 55, and 14 (7.8%) were between the ages of 50 and 56. As a result, the majority of business owners (85.6 percent) were between the ages of 18 and 49, with a few (14.5 percent) above 50. Younger entrepreneurs (20–49 years old) appear to be more likely to start a firm than older persons (50 years and more), according to those who took part.

Table 31: Age

Age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18 - 24 years	8	4.4	4.4	4.4
	25 - 31 years	35	19.4	19.4	23.9
	32 - 37 years	44	24.4	24.4	48.3
	38 - 43 years	40	22.2	22.2	70.6
	44 - 49 years	27	15.0	15.0	85.6
	50 - 55 years	12	6.7	6.7	92.2
	56 years plus	14	7.8	7.8	100.0
	Total	180	100.0	100.0	

Figure 20 depicts the above distribution as a bar chart. As can be seen from the pie chart, the majority of respondents were between the ages of 32 and 37, followed by those between the ages of 38 and 43.

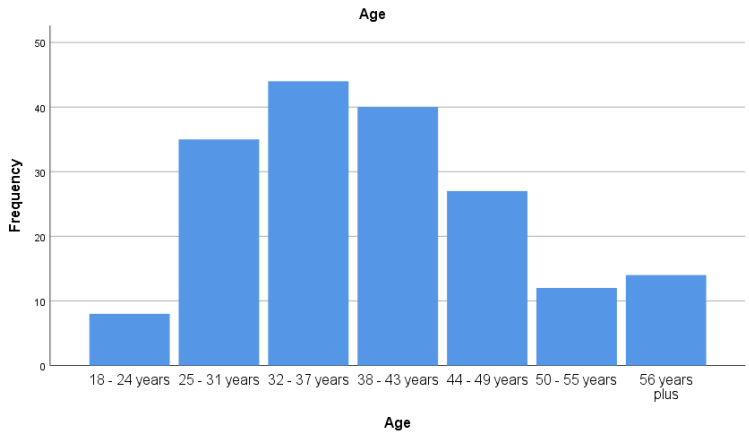


Figure 20: Age

4.3.1.3 Education

Table 32 show the Education distribution of the respondents. Of the respondents, 56 (31.1%) had up to primary education; 39 (21.7%) had completed matric, and finally 85 (47.2%) had done tertiary education. With most immigrants (124 or 78.3%) holding either a matric or have at least gone through tertiary education, it could be expected that potential success is enhanced among those businesses.

Table 32: Education

Education					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Up to primary education	56	31.1	31.1	31.1
	Matric	39	21.7	21.7	52.8
	Tertiary	85	47.2	47.2	100.0
	Total	180	100.0	100.0	

Figure 21 depicts the above distribution as a bar chart. As can be seen from the pie chart, the majority of respondents (124 or 78.3%) have either a matric or have at least completed tertiary education.

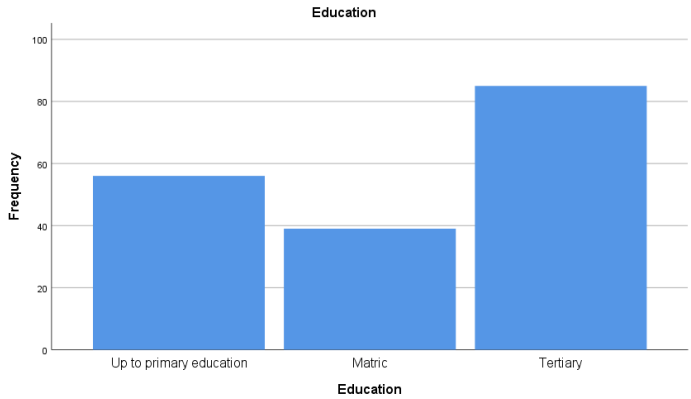


Figure 21: Education

4.3.1.4 Years before engaging in entrepreneurship (YBEE)

The number of years respondents had been in the country before starting a firm or engaging in entrepreneurship is shown in Table 33. Most of the immigrant respondents had been in the nation for less than a year before starting a business; 56 (31.1 percent) had been in the country for one to three years before starting a business; and 46 (25.6 percent) had been in the country for four years or more before starting a business.

Table 33: Years in the country before engaging in entrepreneurship

Years in the country before engaging in entrepreneurship (YBEE)					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than a year	78	43.3	43.3	43.3
	1 - 3 years	56	31.1	31.1	74.4
	4 years plus	46	25.6	25.6	100.0
	Total	180	100.0	100.0	

A bar chart of the above distribution is shown in Figure 24. As can be seen from the pie chart, the majority of immigrants' enterprises (74.4%) last between 0 and 3 years, indicating that most immigrants launched their businesses immediately after arriving in South Africa.

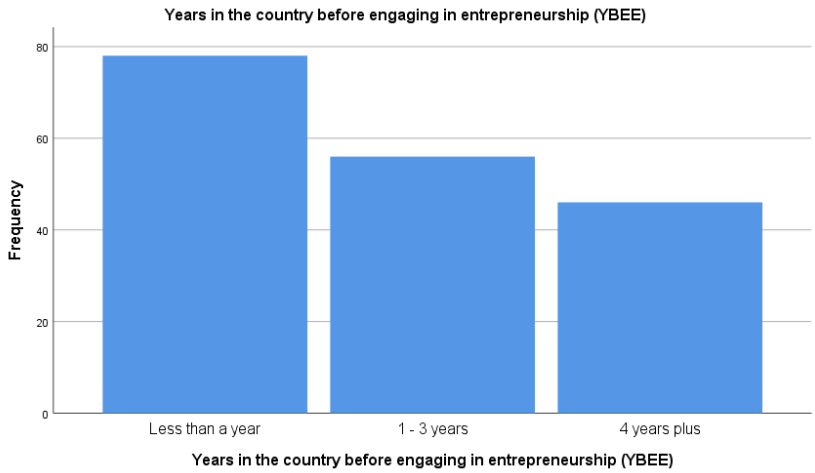


Figure 22: Years in the country before engaging in entrepreneurship

4.3.1.5 Region of origin

The region from which the majority of immigrants originate is shown in Table 34. The majority of immigrant replies were from Southern Africa, with 51 (28.3%) from East Africa, 45 (25.0%) from East Africa, 44 (24.4%) from West Africa, 15 (8.3%) from North Africa, 15 (8.3%) from Central Africa, and 10 (5.6%) from a place other than the four African regions.

Table 34: Region

Region					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	East - Africa	45	25.0	25.0	25.0
	West - Africa	44	24.4	24.4	49.4
	North - Africa	15	8.3	8.3	57.8
	Southern - Africa	51	28.3	28.3	86.1
	Central - Africa	15	8.3	8.3	94.4
	Other regions	10	5.6	5.6	100.0
	Total	180	100.0	100.0	

A bar chart of the above distribution is shown in Figure 25. As seen in the pie chart, the majority of immigrants come from the SADC region (76.7 percent), followed by East Africa (20.6 percent), West Africa (19.4 percent), North Africa (12.8 percent), Central Africa (10.6), and other African regions (10.6). (3.9 percent).

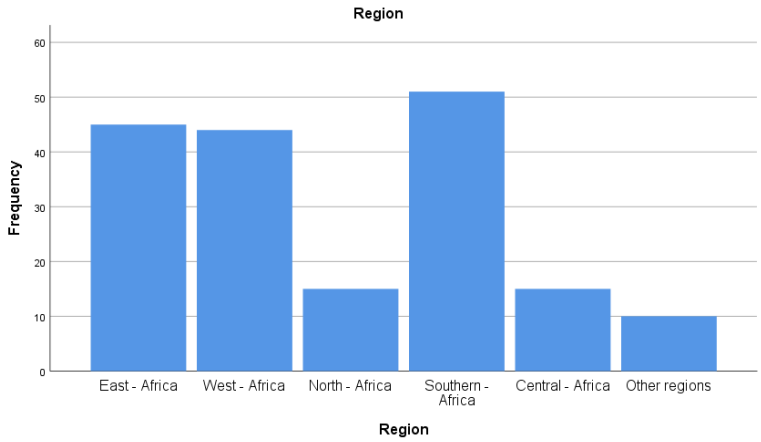


Figure 23: Region

4.4 Stage 3: Inferential Analysis

There are two sections to this stage. Understanding immigrant entrepreneurs' resilience through demographics is the subject of the first section. The second portion discusses SEM. The second segment's principal object is to utilize SEM to test the exploration model that was created for

the examination. Anderson and Gerbing (1988) propose a two-venture primary condition procedure, with the estimation model starting things out, trailed by the underlying model.

4.4.1 Understanding immigrant entrepreneurs' Resilience through their demographics (Analysis of the Variance between variables)

Independent t-test

One of the study's objectives was to look at demographic characteristics in relation to the resilience of immigrant entrepreneurs and other independent variables. Gender, education level, and geographic location were all key demographic factors. In order to analyze the data, a comparison of mean differences across demographic factors and different interactions between these variables was considered appropriate.

Table 35: Independent samples test

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Awareness of government support	Equal variances assumed	1.160	.283	3.628	178	.000	.889	.245	.406	1.373
	Equal variances not assumed			3.672	118.836	.000	.889	.242	.410	1.369
Resilience	Equal variances assumed	58.502	.000	7.877	178	.000	1.733	.220	1.299	2.167
	Equal variances not assumed			9.994	176.611	.000	1.733	.173	1.391	2.075

To better understand immigrant entrepreneurs, a comparison among females and males was considered proper in investigating the information. Table 60 shows the means for both men and women on resilience of immigrant entrepreneurs and their awareness of government support in this study. Table 60 in the appendix presents an examination of the means between sexual orientations. An assessment of the means uncovers that females have lower implies than males. From the table 60 in the appendix C, for both independent variables males had a higher mean compared to female. The key inquiry, obviously, is whether the distinction in mean scores is significant. However, before that the test of homogeneity must be conducted. The first column of table 35 show the result of the Levene's test of homogeneity of variances and other columns show the result of t-test for Equality of Means.

- Comparing the resilience of males and females the hypothesis was H_{7A}: The mean resilience is the same for both genders (Male and Female), Table 39 shows the results of an independent-sample t-test used to compare male and female resilience. There were significant differences in scores (t (176.611) = 9.994, p=.000), with males (M= 5.89, SD=.710) having a higher mean score than females (M= 4.15, SD= 1.613). The magnitude of the change in means was significant (mean difference=1.733, 95 percent CI: 1.299 to 2.167). As a result, we dismiss the theory. and concluded that men and women have different levels of resilience.

ANOVA

Comparing resilience among immigrant's based on region

The hypothesis was H_{7B}: The mean resilience is the same for all regions (East, West, Central, North, and southern region and other). Looking at the table 61 in the appendix C, the sample There was a difference between the mean scores of the six levels of the immigrant entrepreneur's area variable. The data analysis reveals that immigrants from southern Africa have a higher mean than immigrants from other regions. The key question, of course, is whether the difference in mean scores is significant. before that the test of homogeneity must be conducted to test the assumption of homogeneity. The homogeneity of variances test, developed by Levene, determines whether the variation in scores is the same for each of the groups in the independent variables. The premise of homogeneity of variance is not broken if the Sig. value is more than.05. If the Sig. value is less than.05, the assumption of homogeneity of variance is violated.

Table 36: Robust tests of the comparison of resilience among immigrant based on their region

Robust Tests of Equality of Means				
Resilience				
	Statistic[a]	df1	df2	Sig.
Welch	39.643	5	42.342	.000
Brown-Forsythe	21.869	5	91.175	.000
a. Asymptotically F distributed.				

When Levine's homogeneity of variances testing assumption is broken, literature (TannerSmith and Tipton, 2014) proposes using Welch and Brown-Forsythe tests and evaluating the Robust Tests of Equality of Means. Because the Welch and Brown-Forsythe tests employ the median instead of the mean to determine the homogeneity of variation in scores, they are considered robust tests. This is because the skewed data affects the mean rather than the median. Both sig values (.000) in table 36 are less than 0.05, indicating that the breach of homogeneity of variances will not present an issue in our Anova analysis.

Table 37: Anova of the comparison of resilience among immigrant based on their region

ANOVA					
Resilience					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	185.208	5	37.042	23.396	.000
Within Groups	275.488	174	1.583		
Total	460.696	179			

The one-way ANOVA results are shown in Table 37. The area variable has a statistically significant difference (p =.000), indicating that there is a difference between groups. As a result, the H0 hypothesis was rejected, and the alternate hypothesis, suggesting that there is a significant difference between the immigrant (entrepreneur) region's mean scores and resilience, was accepted.

Post-hoc tests

We know there are statistically significant disparities between the groups based on the outcomes thus far. Figure 26 shows the SPSS output from the 'post hoc' tests, which can be used to further investigate the nature of these discrepancies. These findings imply that immigrants from Southern Africa are statistically substantially more resilient (p=0.001) than those from Central Africa, North Africa, East and West Africa, or other locations. Although the means in these other regions differed, the differences were not statistically significant. As illustrated in figure 26, the mean "resilience" score for a combination of groupings of "regions" is represented in a line graph.

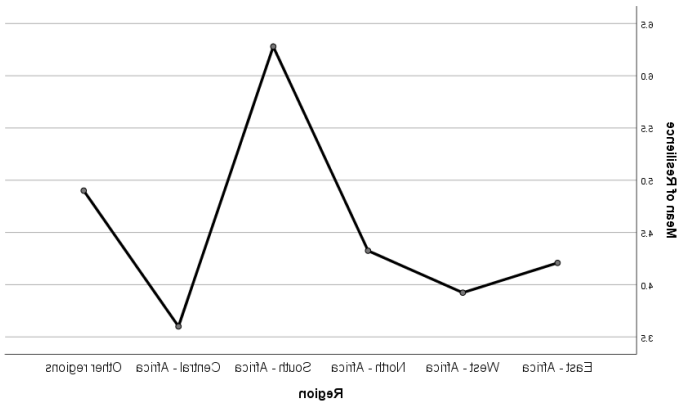


Figure 24:Difference on means based on region

Comparing means for resilience among immigrant based on education

The hypothesis was H_{7D}: The mean resilience is the same for all education level (up to primary, matric, tertiary). Looking at the table 62 in the appendix, the sample data produced a difference in the mean scores, the data analysis shows that immigrants that have only completed primary school have a lower means of resilience compared to those have matric or done tertiary education. The question is whether the difference in mean scores is significant. before that the test of homogeneity must be conducted to test the assumption of homogeneity. Levene's test of homogeneity of variances tests whether the variance in scores is the same for each of the groups in the independent variables. From the table Table 63 in the appendix C, the test of homogeneity is significant ($p<0.05$) violating the homogeneity assumption. Therefore, the robust test of equality which use the median rather than the mean was used. Table 64 in the appendix C, indicate that the robust test is significance($p<0.05$) indicating that the analysis of the variance can still be done though was a violation the assumption.

Table 38: Anova of resilience among immigrant based on their education

ANOVA					
Resilience					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	252.933	2	126.467	107.741	.000
Within Groups	207.763	177	1.174		
Total	460.696	179			

Table 38 shows the aftereffects of the one-way ANOVA. There is a measurably massive distinction with a p =.000, which is under 0.05, as found in the "Sig." section. This demonstrates that there is a distinction between the three levels of the area variable. Therefore, the null hypothesis was rejected in favor of the Ha hypothesis, which asserts that the mean scores of immigrant education and resilience differ significantly. We know there are statistically significant differences between the groups based on the outcomes thus far. The nature of these discrepancies can be further investigated by using 'post hoc' testing. Table 100 shows that there is a substantial difference in resilience between entrepreneurs with only a primary education and those who have achieved matric (p0.05), as well as a difference between those who have completed matric and those who have completed higher education (p0.05). Furthermore, there was a significant difference (p 0.05) between individuals with only a primary education and those with a tertiary education. It demonstrates that the higher an immigrant's degree of education, the more resilient he or she will be.

Comparing means for resilience among immigrant's based on the number of years taken before engaging in entrepreneurship

The hypothesis was H_{7E}: The mean resilience is the same for YBEE (less than a year, 1-3 year, 4years plus). The sample data produced a difference in the mean scores (see table 65 in the appendix), the data analysis shows that immigrants that started their business operation less than a year of their arrival have a lower means of resilience compared to those who stayed a year without starting (see appendix table 65). Moreover, looking at table 39 there was no violation of the assumption as sig value is greater than alpha (0.51 > 0.05). The question is

whether the difference in mean scores among the 3 level of the of the variable YBEE (years in the country before engaging in entrepreneurship) is significant.

Table 39: Test of homogeneity of variance of resilience among immigrant based on YBEE

Test of Homogeneity of Variances					
		Levene Statistic	df1	df2	Sig.
Resilience	Based on Mean	.669	2	177	.514
	Based on Median	.534	2	177	.587
	Based on Median and with adjusted df	.534	2	176.174	.587
	Based on trimmed mean	.653	2	177	.522

Table 40: Multiple comparisons of resilience among immigrant based on YBEE

ANOVA					
Resilience					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	282.625	2	141.312	140.462	.000
Within Groups	178.071	177	1.006		
Total	460.696	179			

Table 40 shows the consequences of the one-way ANOVA, and the "Sig." segment shows that there is a measurably huge distinction with a p =.000, which is under 0.05. This shows that there is a contrast between the three levels of the YBEE variable. Therefore, the H0 was dismissed for the Ha, it shows that the immigrant's (business visionary) YBEE and versatility mean scores are substantially unique.

Post-hoc tests

Based on the results thus far, we know that there are statistically significant disparities between the groups. The nature of these discrepancies can be further investigated by using the 'post hoc' tests. The result indicates that there is a significant different between those who engaged in entrepreneurship within less than a year of their arrival and those who waited at least one year before engaging in entrepreneurship. 'post hoc' tests further indicates that those who waited at

least one before engaging in entrepreneurship were more resilient compared to those who started within their first year of arrival.

Comparing means for awareness of government support among immigrant's based on the level of education

The hypothesis was H_{7F}: The mean awareness is the same for all education level (up to primary, matric, tertiary). Looking at the table 66 in the appendix, the sample data produced a difference in the mean scores, the data analysis shows that immigrants that have only completed primary school have a lower means scores (3.73) followed by those who completed matric (4.30) and those who have gone through tertiary education have a higher mean score (5.33). The question is whether the difference in mean scores is significant. before that the test of homogeneity must be conducted to see if the assumption of variance homogeneity is true. Table below 41 show the test of homogeneity of variance. Moreover, looking at table 41 there was no violation of the assumption as sig value is greater than alpha (0.51 > 0.05).

Table 41: Test of homogeneity of variance of awareness among immigrant based on education

Test of Homogeneity of Variances					
		Levene Statistic	df1	df2	Sig.
Awareness of government support	Based on Mean	2.575	2	177	.079
	Based on Median	2.923	2	177	.056
	Based on Median and with adjusted df	2.923	2	167.694	.057
	Based on trimmed mean	2.735	2	177	.068

Table 42: Anova of awareness among immigrant based on education

ANOVA					
Awareness of government support					
	Sum of Squares	df	Mean Square	F	Sig.

Between Groups	91.021	2	45.511	22.091	.000
Within Groups	364.640	177	2.060		
Total	455.661	179			

The findings of the one-way ANOVA are shown in Table 42; difference is significant with a p =.000, which is less than 0.05. This indicates that there is a disparity between groups among the three levels of schooling. As a result, the H0 was discarded in favor of the Ha, It claims that there is a big discrepancy between immigrant (entrepreneur) education levels and government support knowledge.

Post-hoc tests

Based on the results thus far, we understand that there are statistically significant disparities between the groups. The nature of these discrepancies can be further investigated by using the 'post hoc' tests. The findings reveal a significant disparity between the three levels of schooling. It indicates that those who have up to primary education have a lower awareness compared to those who have completed at least matric (p-value < 0.05) and those who completed matric have lower awareness compared to those who have done tertiary education (p-value < 0.05). like the comparison of resilience among immigrant based on their education levels, the higher level of education an immigrant has the higher his or her awareness of government support will be.

Comparing means for resilience across region and YBEE

The hypothesis was H_{7G}: The is interaction effect between region and YBEE based on resilience. Looking at the table 67 in the appendix, the table shows that the mean of the interaction between the entrepreneurs from east, west and central Africa who started operating within less than year have very low (3.34, 2.89, 2.83) respectively compared to the rest. Of course, the main question is whether the disparity in mean scores is substantial. Table 68 in the appendix show the result of the Levene's test of homogeneity of variances. Looking at the table 68 in the appendix Sig. value is lesser than .05 this implies violation of the assumption of homogeneity of variance. Nonetheless, given that it is two-way anova, the violation of the assumption of homogeneity does not cause problem due to how robust the test is (Tanner-Smith and Tipton, 2014). The actual outcome of the two-way ANOVA is provided in the Tests of

Between-Subjects Effects table 43, which shows whether either of the two independent variables or their interaction is statistically significant:

Table 43: Tests of between-subjects effects of the Variance of resilience across Region and YBEE

Tests of Between-Subjects Effects						
Dependent Variable: Resilience						
Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	353.614[a]	17	20.801	31.469	.000	.768
Intercept	2039.979	1	2039.979	3086.185	.000	.950
YBEE	66.063	2	33.031	49.972	.000	.382
Region	62.826	5	12.565	19.009	.000	.370
YBOB * Region	22.276	10	2.228	3.370	.001	.172
Error	107.083	162	.661			
Total	4475.766	180				
Corrected Total	460.696	179				
a. R Squared = .768 (Adjusted R Squared = .743)						

The rows of relevance in table 43 are the "region", "YBEE", and "region* YBEE" rows, which are highlighted above. These sets indicate if the independent factors (rows "region" and "YBEE") and their interaction (row "region * YBEE") have a statistically significant effect on the dependent variable, "resilience." It is important to first look at the " region * YBEE " interaction as this is one of the main reasons why two-way anova was chosen as the preferred test over one-way anova. from the "Sig." there is a substantial interaction at the p = .001 level, looking at the Eta Squared column, it indicates that 17.2% of the change in the immigrant entrepreneur's resilience is attributed to the interaction between education and age of the business. Moreover, "education" and " age of the business " were also significant with a p = .000 and p = .000 respectively. Eta Squared column indicates that 38.2% of the variance in the

immigrant entrepreneur's resilience is attributed to the entrepreneur's YBEE and 37.0% to the region of the immigrant entrepreneur.

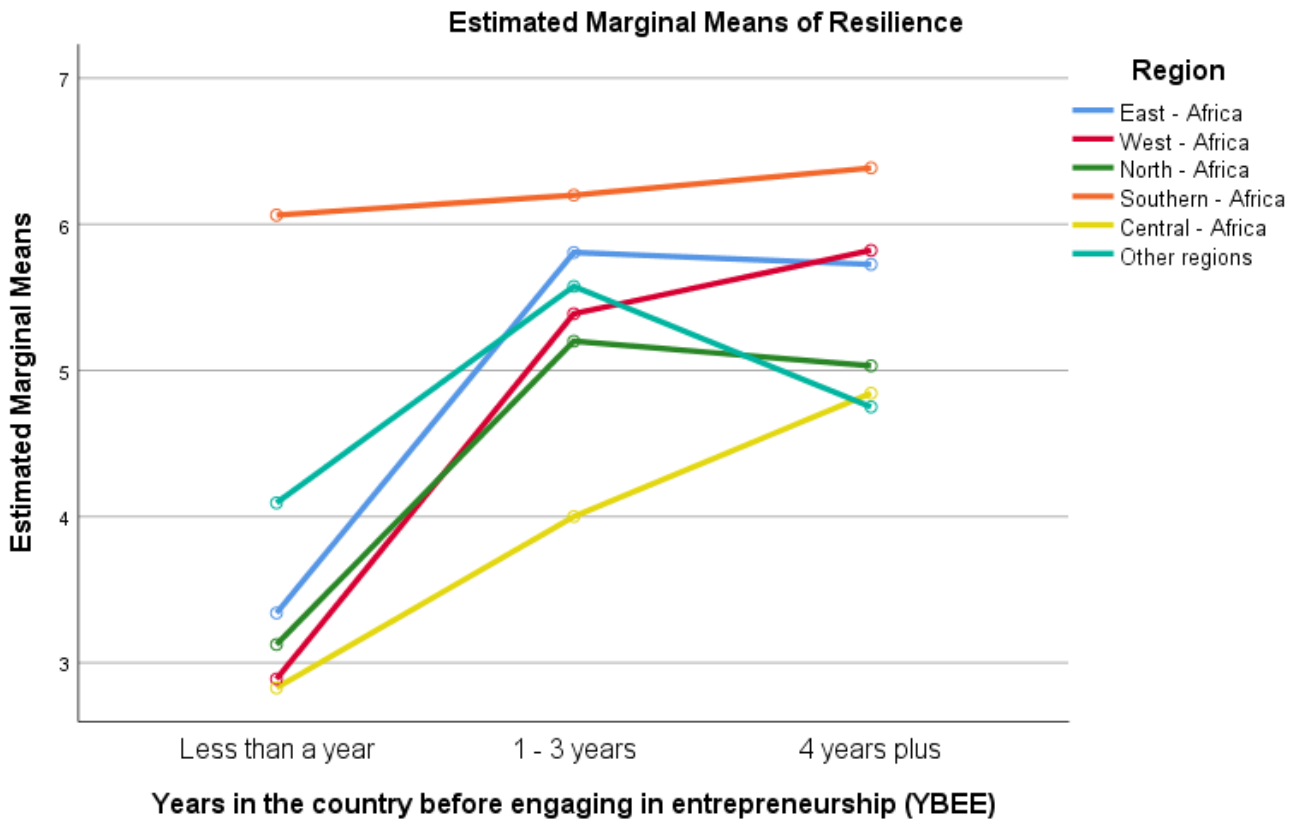


Figure 25: Means of resilience based on region and YBEE

From the figure 29 overall, business run by immigrant from southern African region have a higher resilience regardless of the numbers of years the entrepreneurs have been in the country. The figure also shows that most immigrant owned business started within less than a year of the immigrant entrepreneur's arrival in the country tend to have a low means resilience except for entrepreneurs from the southern Africa region. Moreover, most immigrant increase in mean resilience when they start the business operation between a year or three years of their arrival, as shown in figure 29, from the 1 – 3years timeline southern region has the highest resilience followed by East Africa, other region, West Africa, North Africa, Central Africa. Some immigrant entrepreneurs who took 4 years or plus before engaging in entrepreneurship saw a decrease in resilience compared to 1 – 3years timeline. When looking at the plot, this pattern becomes more apparent – see figure 29. Because the lines in the plot depicting the six levels of region are not parallel, this shows that there is an interaction effect between region and YBEE. If there was no contact, the lines would be nearly parallel. According to the results of the two-way anova, the amount of education of the entrepreneur influences resilience over time.

4.4.2 Analysis of data using structural equation modelling (SEM)

4.4.2.1 Confirmatory factor Analysis

The model built in the second part of the review proposed connections between the six ward factors assessed and the free factor. Although regression analysis might have helped and done the job, it has some drawbacks when compared to SEM. Furthermore, Kelloway (1998) claims that the ability to pose and answer challenging data questions is a key reason for using SEM in inferential statistics analysis. The researcher can also utilize SEM to identify structural links between latent variables (Kelloway, 1998). The intricacy of SEM when compared to other multivariate techniques is its main disadvantage (Anderson & Gerbing, 1988; Kelloway, 1998). The use of SEM was justified for this investigation based on the foregoing shortcomings of regression analysis (see chapter 3) compared to the advantages of SEM. According to Hoyle, SEM is a comprehensive statistical technique for testing hypotheses about latent variable correlations (1995). In Chapter 3, a theoretical model was developed to represent the relationships, which was then evaluated in Chapter 5. Figure 30 depicts the model that was constructed for testing.

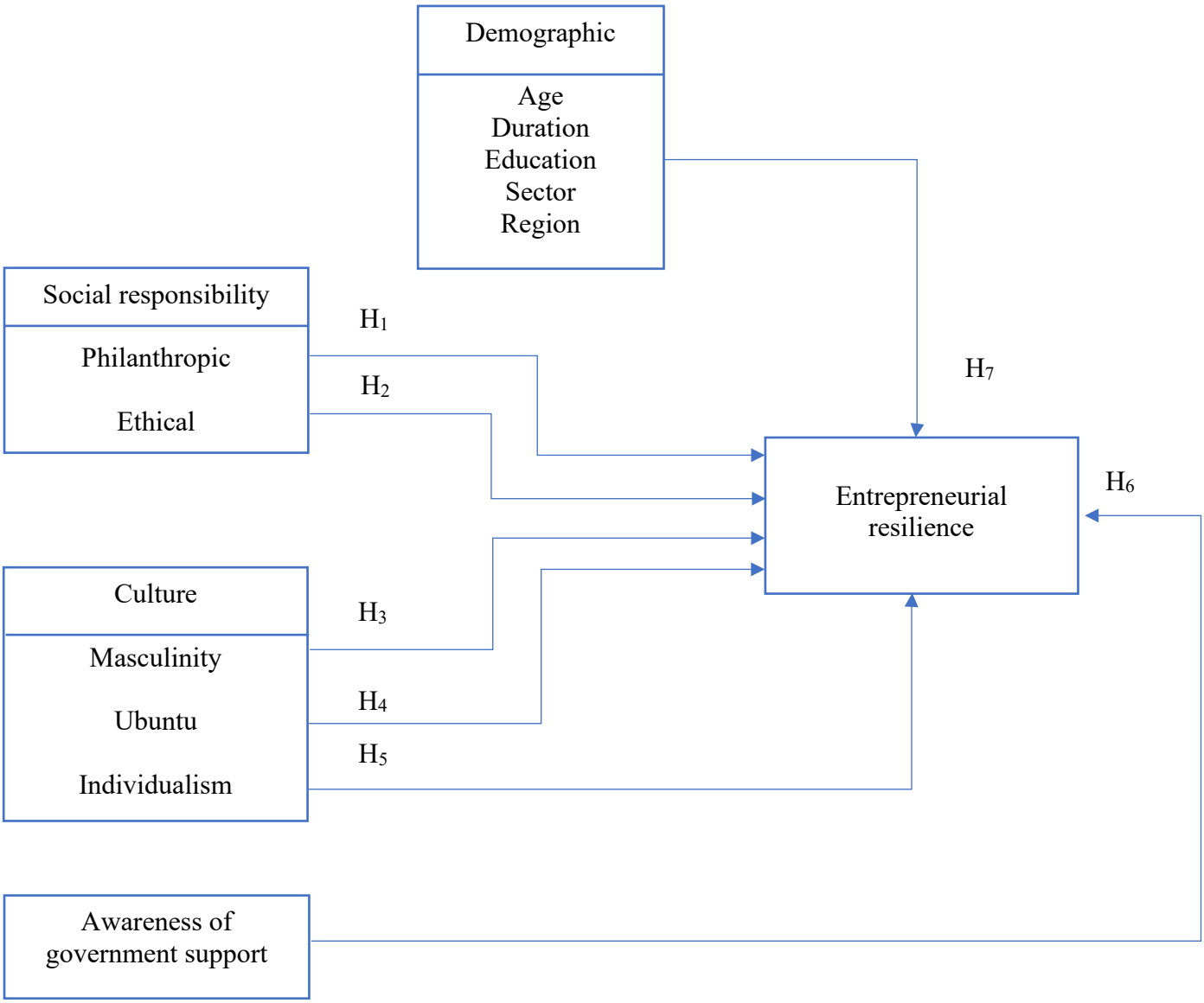


Figure 26: Conceptual framework developed in chapter 3

The path diagram in Chapter 3 is portrayed in Figure 30. A way chart is a graphical portrayal of the model's connections. The cases and bolts can then be utilized to give speculations in light of the model. Such connections require hypothetical grounds (Hoyle, 1995). The initial step was to foster an estimation model in view of the suggestions of Anderson and Gerbing (1988). This is a super corroborative investigation fully intent on deciding the factors in the examination estimates' dependability and component structure. The Amos programming was utilized to add idle factors (work values, realism, work centrality, and qualification demeanor) into the model.

Evaluation metrics must be identified throughout the measurement model construction process in SEM. The absolute fit indices determine how well a model fits the data (McDonald & Ho, 2000). They show which model is best suited. Sharif and Nia (2018) advise using the following indices:

- Report Chi-square (X^2) test, its Df and p-value even if it is not significant
- Report Chi-square divided by the DF
- RMSEA < 0.07 is acceptable
- Report SRMR. SRMR< 0.08 is acceptable
- Report three incremental fit indicis (CFI, NFI, … >0.9)

A description of these indices as suggested by Sharif and Nia (2018) and their recommended cut-off points are given in Table below.

Table 44:description of the indices of model fit

Fit indices	Authors	Recommended value
X^2	Meyers et al, 2005	p-value > 0.05
X^2/DF	Hair et al., 2009	<3.0 good; <5.0 sometimes permissible
GFI	Chau, 1997	>.90
CFI	Hatcher, 1993	>.90
RMSEA	Meyers et al, 2005	<.08: good fit; .08 to .1: moderate fit; >.1: poor fit
SRMR	Hair et al., 2009	<0.09
NFI	Bentler and bonett, 1980	>.90
RFI, IFI, TLI	Meyers et al, 2005	>.90

In the wake of embedding the idle factors and fit lists illustrated over, the outcome in Figure 31 uncovered that the model was not a decent match.

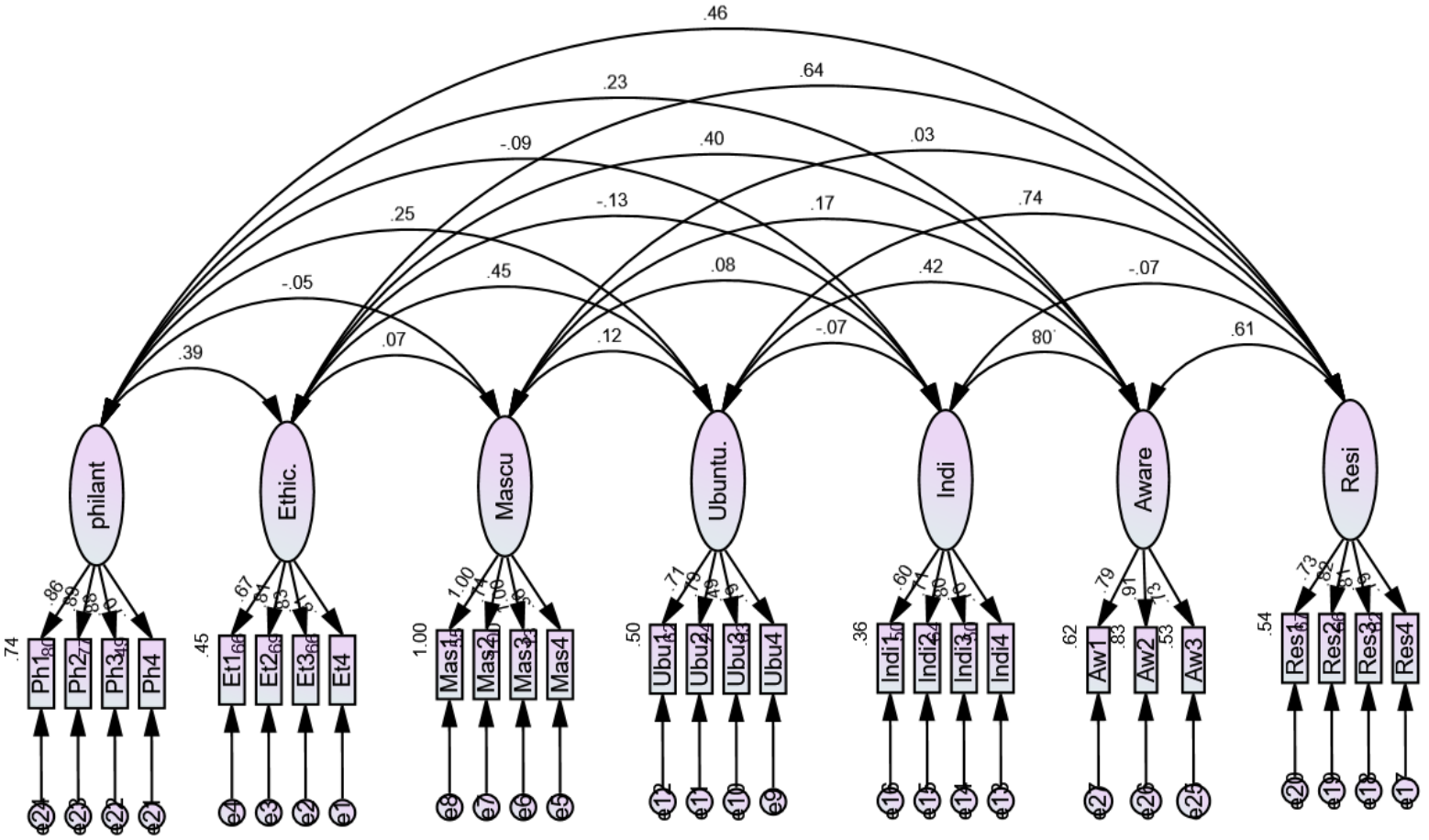


Figure 27: Measure model

Figure 31 shows the measurement model before the alteration. The RMSEA, Chi-square against DF ratio, AGFI, GFI, and P value among the fit indices mentioned above, all indicated a poor match between the data and the model (see table 54 below).

Table 45:measure model description of the indices of model fit

Fit indices	Value	Recommended value
X^2	.000	p-value > 0.05
X^2/DF	1.647	<3.0 good; <5.0 sometimes permissible
GFI	.841	>.90
CFI	.94	>.90
RMSEA	.060	<.08: good fit; .08 to .1: moderate fit; >.1: poor fit
SRMR	.0558	<0.09
NFI	.862	>.90
IFI	.941	>.90
TLI	.931	>.90

Given the complexities of SEM, Hooper, Coughlan, and Mullen (2008) stated that it is typical to find that the suggested model does not fit well; in such circumstances, local tweaks may be performed (items with low R2, under 2.0 ought to be eliminated as they show elevated degrees of blunder). To decide if the developments are altogether unique, a discriminant legitimacy test, as pushed by Bagozzi, Yi, and Philips (1991), may be utilized. It was decided to refresh the model to work on model fit in view of the exhortation of Hooper et al., (2008) and writing. According to a basic evaluation of the modification indices, the poor match was caused by one item on the Ubuntu scale and one item on the masculinity scale. These questions, as well as the first two philanthropic and ethical items, were all eliminated because they received lower reliability and validity value in Stage One. As a result, the original model was altered by deleting the aforementioned items. Figure

32 shows the results of the updated model. Except for the chi-square p-value and the GFI, which Sharif and Nia (2018) contend are unimportant, this is a considerably superior model, with all fit indices indicating an excellent fit. The Chi-square value is 338.754, the DF are 251, the GFI is.874, the AGFI is 953, the CFI is.972, the NFI is.902, the SRMR is 0.494, the TLI is 1.002, the IFI is.967, and the RMSEA is.044. the P value is.000.

Table 46: measure model description of the indices of model fit after deleting items

Fit indices	Value	Recommended value
X^2	.000	p-value > 0.05
X^2/DF	1.340	<3.0 good; <5.0 sometimes permissible
GFI	.874	>.90
CFI	.972	>.90
RMSEA	.044	<.08: good fit; .08 to .1: moderate fit; >.1: poor fit
SRMR	.0494	<0.09
NFI	.902	>.90
IFI	.967	>.90
TLI	.967	>.90

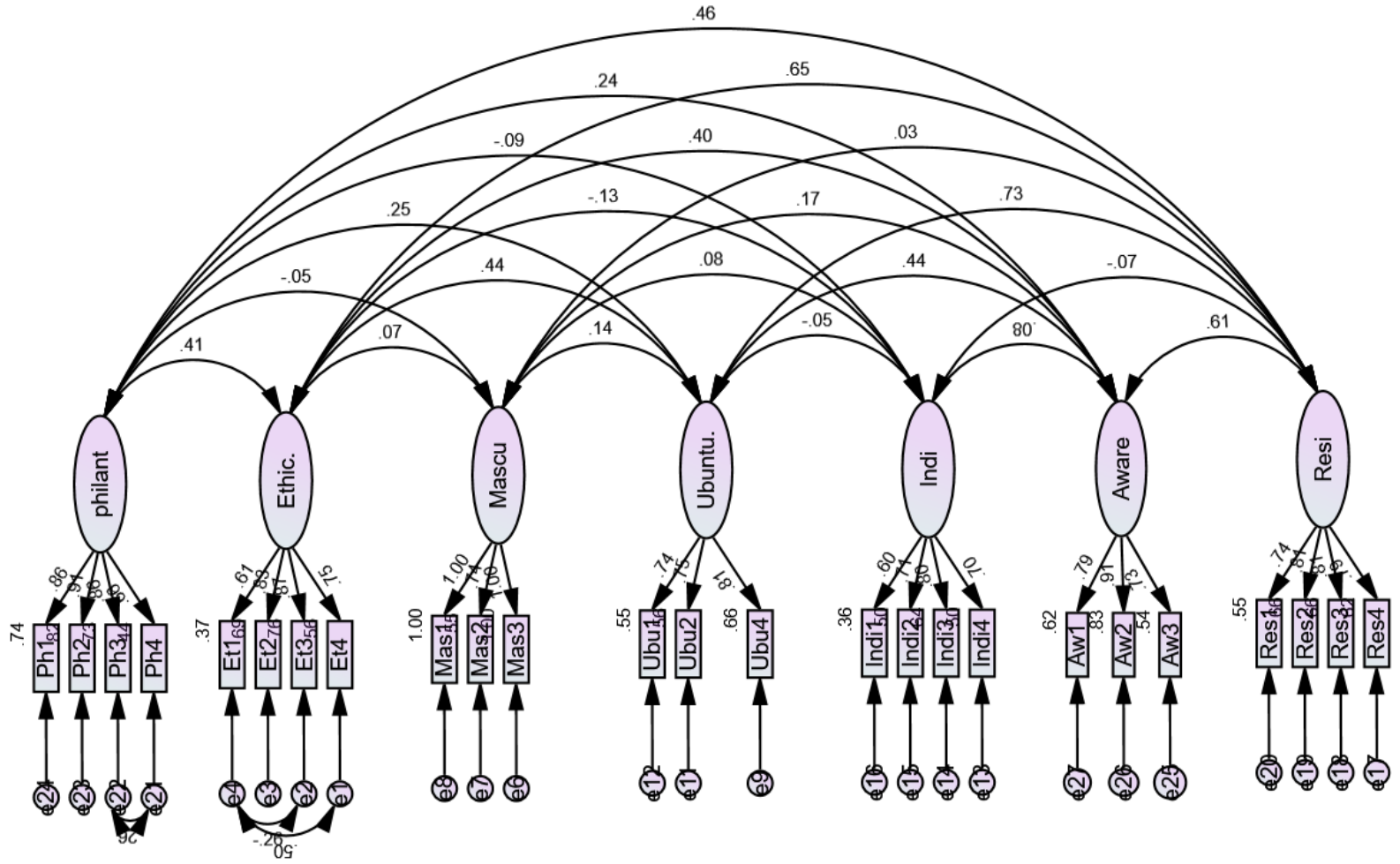


Figure 28: Modified measure model

Table 47 shows the co-variances between variables in the measurement model. The relationship between ethics and resilience, for example, is calculated to be .860. Except for ubuntu and individualism, individualism and awareness, masculinity and philanthropic, individualism and philanthropic, ethic and Masculinity, masculinity and individualism, masculinity and resilience, individualism and resilience, the co-variances between most variables are significant at the.05 level of significance.

Table 47: Covariances

			Estimate	S.E.	C.R.	P	Label
Ethic.	<-->	philant	.860	.211	4.076	***	
Mascu	<-->	Ubuntu.	.335	.200	1.672	.095	
Ubuntu.	<-->	Indi	-.073	.144	-.508	.611	
Indi	<-->	Aware	.107	.120	.895	.371	
Resi	<-->	Aware	1.205	.220	5.467	***	
Mascu	<-->	philant	-.106	.156	-.681	.496	
Ubuntu.	<-->	philant	.492	.184	2.678	.007	
Indi	<-->	philant	-.119	.114	-1.052	.293	
philant	<-->	Aware	.411	.154	2.666	.008	
Resi	<-->	philant	.876	.194	4.514	***	
Ethic.	<-->	Mascu	.175	.203	.858	.391	
Ethic.	<-->	Ubuntu.	1.115	.259	4.311	***	
Ethic.	<-->	Indi	-.213	.149	-1.426	.154	
Ethic.	<-->	Aware	.886	.218	4.067	***	
Ethic.	<-->	Resi	1.585	.276	5.749	***	
Mascu	<-->	Indi	.122	.129	.939	.348	
Mascu	<-->	Aware	.356	.169	2.108	.035	
Mascu	<-->	Resi	.060	.182	.333	.739	
Ubuntu.	<-->	Aware	.912	.212	4.303	***	

			Estimate	S.E.	C.R.	P	Label
Ubuntu.	<-->	Resi	1.661	.268	6.203	***	
Indi	<-->	Resi	-.106	.132	-.806	.420	

Table 48 displays the relationship between the variables inside the model. It should be noted also that table solely includes relations between variables that are statistically significant at 0.05. For example, the connection between ethics and charity is assessed to be .46, which is significant at the .05 percent level.

Table 48: Correlations

			Estimate
Ethic.	<-->	philant	.406
Resi	<-->	Aware	.611
Ubuntu.	<-->	philant	.246
philant	<-->	Aware	.238
Resi	<-->	philant	.463
Ethic.	<-->	Ubuntu.	.435
Ethic.	<-->	Aware	.400
Ethic.	<-->	Resi	.654
Ubuntu.	<-->	Aware	.437
Ubuntu.	<-->	Resi	.728
Indi	<-->	Resi	-.072

The structural equation model is designed to test the model's hypotheses when a measurement that suggests a satisfactory match between the model and the data is created. Figure 33 depicts the structural equation model that was used to analyze the assumptions. The latent variables (measured variables) were included (philanthropy, ethic, ubuntu, individualism, masculinity, awareness and resilience).

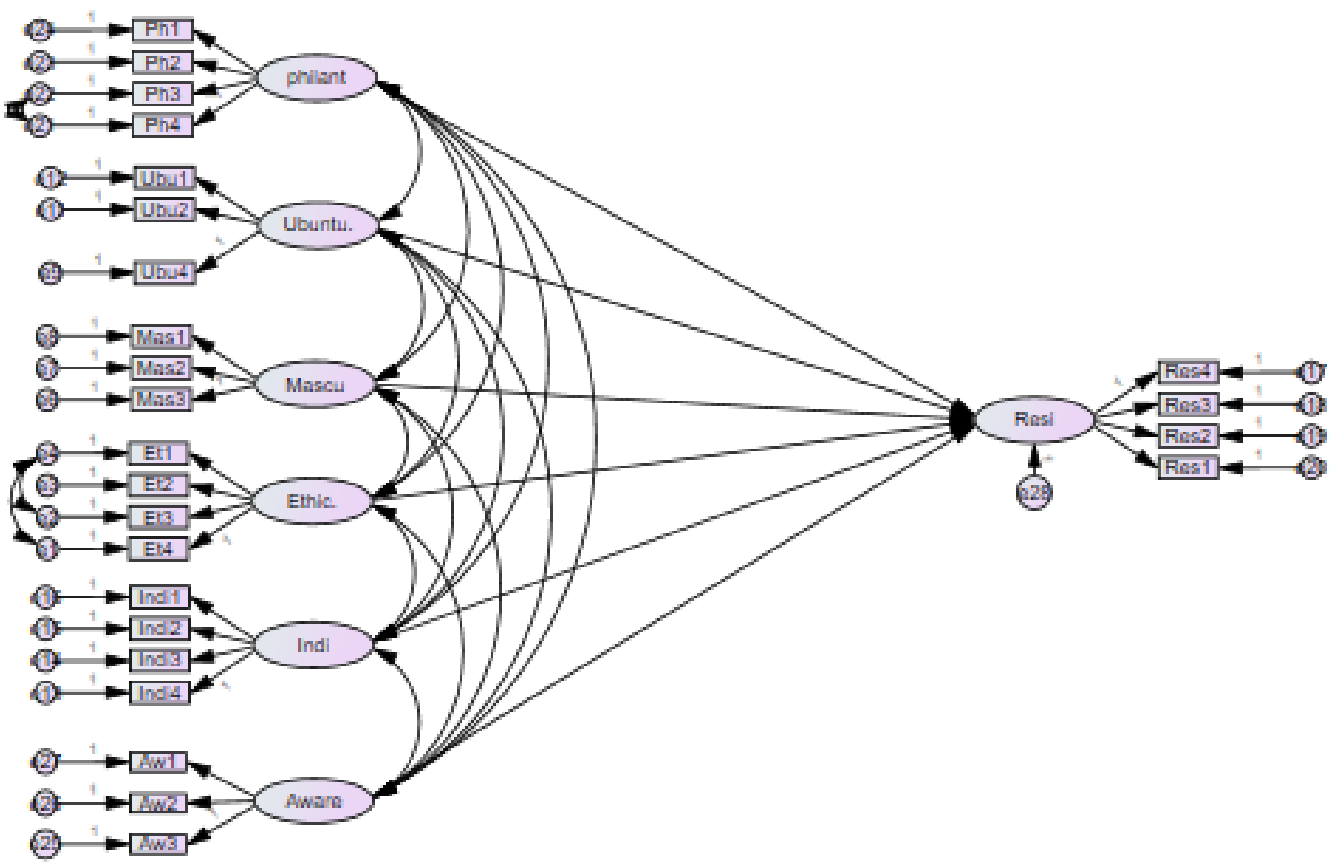


Figure 29: structure model

The course examination and fit files for the primary condition model delivered in the review are portrayed in the picture above. The fit records show a decent match since they are all inside Sharif and Nia's (2018) reasonable cut-off points in table 54.

4.4.2.2 Model fit

Figure 33: structure model depicts the final structural model, as previously said. In the measurement section of the model, a seven-factor model was hypothesized to be confirmed. Entrepreneurial resilience was the primary outcome variable. It's worth noting that two of the independent variables (philanthropy and culture) have various dimensions; these dimensions were separated to verify the independent factors' direct impacts on resilience. The following are the structural model's fit indices: SRMR= 0.494, p-value= .000, GFI = .874, AGFI = 832, DF= 254,the Chi-square value = 356.440, CFI= .968, IFI= .968, NFI = .897, TLI = 96, and RMSEA = .044. These findings indicate that the proposed model is a good fit, as all fit indices were at acceptable levels except for X^2's p-value, AGFI and GFI. according to Sharif and Nia (2018), as long as more than four indices predictor have been met the researcher should proceed with the model. Looking at the mode fit indices, more than four indices were met, therefore the model was deemed fit.

4.4.2.3 Path coefficient

The findings of the SEM based on the operations of 180 immigrant businesses in the formal sector in Johannesburg, South Africa, were shown in Figure 33: structure model above. Maximum probability assessment was utilized on the grounds that the information met the fundamental rule for ordinariness of circulation. Figure 33: primary model shows the normalized way coefficients for the last model. Aside from the accompanying way coefficients, which are not significant at the p-value .05 level of significance: Masculinity and philanthropy, individualism and philanthropy, masculinity and ethics, individualism and ethics, masculinity and resilience, individualism and resilience, masculinity and resilience, individualism and resilience, masculinity and resilience, individualism and resilience, masculinity and resilience, individualism and resilience, masculinity and resilience, individualism and resilience, masculinity and the pathways were derived from the model's hypotheses, They are covered in further depth in the sections below. It's important to note that the theoretical model explains 50% of the variance in resilience, which is one of the model's dependent variables.

Indirect effects, which refer to factors that are mediated by other variables, were also predicted by the theoretical model. In the links between ubuntu and resilience, individualism and ubuntu,

philanthropy was projected to be the mediator. Individualism and ubuntu both have indirect effects on resilience, as shown in the graph above. Philanthropic predictors explained 11% of philanthropic behavior. Despite the fact that the R2 values were poor. Reisinger (1997) attempted to find numerous factors on R2 and discovered a strong association between R2 and data collection method, data type, sample size and number of repressors in the study (Reisinger, 1997).

Table 70 in the informative supplement shows the unstandardised relapse loads, which exhibit how one variable impacts another and how much change is conceivable if the reliant variable changes. P esteems that are genuinely huge have an importance level beneath 0.05. Table 47 showcases the unstandardized coefficients and test measurements. For every one-unit change in the variable anticipating the reliant, each unstandardized relapse coefficient alludes to how much change in the ward. Whenever opinions for Ubuntu further develop by one, enterprising flexibility increments by 0.263. The unstandardized gauge, its standard blunder (SE), and the gauge isolated by the standard mistake (basic proportion = CR) are likewise remembered for Table 47. The P segment addresses the likelihood esteem related with the invalid theory that the test is zero. In spite of the way that Table 47 presentations unstandardized relapse loads, the P values are similarly just about as significant as the standardized coefficients.

Table 71 illustrates the percentage of variance explained by the predictors of the dependent variable. Resilience's determinants are thought to account for 75.8% of its variance. To put it another way, the error variance of resilience accounts for about 24.2 percent of resilience variation. All of these R2 values are significant at the.05 level of significance, with the exception of uniqueness and masculinity.

4.4.2.4 HYPOTHESIS TESTING

Exploring the relationship between philanthropy and resilience

The first hypothesis proposed that philanthropy and resilience have a positive relationship. The structural equation model's unstandardised regression weights and related P values were provided in Table 113 in the appendix. The provided P values are for unstandardized regression weights, however they can also be used for standardised regression weights. Philanthropy and resilience had a statistically significant relationship (standardised coefficient =.185, p.05.).

Exploring the relationship between ethics and resilience

The second hypothesis postulated a positive relationship between ethics and resilience. Table 113 in the appendix contains the unstandardized regression weights and associated P values for the structural equation model. There was a statistically significant association between ethic and resilience, according to the path coefficients for the independent variable ethic and the dependent variable resilience (standardized coefficient =.247, p.05).

Exploring the relationship between ubuntu and resilience

The third hypothesis proposed that ubuntu and resilience have a positive relationship. The structural equation model's unstandardised regression weights and related P values were provided in Table 113 in the appendix. The provided P values are for unstandardized regression weights, however they may also be used for standardised regression weights. Ubuntu and resilience had a statistically significant connection (standardised coefficient =.444, p.05).

Exploring the relationship between individualism and resilience

The fourth hypothesis proposed that individualism and resilience have a negative relationship. The structural equation model's unstandardised regression weights and related P values were provided in Table 113 in the appendix. The P values provided are for unstandardised regression weights, although they can also be used for standardised regression weights. The relationship between individualism and resilience was not statistically significant.

Exploring the relationship between masculinity and resilience

The fifth hypothesis proposed that masculinity and resilience have a negative relationship. The structural equation model's unstandardised regression weights and related P values were provided in Table 113 in the appendix. The P values provided are for unstandardised regression weights, although they can also be used for standardised regression weights. The relationship between masculinity and resilience was not statistically significant.

Exploring the relationship between awareness and resilience

The sixth hypothesis proposed that awareness and resilience have a positive relationship. The structural equation model's unstandardised regression weights and related P values were provided in Table 113 in the appendix. The P values provided are for unstandardised regression weights, although they can also be used for standardised regression weights.

4.5 Summary of the chapter

The sample size was set at 200 informal immigrant entrepreneurs, and 190 people responded, yielding a 95% response rate. The researcher only used surveys with all of the items filled in the statistical analysis. Around ten questionnaires were eliminated due to a high number of missing or inaccurate entries. Expectation maximization was utilized to determine if values were missing randomly or non-randomly while dealing with missing data. Following the discovery that values were missing at random, the expectation maximization technique was used as an imputation tool. The validity of the scale item was tested using EFA, seven factors (philanthropy, ethics, ubuntu, individualism, masculinity, awareness, and resilience) were developed from the data obtained. With Cronbach's alpha ranging between 0.5 to 0.89, the reliability test revealed an adequate level of consistency. These tests revealed that the variables (normality, correlation, validity, and reliability) were of sufficient quality to be employed in a structure equation modelling (SEM) and hypothesis testing (Hair, Gabriel, & Patel, 2014).

Table 49: Summary of hypothesis testing

Summary of hypothesis testing	
H_1: There is a positive relationship between philanthropic practices and immigrant's resilience in the South African informal sector	Not rejected
H_2: There is a positive relationship between ethical practices and immigrant's resilience in the South African informal sector	Not rejected
H_3: There is a positive relationship between ubuntu culture and entrepreneurial resilience	Not rejected
H_4: There is a negative relationship between masculine culture and entrepreneurial resilience	Rejected
H_5: There is a negative relationship between individually oriented culture and entrepreneurial	Rejected
H_6: There is a positive relationship between Awareness and entrepreneurial resilience	Rejected
H_{7A}: The mean resilience is the same for both genders (Male and Female)	Rejected
H_{7B}: The mean resilience is the same for all regions (East, West, Central, North, and southern region and other)	Rejected
H_{7D}: The mean resilience is the same for all education level (up to primary, matric, tertiary)	Rejected
H_{7E}: The mean resilience is the same for YBEE (less than a year, 1-3 year, 4years plus)	Rejected
H_{7F}: The mean awareness is the same for all education level (up to primary, matric, tertiary)	Rejected
H_{7G}: The is interaction effect between region and YBEE based on gender	Rejected

CHAPTER 5

5 DISCUSSION

5.1 Introduction

Section 5 introduced the outcomes and information examination of this review. This section talks about the discoveries from the concentrate's first, second, and third stages. The quantitative investigation is clarified in association for significant exploration discoveries. The testing of hypothesis and model structure in Chapter One is addressed by both distinct and inferential quantitative testing. The results of Stage One are tended to first, trailed by Stage Two, lastly Stage Three in association with each explored theory in this section. The results of testing speculations connected with the model characterized in Chapter three are accounted for in Stage Three. To start with, the discoveries of the testing of the theories connecting with segment determinants are inspected. so, this part gives an itemized conversation of the significant discoveries drawn from the outcomes that connects with the speculation and targets of this review. It tries to give significant experiences into this peculiarity student

5.2 Discussion regarding immigrant demographics

The descriptive statistics for the gender, age, business location, ownership, number of workers, foreign or local employees, industry, qualification, and origin variables were analyzed using the SPSS program. In the tables and figures below, personal demographics of respondent samples are reviewed, as well as a summary statistic for mean factor scores.

5.2.1 Gender

67.2 percent of the respondents were female and 32.8 percent were male in the example. It's actually important that on the exploration instrument, members were given the choice of choosing "other or favor not say" on the off chance that their orientation wasn't indicated; regardless, none of the people distinguished themselves as something besides male or female. As expressed by van Heerden (2019) this might be because of the way that Africa is still generally moderate, and

individuals from the LGBTQ people group don't yet have a similar degree of opportunity as LGBTQ individuals in different mainlands like Europe or America. Moreover, while taking a gander at the orientation split, Cruz et al. (2003) showed that people assume assorted and moving parts in the public eye thus have various necessities, which is reliable with prior observational investigations on ladies' financial commitment. As per the creators (Cruz et al., 2003), ladies are bound to work in the casual area of the economy in emerging countries since they are more in danger of joblessness and underemployment. The larger part are independently employed representatives that direct locally established work or road distributing, which are the most tricky and low-paying kinds of casual work (Machado, 1987). Besides, developments, for example, woman's rights and Take a Girl to Work will additionally enable ladies to partake in the casual area as well as in the proper economy (Willison, 2019). Because of this study's discoveries, ladies take an interest in the casual area at a higher rate than men. Female interest is probably going to ascend sooner rather than later as these developments keep on affecting society, especially in Africa, where most of individuals have a social direction formed by a customary social framework in what men are supposed to act like men (manly) and ladies are supposed to think and behave like ladies (ladylike) (Willison, 2019).

5.2.2 Age

Most of the immigrant business owners in the sample (85.6%) were between the ages of 18 and 49, with only a handful (14.4%) older than 50. This demonstrates the fading link between the ambition to establish and run a business as one gets older. The pattern resembles that found in a GEM sample. The most entrepreneurially engaged Africans are between the ages of 20 and 49. Rising entrepreneurial activity in Africa, as per the GEM (2019), is an indication of a full-grown enterprising people that considers business venture to be a reasonable vocation choice.

5.2.3 Education

From the sample, the larger part most workers (124 or 78.3%) holding either a matric or have something like gone through tertiary instruction while the rest had up to essential training. The GEM (2019) detailed that instruction expands a singular's faith in beginning a business and the likelihood that the business will make due past beginning up stage. considering that most of

respondent had either a matric or had something like gone through tertiary schooling, it very well may be normal that potential achievement is improved among those organizations.

5.2.4 Years in the country before engaging in entrepreneurship (YBEE)

The length of time an immigrant entrepreneur has been in the nation before launching a business is also important since it reflects how soon an immigrant may set up a business. Most of the sampled immigrants had been in the nation for less than a year before starting a business; 56 (31.1 percent) had been in the country for one to three years before starting a business; and 46 (25.6 percent) had been in the country for four years or more before starting a business. This demonstrates that most immigrants began enterprises as soon as they arrived in South Africa. Immigrants have lower workforce support rates, and are less qualified, consequently they should acknowledge lower-talented positions or start their own businesses (Salaff, 2002). The characteristics of immigrants' backgrounds, as well as their labor market position, encourage them to establish a business as soon as possible.

5.2.5 Region

Most of the immigrant respondents 51 (28.3%) were from the SADC region; 45 (25.0%) were from East Africa region; 44 (24.4%) were from West Africa region, 15 (8.3%) were from North Africa region, 15 (8.3%) were from central region, while 10 (5.6%) were from a region other than the four African region. From this study’s perspective, this shows that most immigrants entering South Africa are African. This can be attributed to the economic stability that the country has when comparing to other African country (Salaff, 2002).

5.3 Independent T-test

5.3.1 Gender and resilience

The null hypothesis (H8A) claimed that there is no substantial variation between the mean scores of male and female immigrant entrepreneurs in terms of entrepreneurial resilience in this study; nevertheless, the null hypothesis was rejected. The current investigation discovered a considerable

difference between males and women. According to the data, male entrepreneurs are more resilient than female entrepreneurs. These findings back up previous research that identified differences between male and female entrepreneurs. According to Ngota et al. (2019), the gender disparity is likely due to a cultural element, as African men are more open to high-risk ventures than women. African men have traditionally been more active in occupations that financially support their families, whilst African women have traditionally been more involved in-home chores (Ngota et al., 2019). Moreover, Research consistently echoes the competitive nature of activities in the informal sector and the lack of entrepreneurially skilled female entrepreneurs as one of the reasons of disparity between male entrepreneurs and female entrepreneurs in Africa. Nyamwanza et al. (2012), for example, looked into the financial management tactics utilized by female entrepreneurs and the issues women face when managing their company's finances. Female entrepreneurs lack financial management abilities, as indicated by their utilization of business funds for social reasons rather than commercial operations (Nyamwanza et al., 2012).

5.3.2 Gender and awareness of government support

The null hypothesis (H8A), which claimed that there is no substantial variation in the mean scores of male and female entrepreneurs in terms awareness of government support, was rejected. The latest study showed a significant disparity between male and female entrepreneurs. According to the means, male immigrant entrepreneurs are more conscious of government institutions than female entrepreneurs. Watson (2012) and Thusi and Zondo (2016) found gender differences in entrepreneur awareness and networking in previous research studies. Most female and male immigrant microbusiness owners are ignorant of government financial incentive (GFIS) schemes, according to Thusi and Zondo (2016). The findings of the authors (Thusi and Zondo, 2016) imply that lack of awareness is not dependent on gender. Both categories are affected equally.

5.4 Analysis of the variance

5.4.1 Comparing resilience among immigrant based on region

According to the null hypothesis (H8A), there is no substantial variation in the immigrant entrepreneur's resilience based on the immigrant entrepreneur's level of education. The null hypothesis was proven incorrect. A substantial variation between region of immigrant business owner was found. The findings show that immigrant from Southern Africa have greater resilience compared to other region in this study. the result indicates that the mean difference is statistically significantly higher for immigrants coming from the Southern Africa ($p=0.001$) compared to those coming from central Africa, North Africa, east and west Africa, or other regions. These other regions had a different means; however, these differences were not statistically significant. Previous empirical studies such as (Nshimbi and Fioramonti, 2014) and (Khosa, 2014) obtained similar findings. The scholars (Nshimbi and Fioramonti, 2014; Khosa, 2014) have stated given that most nations part of the Southern African Development Community (SADC) are close to each other, they tend to share aspect of life such as language. This facilitates their adaptation in the South African informal sector. According to Khosa (2014), language is made up of both verbal and nonverbal components and is sometimes referred to as the mirror of culture. The spoken words used, the voice tone, and nonverbal acts such as body position, eye contact, and gestures all transmit messages and thoughts. This, according to the author (Khosa, 2014), is important not only for acquiring and evaluating information, but also for communicating with all parties involved and, ultimately, in the entrepreneur's everyday activities. Gebre et al. (2010) discovered that language is a major obstacle to integration in their study in Durban, South Africa. Similarly, Habiyakare, Owusu, Mbare, and Landy (2009) discovered that Finnish language was a hurdle in their research in Finland, as it was plainly impossible to negotiate the Finnish commercial terrain without it. As a result, critical commercial transactions were delayed significantly.

5.4.2 Comparing for resilience among immigrant based on education

The Analysis of variance method was utilized to find a substantial variation in the mean scores of immigrants' educational levels. The null hypothesis (H8A) stated that there is no significant

difference in resilience based on the immigrant entrepreneur's degree of schooling. The analysis of variance results indicate that schooling has a significant impact on resilience. The null hypothesis was proven to be incorrect. The results show that immigrant education levels have a significant impact on entrepreneurial resilience. Immigrant entrepreneurs with postsecondary degrees were more resilient than those with Matric or lower qualifications. Previous empirical studies on the impact of education on entrepreneurship yielded similar findings. According to the study conducted by Greve and Salaff (2003), education influences the quality of human capital as well as the ability of the owner to select his or her social network. Similarly, MacGregor (2004) discovered that the level of education of a small business owner has a positive impact on networking. Because the informal sector is competitive, because they are better knowledgeable and have developed abilities such as financial management, educated entrepreneurs have a competitive advantage, according to Dzomonda and Fatoki (2018). This is evident in how they manage business finances, which are frequently provided by family members. While these skills and degrees are valuable in the informal sector, they are typically unrecognized in the host country (Tengeh et al., 2011).

5.4.3 Comparing for resilience among immigrant based on year in the country before engaging in entrepreneurship

The null hypothesis (H_{8A}) suggested that there is no substantial variation in resilience based on the immigrant entrepreneur's years in the country before engaging in entrepreneurship. The analysis of variance results shows a substantial variation in the degree of awareness among immigrant business owners in light of the degree of education. The null hypothesis was rejected. Entrepreneurs who waited between 1 to 3 years were found to have a higher level of resilience compared to who started directly as they arrived in South Africa according to this study's findingd. According to Marvel et al., (2016) this may be due to the fact that those who wait and start operating at least a year after arriving in South Africa get to learn different skills and the right network of individuals required to operate in the South African informal sector this, therefore increases their resilience compared to those who start operating straight after arrival (Marvel et al., 2016). However, because immigrants in general are only equipped with human capital and a degree that isn't always recognized in the host country, they frequently face difficulties acquiring access

to the labour market in South Africa (Tengeh et al., 2011). As a result, newcomers have little choice but to start a business as soon as they arrive in the country (Salaff, 2002). These immigrants' background traits, as well as their labour market position, encourage them to start their own business as soon as feasible, which has a detrimental impact on immigrant resilience, according to the findings of this study.

5.4.4 Comparing for awareness of government support among immigrant based on education

Anova was used to find a substantial variation in the mean scores of immigrants' levels of education. According to the null hypothesis (H8A), there is no substantial variation in government support program awareness based on the immigrant entrepreneur's educational level. The anova results show a considerable difference in awareness levels depending on education level. The null hypothesis was found to be false. MacGregor (2004) and Greve and Salaff (2003) found comparable results in previous empirical investigations. According to MacGregor (2004) and Greve and Salaff (2003), education has a good impact on microbusiness owners' networking. According to Dzomonda and Fatoki (2018), networking allows one to uncover opportunities in one's network through connecting with people who know about government assistance programs. The quality of human capital is influenced by educational attainment (Marvel et al., 2016). Dzomonda and Fatoki (2018) claim that educated proprietors are more aware of credit services and their requirements. According to the authors (Dzomonda and Fatoki, 2018), education increases one's awareness of resources such as government assistance programs. This is especially true on account of immigrant business owners who obtained some of their tertiary degrees in South Africa since a portion of these agencies and government support programs are remembered for the course materials of most scholastic endorsements (Dzomonda and Fatoki, 2018).

5.4.5 Comparing means for resilience across region and YBEE

To compare resilience among immigrants based on region and years in the country before engaging in entrepreneurship, the analysis of variance was utilized to analyze the distinction between the mean scores of resilience among immigrants based on region and years in the country before engaging in entrepreneurship. The null hypothesis (H_{8A}) suggested that there is no substantial

variation in resilience based on region or years in the country before engaging in entrepreneurship. The null hypothesis was rejected, and the results show a substantial difference. the result shows that, overall, business run by immigrant from southern African region have a higher resilience regardless of the numbers of years the entrepreneurs have been in the country. The result also shows that most immigrant owned business started within less than a year of the immigrant's arrival in the country tend not to be as resilient as those who took at least 1 to 3 years after their arrival in South Africa except for immigrants from the southern Africa region, furthermore, immigrant who took 4 years or plus before engaging in entrepreneurship saw a decrease in resilience compared to those who took at least 1 to 3 years according to the study's findings. Furthermore, only the difference between the southern part and the remainder of the region was significant; the others were not. These findings resonate with previous studies (Nshimbi and Marvel et al., 2016; Khosa, 2014). The findings resonate with study done by author such as Khosa (2014) the author states that the length of time taken by the immigrant entrepreneur before starting a business is relevant as it indicates how quickly the immigrant entrepreneur is able start a business after arriving (Khosa, 2014). The study findings further resonate with study done by authors such as Nshimbi and Marvel et al. (2016) these authors found that entrepreneur who were found to be operating for more than a year tend to have more experience and therefore bound to have higher level of resilience compared to those who just started. Regarding immigrant entrepreneurs from the SADC region, as previously stated, Previous empirical studies such as (Nshimbi and Fioramonti, 2014) and (Khosa, 2014) also obtained similar findings. the scholars (Nshimbi and Fioramonti, 2014; Khosa, 2014) have stated given that most nations part of the Southern African Development Community (SADC) are close to each other, they tend to share aspect of life such as language. This facilitates their adaptation in the South African informal sector.

5.5 Discussion regarding hypothesis test

5.5.1 Exploring the relationship between social responsibility and resilience

As stated earlier, given the nature of the study's population being immigrant entrepreneurs in the informal sector and the sensitivity surrounding certain topics (such as economic performance, the legal aspect of the business), the study made use of two of Carroll's levels of social responsibility

which are Ethical, and philanthropy responsibility. Therefore, To explore this relationship the study used two dimension of Carroll's pyramid.

- H_1: There is a positive relationship between philanthropic practices and entrepreneurial resilience
- H_2: There is a positive relationship between ethical practices and entrepreneurial resilience

Both dimensions of social responsibility were significant; studies on immigrant entrepreneurs in South Africa have all noted that there is a misunderstanding that immigrants are taking monetary resources and job opportunities away from native South Africans (Ogunnoiki, 2019), and that there is an underlying perception of something is being taken away from the natives; additionally, studies (Ettang and Leeke, 2019; Morris, 1998) have revealed that natives have accused immigrants of stealing their land (Ettang and Leeke, 2019). This has sparked public controversy regarding their position in the South African economy and rivalry with their South African counterparts, with claims ranging from forcing the closure of South African enterprises to harbouring 'trade secrets' that give them an advantage to monopolizing the sector (Ogunnoiki, 2019).

Using deductive approach, drawing on well-known theories such as signalling theory, from this theory the assumption was that immigrant businesses owner being the sender of information can affect changes in how they are perceived by society at large by undertaking practices that are positively seen by society in their day-to-day business (Moorthy et al, 2017). Such practices as social responsibility practices and ethical practices if included in information packages by immigrant-owned businesses may upshoot the native South Africans and authorities' view of the immigrant-owned business as a good place of work therefore positively impact their resilience (Batt, 2016). Both philanthropical and ethical dimension of social responsibility as stated by Carroll's model (1991) being a demonstration of giving back value to the communities where the entrepreneur operates. by hypothesized that there would be relationship between these dimensions and resilience, the study's finding suggests that both philanthropy and ethical practice contribute to their resilience. Study (Kechiche and Soparnot 2012) have shown that immigrant entrepreneurs are more likely to carry their SR activity by using these two dimensions, instead of carrying out SR activities by wide media perceivability and profiting from economies of scale as big corporates

have tendency of doing (Kechiche and Soparnot 2012). Kechiche and Soparnot (2012) state that immigrant's entrepreneurs are more likely to target ameliorating their legitimacy of doing business in a given community by using their relationship, which are based on reputation, trust, and perception. the study has confirmed the assumption held that by practicing both philanthropical and ethical dimension of social responsibility (Carroll, 1991) and demonstrating that value is being given back in the community (Host Nation), this in turn will help legitimizing immigrants' doing of business and furthermore ameliorate immigrants' view held among native South Africans in the informal sector (Batt, 2016).

5.5.2 Exploring the relationship between Culture and resilience

- H_3: There is a positive relationship between ubuntu culture and entrepreneurial resilience
- H_4: There is a negative relationship between masculine culture and entrepreneurial resilience
- H_5: There is a negative relationship between individually oriented culture and entrepreneurial resilience

The idea of culture as utilized in this research depended on the mix of the work by Hofstede (2001) which looked at culture from a western perspective and ubuntu which looked at culture from an African perspective. This is because South Africa is country that attracts people from everywhere around the world and Hofstede's work (2001) has been utilized broadly in culturally diverse exploration and has been powerful in making sense of social contrasts between individuals in various settings, incorporating Hofstede's work (2001) made this study whole compassing as the author's culture framework has been proven effective in cross-cultural research. Regarding the study's findings, two of the Hofstede's dimension (masculinity and individualism) of culture used in the study had no statistically significant relationship with the dependent variable (resilience). previous studies on the work of Hofstede, have found similar findings, for instance, empirically studies done by Swart et al., (2019) have found that Hofstede's dimension culture was developed in developed western country, therefore it does not adequately apply in developing country context. Moreover, ubuntu had a positively significant relationship with resilience. because

Ubuntu, as used in this study as dimension of culture, had a positive relation with resilience. Using deductive approach, drawing on well-known theories such as social identity theory, the assumption was that immigrants upon arrival in the host country will be likely to identify themselves to groups that best identify with their cultural, using these ties, several African immigrants fill in niche markets and establish their own financial structures in the city (Peberdy, Crush, & Msibi, 2004;). These ties may assist immigrants develop their cultural identities by providing a sense of belonging, cohesion, shared history, and solidarity (Abdi 2014). This is because Ubuntu being strongly linked to humanity, being human, humanness, or oneness, and expresses the idea that "we are truly human only in contact with other humans" (Lutz 2009). It is often used as a support system among African (be it financial or emotional) where the individuals pursue their own 'good' through pursuing the common good (Lutz 2009). Ubuntu is thus a community-oriented operating system that relies on collective participation to help and encourage community members to thrive and gain self-worth and therefore be more resilient (Van Wyk and Adonisi 2010). This is seen when Somalis own small corner shops and spazza retail shop operate as a collective, they benefit from economies of scale when purchasing from wholesalers, allowing their products to sell for less money (Fatoki, 2014). this support creates an environment of help which contribute to resilience.

5.5.3 Exploring the relationship between Awareness and resilience

- H_6: There is a positive relationship between awareness of government support and entrepreneurial resilience

According to the findings of the study, there is a significantly positive relationship between awareness and resilience. Many earlier studies yielded similar conclusions to this study (Philips et al., 2014; Rambo, 2013; Reid & Nightingale, 2011), however, previous study of authors such as Philips et al. (2014) discovered that just a minority of respondents in a study of local small businesses in South Africa were aware of and received government support and most of those aware were in the formal sector. most immigrant small business owners, according to Rambo (2013) remain uninformed of such programs. This may be due to the fact that the awareness of institutions that give such support requires certain level of education and in most developing

country, particularly those in Africa, the majorly have up to primary education (Rambo, 2013). scholars (Reid & Nightingale, 2011) have found that both in the formal and informal sector government aid programs are available to immigrant-owned enterprises, support such as Financial and training are two examples of small business support initiatives are available, Sternberg (2014) notes that though they are available most immigrant entrepreneurs special those in the informal sector don't have access to it due to not being informed or educated and due to various discriminations. Moreover, MacGregor (2004) states that the level of education highly correlate with awareness on one hand, and on the other education has a positive impact on microbusiness owners' networking ability, in a similar vein Dzomonda and Fatoki (2018) stated that networking allows one to uncover opportunities in one's network through connecting with people who may know about government assistance programs. The authors (Dzomonda and Fatoki, 2018), further stated that there is a disparity between educated and uneducated informal entrepreneurs. Educated entrepreneurs, according to the authors (Dzomonda and Fatoki, 2018), are better informed about different government programs, bank financing and its requirements. From the above, one may argue that perhaps awareness in itself does not contribute to resilience as shown by Sternberg (2014) rather given that awareness of government support highly correlate with education, it is the immigrant's level of education instead of awareness that contributes to resilience, because as noted by Sternberg (2014) most immigrant entrepreneurs special those in the informal sector don't have access to it due to various discriminations.

5.6 Chapter summary

This chapter discussed the findings of the research. First, the scale item descriptive results were discussed. The results of the t-tests were then discussed, followed by a discussion of the ANOVA test (both one-way and two-way) results, and finally a discussion of the comparison of means for the items in Stages three. The SEM findings were then presented in connection to each of the hypotheses that had been investigated. the findings indicate that a significant association between philanthropy, ethics, and ubuntu, however individualism and masculinity did not have a significant association. Moreover, a significant difference was found among all the demographics. of significance to note is that entrepreneurs from southern region were found to be more resilient compared to those of other region, furthermore, entrepreneurs with higher education level were

found to be more resilient than those with who completed up to primary education. a summary of the research, the conclusions, the recommendations for further research and recommendations for practice are offered in the following chapter.

CHAPTER 6

6 CONCLUSION AND RECOMMENDATION

6.1 Introduction

This study was designed to better understand how immigrant entrepreneurs interpret culture and social duty, and how these factors contribute to their resilience in the face of adversity in the informal sector. The central research issue, which was based on theory and research findings from relevant literature, was whether immigrant entrepreneurs' social duty and culture influence their entrepreneurial resilience in the South African informal sector. In Chapter One, the study's aims were formed from this central research issue. The accomplishment of research goals is covered further down.

6.2 Conclusion of the study

The purpose of this research was to learn how immigrant entrepreneurs interpret culture and social responsibility, and how these factors contribute to immigrant entrepreneurs' resilience in the face of adversity or instability in the South African informal sector. Furthermore, the researchers wanted to see if philanthropic, ethics, ubuntu, masculinity, individualism, and awareness are all linked to resilience. The overall goal was to gather information that might be utilized to make suggestions to both immigrant businesses and the government. the study identified a significant association between philanthropy, ethics, and ubuntu, however individualism and masculinity did not have a significant association. We could relate this to the idea that individualism is used in the western context as also argued by Mamman et al (2019). Demographics showed statistically significant effects. A significant association was illustrated which showed male entrepreneurs are more resilient compared to female entrepreneurs. These results support earlier studies that have found males to be more resilient than females (Ngota et al., 2019). According to this survey, male immigrant business owners have a significantly higher level of awareness. Watson (2012) and Thusi and Zondo (2016) found comparable results in previous empirical investigations. The findings reveal that Southern African immigrants are more resilient than those from other regions

in this study. Previous empirical studies such as Nshimbi and Fioramonti (2014) and Khosa (2014) obtained similar findings. It is important for immigrant entrepreneurs to participate in their various community projects, thus altering the negative perception regarding their operation in the country. The present study has highlighted patterns of association between social responsibility, culture, awareness of government and Entrepreneurial resilience (Mamman et al 2019; Ngota et al., 2019; Khosa, 2014). Good understanding of these factors can contribute to more effective policies in immigrant business sectors. Social responsibility and increase awareness of government programmes. Further studies should invest clarifying and quantifying the exact mechanisms and sets of factors on immigrant resilience and in producing good business practice.

6.3 Implication of the study

Theoretical contribution:

This research contributes to the emerging literature about CSR and immigrant entrepreneurship by looking at social responsibility from an informal immigrant entrepreneur perspective. This study sheds light on how immigrant entrepreneurs view the importance of social responsibility practice in the community and how it has contributed to their resilience. The relationship between signal theory and the entrepreneur's resilience will in turn have a positive outcome between all various parties mentioned above such as the stakeholders (local members of the community) and their various business respectively (immigrant entrepreneurs), this will help change preconceived perceptions created by locals.

Practical contribution:

This study outlines activities that informal immigrant entrepreneurs can engage in and employ to increase their resilience in the informal sector, where they confront problems such as a lack of financial support (Rogerson, 2018). Furthermore, from a government perspective, it was suggested that government agencies enact regulation that help gatekeepers of informal settlement and integrate informal immigrant entrepreneurs in their strategic and operational frameworks in the study. This is because, this is because in south Africa, Small individual entrepreneurs make up a

sizable proportion of enterprises, yet they have minimal public awareness and no brand capital (Rogerson, 2018). This makes it easier for them to avoid legal obligations and penalties in the event of noncompliance (Rogerson, 2018). Businesses need an effective and stable regulatory structure to enforce adherence to standards impacting both quality and fair trading in order to be socially responsible. However, in developing countries and the informal economy, these prerequisites are rarely met. Due to the lack of responsive governance and policy procedures in most developing nations, a large section of the population is uninformed of current norms, sanctions, the need for compliance, and the need of being socially responsible (Mehtap and Al-saidi, 2019).

6.4 Limitation of the study

There are Four major limitations highlighted in this study. Firstly, this study investigated on some factors (Social responsibility, culture, and awareness) that influences an individuals' entrepreneurial resilience of immigrants in informal sector in Johannesburg South Africa. There are many other factors which were not included within the scope of this study (such as financial resource, prior knowledge, and social networks) which is most likely impact on the entrepreneurial resilience of immigrant entrepreneurs. Secondly, Because the sample method employed in this study was convenience sampling, all members of the study's population did not have an equal chance of participating. As a result, During the study, the researcher focused primarily on the respondents who were available and could be reached readily through face-to-face data collecting. Thirdly, this study is geographically limited to the immigrant entrepreneurs in Johannesburg. Differences in historical, economic and geographical factors should introduce caution in generalizing the findings for other immigrant entrepreneurs all over South Africa, as one city over many cities in South Africa is limiting. Lastly, the sample size was very limited as there was ample reluctancy in responding to the questionnaires, respondents opposed responding due to COVID regulations and restrictions, hence low sample size attained.

6.5 Suggestion for further research

In spite of the significant contribution that this study has made, it is not without flaws that point the way to new directions for research in the future. The first and maybe most important aspect of this study is that it was collected from the foreign entrepreneurs in the province of Gauteng. The findings could be more illuminating if the data collection was broadened to include not only other provinces but also the engagement of citizens. Consequently, this suggested line of inquiry need to be taken into consideration by further research. Since only quantitative research was employed in this study, there is also the issue of common technique bias to take into consideration. If the study utilized both qualitative and quantitative approaches, the quality of the results would be significantly improved.

Second, this research only looked at a few of the factors that influence entrepreneurial resilience, such as social responsibility, culture, and awareness of government support; however, there are a great many more factors that play a role in this. For example, looking at Carroll's CSR model's legal responsibility and economic responsibility dimensions could be included for further research, despite the sensitivity surrounding these dimensions when it comes to immigrant issues. This could be done despite the fact that these dimensions have been controversial in recent years. In addition, with regard to culture, as was indicated, the research utilized two of Hofstede's (2001) cultural dimensions, namely individualism and masculinity. This is owing to the fact that the research is being conducted in Africa, where the majority of countries are patriarchal. The two aspects proposed by Hofstede (2001) have been shown to have a resonant relationship with the African cultural environment (Rambo, 2013; Hofstede,2001; Van Wyk and Adonisi 2010). As a recommendation for the conduct of more study, including other cultural dimensions from Hofstede may be beneficial. Overall, these recommended future areas of study have the potential to make a significant contribution to the current body of literature on CSR and immigrant entrepreneurship. This is a situation that is less investigated by certain scholars in Africa since it is a more sensitive problem.

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8 APPENDIX

8.1 Appendix A: Consistancy Matrix

Research problem: Research main objective: To understand how immigrant's social responsibility and culture impact entrepreneurial resilience.							
Sub- objectives	Literature Review	Research questions	Hypotheses or Propositions or Research questions	variables	Source of data	Type of data	analysis
To investigate the extent of the relationship between immigrant's social responsibility and entrepreneurial résilience.	fatoki and Patswawairi, (2012) Tengeh (2011),(2015), (2016) Azmat, and Zutshi (2012)	How does immigrant's social responsibility affect entrepreneurial resilience?	▪ H_1: There is a positive relationship between philanthropic practices and immigrant's resilience in the South African	IV: social responsibility(philathronpic and ethic) DV: entrepreneurial resilience	IV: philanthropic : Q1, Q2, Q3, Q4, Q5 Ethics : Q6, Q7, Q8, Q9, Q10 DV: Q27, Q28, Q29, Q30	Ordinal (7Likert scales)	Structural equation modeling

			informal sector ▪ H_2: There is a positive relationship between ethical practices and immigrant's resilience in the South African informal sector				

To understand the extent of the relationship between immigrant culture (Masculinity, ubuntu and Individualism) and entrepreneurial resilience.	Williamson et al (2006) Murillo and Lozano (2006) Azmat, and Zutshi (2012) Fullei and Tian, 2006 Perrini (2006)	How does immigrant's culture affect entrepreneurial resilience?	▪ H_3: There is a positive relationship between ubuntu culture and entrepreneurial ▪ H_4: There is a negative relationship between masculine culture and entrepreneurial resilience ▪ H_5: There is a negative relationship between individually oriented	IV: culture (ubuntu, individualism, and masculinity) DV :entrepreneurial resilince	IV: Ubuntu : Q11, Q12, Q13, Q14, Q15 masculinity : Q16, Q17, Q18, Q19 Individualism : Q20, Q21, Q22, Q23 DV: Q27, Q28, Q29, Q30	Ordinal (7Likert scales)	Structural equation modeling

			culture and entrepreneurial resilience				
To understand the extent of the relationship between immigrant awareness of government support and entrepreneurial resilience.	Hofstede (1980) Herbig (1994) Azmat, and Zutshi (2012) Murillo and Lozano (2006)	To what extent immigrant's social responsibility is dependent on the immigrant's culture?	▪ H_6: There is a positive relationship between Awareness and entrepreneurial resilience	IV: awareness DV: entrepreneurial resiliencce	IV : Q24, Q25, Q26, DV: Q27, Q28, Q29, Q30	Ordinal (7Likert scales)	Structural equation modeling

To analyse the relationship between some demographic factors and entrepreneurial resilience.		How does immigrant's demographic affect entrepreneurial resilience ? And How does immigrant's demographic affect Awareness of government support	H_7: The mean resilience is the same for demographics H_7: The mean awareness is the same for demographics	IV: demographics DV_1: entrepreneurial resilience DV_2: entrepreneurial resiliencce	IV: Q31, Q32, Q33, Q34, Q35, Q36, Q37, Q38 DV_1: Q27, Q28, Q29, Q30 DV_2 : Q24, Q25, Q26,	Ordinal (7Likert scales) and nominal as well	Descriptive statistics(means, st deviation) Analysis of the variance(ANOVA)

8.2 Appendix B: Ethics clearance

Graduate School of Business Administration
University of the Witwatersrand, Johannesburg

Wits Business School

Wits Business School Ethics Committee
Constituted under the University Human Research Ethics Committee (Non-Medical)

Ethics Clearance Certificate

Ethics protocol number: WBS/EN2296646/579
This certificate is only valid with a legitimate ethics protocol number and signed by the Researcher (below).

Project title	The effect of culture and social responsibility on entrepreneurial resilience among immigrant entrepreneurs in Johannesburg
Investigator / Researcher	Miss Anelisa Ntlakana
Nature of Project	MM (Entrepr & New Venture Creation)
Decision of the Committee	Approved, provided stakeholders and participants are guaranteed anonymity and confidentiality.
Issue Date of Certificate	2021-12-09
Expiry date	Date of submission of the project report
Chairperson	Prof Anthony Stacey ☎ +27 11 717 3587 +27 82 880 4531 anthony.stacey@wits.ac.za

Declaration by Researcher

One copy must be signed by the Researcher and returned to the Chairperson of the Wits Business School Ethics Committee.

I fully understand the conditions under which I am authorized to carry out the abovementioned research and I guarantee to ensure compliance with these conditions. Should any departure to be contemplated from the research procedure as approved I undertake to resubmit the protocol to the Committee.

Signature

10/12/2021
Date:

8.3 APPENDIX C: Research instrument



My name is Anelisa Ntlakana, I am a student from the University of Witwatersrand Business School Johannesburg. I am conducting a research to understand the interpretation of social responsibility and culture amongst immigrant entrepreneurs and how these contribute to immigrant entrepreneur's resilience in face of different adversities or instability in the informal sector. Data will be collected from immigrant entrepreneurs in Johannesburg's Informal Settlement. I would like to request your participation in this project and to take part, I will require you to complete a questionnaire that will take you about 15 minutes to complete.

For each question below, select the response that best describes how you feel about the statement, Where: 7= strongly disagree, 4= Disagree, 3= Neutral, 2= Agree, and 1= strongly agree

Social responsibility								
		Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat agree	Agree	Strongly Agree
1.	It is important for me to make sufficient monetary contributions							

	to charities in the community where I operate.							
2.	Society is in danger because people are less concerned about each other nowadays.							
3.	South Africa needs responsible immigrant entrepreneurs in the informal sector.							
4.	It is important for me to support local cultural activities and to do community service well.							
5.	It is important for me to make sufficient monetary contributions to charities in the community where I operate.							
		Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat agree	Agree	Strongly Agree
6.	I need to be recognized as an individual entrepreneur with good business ethics in the community.							
7.	The most important concern is the good of all the people in my business community.							
8.	People should make sure their actions never harm another even to a small degree.							

9.	In this community, people are guided by their own personal ethics.							
10.	I need to be recognized as an individual entrepreneur with good business ethics in the community.							
culture								
		Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat agree	Agree	Strongly Agree
11.	I believe that being valuable in society is very important to me compared to my personal entrepreneurial goals.							
12.	I do helpful things that will bene it me and the colleagues I know.							
13.	the wellbeing of my friends is important to me.							
14	I feel that as immigrants we should stick together as a family no matter what sacrifices are required							
15	I believe that being valuable in society is very important to me compared to my personal entrepreneurial goals.							
		Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat agree	Agree	Strongly Agree

16.	it is more important for men to have a higher paying business than it is for women.							
17.	Men usually solve problems with logical analysis; women usually solve problems with intuition.							
18.	Solving difficult problems usually requires an active, forcible approach, which is typical of men.							
19.	There are some jobs that a man can always do better than a woman and being entrepreneur is one of them.							
		Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat agree	Agree	Strongly Agree
20	I believe that a good quality of life is based on material success							
21	I have a challenging business, from which I get personal sense of accomplishment.							
22	I believe that I am assertive, ambitious, and competitive while pursuing a business venture.							
23	I believe that men dominate in material success in my community							
	Awareness of government support							
		Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat agree	Agree	Strongly Agree

24	I am aware of the Small Enterprise Development Agency							
25	I am aware of the Small Enterprise Finance Agency							
26	I am aware of the Department of the Small Business Development							
Business resilience								
		Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat agree	Agree	Strongly Agree
27.	I am confident things will turn well for many businesses in the future.							
28.	My business is in a better position to cope with changes and stay in the reef-based informal sector.							
29.	There are many options for my business to adapt to change and stay working in the reef-based informal sector.							
30.	I do not think my business will survive in this sector for much longer.							

Demographics

31) How old are you? (years)

☐ 18-24 ☐ 25-31 ☐ 32-37 ☐ 38-43 ☐ 44-4☐ 5☐5 56+

32) Gender:

☐ ☐ ☐

Male Female Prefer not to say

33) How long have you been running the business?

☐ 0-2 years ☐ 3-5 years ☐ 6- 8years ☐ 9years +

34) Please what is your highest education level?

☐ Up to primary education ☐ High school ☐ post high school diploma

☐ bachelor's degree ☐ honours'' degree ☐ PhD

36) which region are you from?

☐ East Africa ☐ West Africa ☐ North Africa ☐ Southern Africa

☐ other region

37) What is your race?

☐ Black ☐ White ☐ Asian ☐ Other

38) After arriving in South Africa how long did you take before engaging in entrepreneurship?

☐ less than a year ☐ 1-3 years 4 years plus

8.4 APPENDIX D: CONSENT FORM

Title of project:

The effect of cultural and social responsibility on entrepreneurial resilience among immigrant entrepreneurs in Johannesburg

Name of researcher: Anelisa Ntlakana
Supervisor: Dr Mc Edward Murimbika
Department/research group address: 1 Jan Smuts Avenue Braamfontein 2000 Johannesburg South Africa I ……. (Initial and surname) consent to take part and the research has been explained to me and I comprehend what my interest will include. any objections or complaints in regards to the ethical procedures of this research, you are free to contact the University Human Research Ethics Committee (Non-Medical), phone +27(0) 11 717 1408. Furthermore, I concur that my cooperation will stay unknown I concur that the researcher may utilize mysterious statements in his research report I concur that the data I give might be utilized by different analysts following this investigation

…… (Signature) …… (Name of participant) …… (Date)

Thank you for your Time and Participation!!!!

8.5 Appendix E: Tables pertaining to stage one

Table 50:Long form Expectation Maximization Means

EM Means[a]

Philant_1	Philant_2	Philant_3	Philant_4	Philant_5	Ethic_1	Ethic_2	Ethic_3	Ethic_4	Ethic_5	Mascu_1	Mascu_2	Mascu_3	Mascu_4	Ubun_1	Ubun_2	Ubun_3	Ubun_4	Ubun_5	indiv_1	indiv_2	indiv_3	indiv_4	Res_1	Res_2	Res_3	Res_4
2.14	1.77	1.72	1.74	2.20	3.59	3.69	3.78	3.41	1.35	1.33	1.42	1.41	1.53	1.34	1.20	1.29	1.26	1.10	3.38	3.36	3.58	3.59	1.53	1.58	1.73	1.68

a. Little's MCAR test: Chi-Square = 284.452, DF = 333, Sig. = .975

Table 51:Long form total variance explained

Total Variance Explained							
	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings[a]
Factor	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
1	6.319	26.330	26.330	5.958	24.823	24.823	3.745
2	3.149	13.120	39.450	2.928	12.199	37.022	2.795
3	2.739	11.414	50.864	2.364	9.848	46.871	4.724

4	2.126	8.860	59.725	1.830	7.624	54.494	2.509
5	1.594	6.642	66.367	1.277	5.319	59.814	3.461
6	1.126	4.694	71.060	.744	3.098	62.912	3.763
7	.957	3.986	75.046				
8	.783	3.262	78.308				
9	.619	2.577	80.885				
10	.544	2.265	83.150				
11	.533	2.219	85.369				
12	.487	2.029	87.398				
13	.432	1.799	89.197				
14	.400	1.668	90.865				
15	.372	1.551	92.416				
16	.344	1.434	93.850				
17	.295	1.231	95.081				
18	.253	1.056	96.137				
19	.222	.925	97.062				
20	.207	.861	97.923				
21	.186	.776	98.699				
22	.161	.669	99.368				

23	.149	.619	99.987				
24	.003	.013	100.000				
Extraction Method: Principal Axis Factoring.							
a. When factors are correlated, sums of squared loadings cannot be added to obtain a total variance.							

Table 52: Pattern matrix

Pattern Matrix[a]							
	Factor						
	Philanthropy	Ubuntu	Masculinity	Ethics	Awareness	Individualism	Resilience
Ph3	.976						
Ph2	.861						
Ph1	.822						
Ph4	.675						
Ubu4		.802					
Ubu1		.741					
Ubu2		.702					
Ubu3		.505					
Mas3			.990				

Mas1			.985				
Mas2			.746				
Mas4			.417				
Et1				.887			
Et4				.870			
Et3				.641			
Et2				.578			
Aw2					.833		
Aw1					.799		
Aw3					.794		
Indi3						.789	
Indi4						.732	
Indi2						.698	
Indi1						.617	
Res1							.733
Res3							.642
Res2							.521
Res4							.387

Extraction Method: Principal Axis Factoring. Rotation Method: Promax with Kaiser Normalization.
a. Rotation converged in 6 iterations.

Table 53: Inter-item Correlation matrix of the philanthropic construct

Inter-Item Correlation Matrix				
	Ph1	Ph2	Ph3	Ph4
Ph1	1.000	.763	.739	.560
Ph2	.763	1.000	.741	.539
Ph3	.739	.741	1.000	.627
Ph4	.560	.539	.627	1.000

Table 54: Inter-Item Correlation Matrix of the ethics construct

Inter-Item Correlation Matrix				
	Et1	Et2	Et3	Et4
Et1	1.000	.488	.437	.710
Et2	.488	1.000	.701	.569
Et3	.437	.701	1.000	.657
Et4	.710	.569	.657	1.000

Table 55: Inter-item Correlation matrix

Inter-Item Correlation Matrix				
	Ubu1	Ubu2	Ubu3	Ubu4
Ubu1	1.00 0	.485	.165	.651
Ubu2	.485	1.000	.485	.545
Ubu3	.165	.485	1.000	.337
Ubu4	.651	.545	.337	1.000

Table 56: Inter-item correlation of individualism

Inter-Item Correlation Matrix				
	Indi1	Indi2	Indi3	Indi4
Indi1	1.000	.506	.508	.521
Indi2	.506	1.000	.638	.592
Indi3	.508	.638	1.000	.711
Indi4	.521	.592	.711	1.000

Table 57: Inter-item correlation matrix of masculinity construct

Inter-Item Correlation Matrix

	Masculinity 1	Masculinity 2	Masculinity 3	Masculinity 4
Masculinity 1	1.000	.740	.997	.360
Masculinity 2	.740	1.000	.742	.374
Masculinity 3	.997	.742	1.000	.360
Masculinity 4	.360	.374	.360	1.000

Table 58:Inter-item correlation matrix of awareness construct

Inter-Item Correlation Matrix			
	Aw1	Aw2	Aw3
Aw1	1.000	.712	.586
Aw2	.712	1.000	.668
Aw3	.586	.668	1.000

Table 59: Inter-item correlation matrix of resilience construct

Inter-Item Correlation Matrix				
	Res1	Res2	Res3	Res4
Res1	1.000	.588	.633	.539
Res2	.588	1.000	.683	.611
Res3	.633	.683	1.000	.613
Res4	.539	.611	.613	1.000

8.6 Appendix D: Tables pertaining to stage three

Table 60: Group Statistic

Group Statistics					
	Gender	N	Mean	Std. Deviation	Std. Error Mean
Awareness of government support	Male	59	5.20	1.507	.196
	Female	121	4.31	1.561	.142
Resilience	Male	59	5.89	.710	.092
	Female	121	4.15	1.613	.147

Table 61:descriptive (Mean resilience difference withing group of the region variable)

Descriptives								
Resilience								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
East - Africa	45	4.21	1.337	.199	3.81	4.61	2	6
West - Africa	44	3.92	1.611	.243	3.43	4.41	2	7
North - Africa	15	4.33	1.431	.369	3.53	5.12	3	7
South - Africa	51	6.28	.585	.082	6.11	6.44	5	7
Central - Africa	15	3.60	1.414	.365	2.82	4.38	2	6

Other regions	10	4.90	1.135	.359	4.09	5.71	3	7
Total	180	4.72	1.604	.120	4.49	4.96	2	7

Table 62: descriptive (Mean resilience difference withing group of the education variable)

Descriptives								
Resilience								
					95% Confidence Interval for Mean			
	N	Mean	Std. Deviation	Std. Error	Lower Bound	Upper Bound	Minimum	Maximum
Up to primary education	56	3.16	.865	.116	2.92	3.39	3	7
Matric	39	4.46	1.545	.247	3.96	4.96	2	7
Tertiary	85	5.88	.951	.103	5.67	6.08	2	7
Total	180	4.72	1.604	.120	4.49	4.96	2	7

Table 63: Test of homogeneity of resilience among immigrant based on their education

Test of Homogeneity of Variances					
		Levene Statistic	df1	df2	Sig.
Resilience	Based on Mean	16.417	2	177	.000
	Based on Median	12.135	2	177	.000
	Based on Median and with adjusted df	12.135	2	176.715	.000
	Based on trimmed mean	16.287	2	177	.000

Table 64: Robust of equality of means of resilience among immigrant based on their education

Robust Tests of Equality of Means				
Resilience				
	Statistic[a]	df1	df2	Sig.
Welch	153.181	2	85.420	.000
Brown-Forsythe	88.381	2	82.302	.000
a. Asymptotically F distributed.				

Table 65: descriptive (Mean resilience difference withing group of the YBEE variable)

Descriptives								
Resilience								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Less than a year	78	3.29	1.031	.117	3.06	3.53	2	7
1 - 3 years	56	5.71	1.026	.137	5.44	5.99	2	7
4 years plus	46	5.94	.923	.136	5.67	6.21	3	7
Total	180	4.72	1.604	.120	4.49	4.96	2	7

Table 66: descriptive (Mean awareness difference withing group of the education variable)

Descriptives								
Awareness of government support								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		

Up to primary education	56	3.73	1.341	.179	3.37	4.09	1	7
Matric	39	4.30	1.649	.264	3.76	4.83	1	7
Tertiary	85	5.33	1.391	.151	5.03	5.63	1	7
Total	180	4.61	1.595	.119	4.37	4.84	1	7

Table 67: descriptive statistics

Descriptive Statistics				
Dependent Variable: Resilience				
Years in the country before engaging in entrepreneurship	Region	Mean	Std. Deviation	N
Less than a year	East - Africa	3.34	.706	29
	West - Africa	2.89	.753	27
	North - Africa	3.13	.968	6
	South - Africa	6.06	.992	4
	Central - Africa	2.83	.422	8
	Other regions	4.09	1.239	4
	Total	3.29	1.031	78
1 - 3 years	East - Africa	5.81	.469	11
	West - Africa	5.39	1.358	10
	North - Africa	5.20	1.106	5
	South - Africa	6.20	.616	22
	Central - Africa	4.00	1.949	3

	Other regions	5.58	.721	5
	Total	5.71	1.026	56
4 years plus	East - Africa	5.73	.503	5
	West - Africa	5.82	.878	7
	North - Africa	5.03	1.239	4
	South - Africa	6.39	.483	25
	Central - Africa	4.84	1.602	4
	Other regions	4.75	.	1
	Total	5.94	.923	46
Total	East - Africa	4.21	1.337	45
	West - Africa	3.92	1.611	44
	North - Africa	4.33	1.431	15
	South - Africa	6.28	.585	51
	Central - Africa	3.60	1.414	15
	Other regions	4.90	1.135	10
	Total	4.72	1.604	180

Table 68: levene's test of equality of the variance

Levene's Test of Equality of Error Variances[a,b]					
		Levene Statistic	df1	df2	Sig.
Resilience	Based on Mean	3.026	16	162	.000

	Based on Median	1.154	16	162	.310
	Based on Median and with adjusted df	1.154	16	59.518	.330
	Based on trimmed mean	2.739	16	162	.001
Tests the null hypothesis that the error variance of the dependent variable is equal across groups.					
a. Dependent variable: Resilience					
b. Design: Intercept + YBOB + Region + YBOB * Region					

Table 69: Regression Weights (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
philant	<---	Ubuntu.	.234	.074	3.149	.002	
philant	<---	Indi	-.110	.108	-1.023	.306	
Resi	<---	Ubuntu.	.444	.080	5.570	***	
Resi	<---	Mascu	-.088	.050	-1.782	.075	
Resi	<---	Indi	-.021	.085	-.243	.808	
Resi	<---	Aware	.297	.077	3.870	***	
Resi	<---	Ethic.	.247	.062	3.969	***	
Resi	<---	philant	.185	.067	2.751	.006	
Et4	<---	Ethic.	1.000				
Et3	<---	Ethic.	1.220	.110	11.119	***	
Et2	<---	Ethic.	1.094	.102	10.700	***	
Et1	<---	Ethic.	.716	.073	9.807	***	
Mas3	<---	Mascu	1.000				
Mas2	<---	Mascu	.855	.058	14.784	***	
Mas1	<---	Mascu	1.001	.008	119.877	***	

			Estimate	S.E.	C.R.	P	Label
Ubu4	<---	Ubuntu.	1.000				
Ubu2	<---	Ubuntu.	1.006	.103	9.783	***	
Ubu1	<---	Ubuntu.	.949	.100	9.447	***	
Indi4	<---	Indi	1.000				
Indi3	<---	Indi	1.080	.128	8.428	***	
Indi2	<---	Indi	1.087	.137	7.936	***	
Indi1	<---	Indi	.761	.111	6.883	***	
Res4	<---	Resi	1.000				
Res3	<---	Resi	.963	.085	11.392	***	
Res2	<---	Resi	.999	.088	11.402	***	
Res1	<---	Resi	1.025	.101	10.159	***	
Ph4	<---	philant	1.000				
Ph3	<---	philant	1.290	.117	10.996	***	
Ph2	<---	philant	1.255	.127	9.855	***	
Ph1	<---	philant	1.209	.126	9.613	***	
Aw3	<---	Aware	1.000				
Aw2	<---	Aware	1.215	.112	10.876	***	
Aw1	<---	Aware	1.061	.105	10.087	***	

Table 70: Standardized Regression Weights: (Group number 1 - Default model)

			Estimate
philant	<---	Ubuntu.	.279
philant	<---	Indi	-.087
Resi	<---	Ubuntu.	.471
Resi	<---	Mascu	-.094
Resi	<---	Indi	-.014

			Estimate
Resi	<---	Aware	.276
Resi	<---	Ethic.	.284
Resi	<---	philant	.164
Et4	<---	Ethic.	.752
Et3	<---	Ethic.	.879
Et2	<---	Ethic.	.820
Et1	<---	Ethic.	.604
Mas3	<---	Mascu	.999
Mas2	<---	Mascu	.743
Mas1	<---	Mascu	.998
Ubu4	<---	Ubuntu.	.799
Ubu2	<---	Ubuntu.	.761
Ubu1	<---	Ubuntu.	.733
Indi4	<---	Indi	.705
Indi3	<---	Indi	.802
Indi2	<---	Indi	.708
Indi1	<---	Indi	.598
Res4	<---	Resi	.783
Res3	<---	Resi	.808
Res2	<---	Resi	.809
Res1	<---	Resi	.734
Ph4	<---	philant	.658
Ph3	<---	philant	.864
Ph2	<---	philant	.904
Ph1	<---	philant	.860
Aw3	<---	Aware	.732

			Estimate
Aw2	<---	Aware	.911
Aw1	<---	Aware	.785

Table 71:Squared Multiple Correlations: (Group number 1 - Default model)

	Estimate
philant	.088
Resi	.758
Aw1	.616
Aw2	.831
Aw3	.536
Ph1	.739
Ph2	.818
Ph3	.746
Ph4	.433
Res1	.538
Res2	.654
Res3	.654
Res4	.613
Indi1	.357
Indi2	.502
Indi3	.643
Indi4	.496
Ubu1	.537
Ubu2	.579
Ubu4	.639
Mas1	.996

	Estimate
Mas2	.552
Mas3	.997
Et1	.365
Et2	.672
Et3	.773
Et4	.566