



## Thema für Bachelor- oder Masterarbeiten

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*Thema* **How do hybrid entrepreneurial teams function (well)?**

*Bevorzugte Arbeit*  Bachelorarbeit  
 Masterarbeit

*Eingabe gültig bis* **Expressions of interest for this thesis are reviewed on an ongoing basis. Applications can be submitted until 30 April 2024.**

### How do hybrid entrepreneurial teams function (well)?

Hybrid entrepreneurship has been defined as being engaged in new venture creation while at the same time holding a wage work next to it (Folta et al., 2010). A similar concept is part-time entrepreneurship where people work part-time for their venture while being engaged with studying or some other activity next to their venture. Hybrid and part-time entrepreneurship offer some advantages as individuals are able to test their entrepreneurial aptitude and their business idea on a relatively small scale and can so reduce the risk of their entrepreneurial endeavour (Folta et al., 2010; Raffiee & Feng, 2014). The concept of hybrid entrepreneurship is typically discussed on the level of the individual entrepreneur (Asante et al., 2022; Thorgren et al., 2016; Viljamaa et al., 2017). Yet, the majority of ambitious businesses are started by a team of founders.

This thesis is supposed to focus on entrepreneurial teams where part of the team works full-time on the new business while others work part-time. There might be different reasons for such a constellation. For example, founders might be willing to accept a co-founder with a parallel wage job because he or she has some special skills or knowledge that would otherwise not be available. However, when different founders in a team have different workloads, there is additional potential for conflict. In fact, team conflict is a frequent reason for venture failure (Klotz et al., 2014).

This thesis is supposed to contribute to a better understanding of the emergence and functioning of such hybrid/non-hybrid new venture teams.

### **Suggested research questions:**

- How do hybrid/non-hybrid entrepreneurial teams come into existence?
- How do hybrid/non-hybrid entrepreneurial teams function?
- What factors contribute to a well-functioning hybrid/non-hybrid entrepreneurial team?

### **Approach:**

- Structured literature review in academic journals
- Interviews with hybrid and full-time founders of startups (ideally separate interviews)
- Full transcription of interviews
- Qualitative data analysis and development of a model (presumably grounded theory)

### **Bibliography:**

- Asante, E. A., Danquah, B., Oduro, F., Affum-Osei, E., Ankrah Twumasi, M., Azunu, C., & Li, C. (2022). Entrepreneurial career persistence of hybrid entrepreneurs: The opposing moderating roles of wage work-to-entrepreneurship enrichment and entrepreneurship-to-wage work enrichment. *Journal of Vocational Behavior*, 132. <https://doi.org/10.1016/j.jvb.2021.103660>
- Folta, T. B., Delmar, F., & Wennberg, K. (2010). Hybrid Entrepreneurship. *Management Science*, 56(2), 253–269. <https://doi.org/10.1287/mnsc.1090.1094>
- Klotz, A. C., Hmieleski, K. M., Bradley, B. H., & Busenitz, L. W. (2014). New Venture Teams: A Review of the Literature and Roadmap for Future Research. *Journal of Management*, 40(1), 226–255. <https://doi.org/10.1177/0149206313493325>
- Raffiee, J., & Feng, J. (2014). Should I Quit My Day Job?: A Hybrid Path to Entrepreneurship. *Academy of Management Journal*, 57(4), 936–963. <https://doi.org/10.5465/amj.2012.0522>
- Thorgren, S., Sirén, C., Nordström, C., & Wincent, J. (2016). Hybrid entrepreneurs' second-step choice: The nonlinear relationship between age and intention to enter full-time entrepreneurship. *Journal of Business Venturing Insights*, 5, 14–18. <https://doi.org/10.1016/j.jbvi.2015.12.001>
- Viljamaa, A., Varamäki, E., & Joensuu-Salo, S. (2017). Best of Both Worlds? Persistent Hybrid Entrepreneurship. *Journal of Enterprising Culture*, 25(04), 339–359. <https://doi.org/10.1142/S0218495817500133>

### **Further remarks:**

This thesis has a clear academic orientation. Applications should have a strong interest in entrepreneurship research and not only in entrepreneurship as a phenomenon.

The thesis can be written in German or in English and should be submitted until the end of 2024.

**If interested, please send an email to [heiko.bergmann@unig.ch](mailto:heiko.bergmann@unig.ch) including your resume, recent grade transcript, and a rough timeline when you intend to write the thesis.**