

# ENTREPRENEURSHIP: A FULL TIME OR A PART TIME JOB?

Emilia Bătroș<sup>1\*</sup>

<sup>1</sup>Bucharest University of Economic Studies, Bucharest, Romania, batrosemia20@stud.ase.ro

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## Abstract

*The decision to start a business can be influenced by a wide range of factors. Several studies show the characteristics of full-time and part-time entrepreneurship, but few show the actual comparison of the two concepts. The aim of this research is to analyze the differences between the two forms of entrepreneurship from two perspectives: the current entrepreneurs' perspective and the students' perspective, in order to help people decide which form of entrepreneurship is the best. Based on qualitative and quantitative research, the results showed that the most important factors that influence the final decision to start a business are work experience, education, financial factor, work and time flexibility, and lifestyle. The SPSS results and t-tests on the students' character traits show that there are no significant differences among four of them, except for the trait "autonomy".*

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## 1. Introduction

The aim of this paper is to analyze the comparison between full-time and part-time entrepreneurship, as people try to choose between self-employment and secondary employment alongside entrepreneurship. Empirical articles, studies, and different research methods were used to analyze the differences between a full-time job, where entrepreneurs dedicate their time only to this specific activity, and a part-time job, where the person is both an entrepreneur and an employee.

In this context, full-time entrepreneurship represents the individual's desire to be independent and to use his creativity for his ideas for the future. Part-time entrepreneurship, or the concept behind it, hybrid entrepreneurship, refers to the fact that people choose to maintain their status as employees and combine it with entrepreneurship. Some reasons for choosing this concept are minimising risks, trying new ideas that may not be as successful as one thinks, lack of experience, or financial situation.

Most studies have shown the characteristics of each type of entrepreneurship and a brief comparison in this regard. To this end, I applied various research methods to find out whether students often develop entrepreneurial aspirations during their studies at university and what type of entrepreneurship they would adopt. The reason for choosing this topic is that both students and future entrepreneurs should understand the differences between full-time and part-time entrepreneurship in order to make the best choice for them.

The subject of the work is thoroughly analyzed through empirical articles specialized in the two types of entrepreneurship, in order to highlight the comparison between full-time and part-time entrepreneurship. Therefore, the work is divided into five main parts, including the introduction and the conclusion.

## 2. Literature review

As a compact definition of an entrepreneur, he or she is seen as a person who finds their way into discovering new techniques by working on improvements to the production function or even producing new things or concepts (Montanye, 2006).

As Montanye (2006) cites Mises (1949) in his paper, it is considered that the entrepreneur tries to connect with the customers' desires by analyzing the existing demand and translating it into new ideas or improvements. During the career of an entrepreneur, he or she could either adopt the idea of being

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\* contact author

only an entrepreneur and devoting his or her time only to his or her business, or he or she could become an employee to balance his or her work between these two directions.

Using these two options and some empirical articles, the differences between full-time and part-time entrepreneurship were compared to see what the ideas are between these two concepts and which would be the best choice in terms of employment.

### *2.1 The full-time entrepreneurship*

Researchers in the Panel Study of Entrepreneurial Dynamics (PSED) found different approaches to part-time entrepreneurial activity depending on the field in which a person is active. They found a majority of 50% of entrepreneurs tested engaged in full-time entrepreneurial activity and only 20% who chose to balance paychecks with their personal business (Petrova, 2011).

When it comes to being a full-time entrepreneur and starting your own business, we can say that the financial situation of an entrepreneur is a key factor in the decision to become active in this field. According to a natural experiment, many people started their careers as entrepreneurs after receiving wealth. These individuals were not as constrained as those who had not received money from other sources and were more likely to pursue a career on their own. In addition, the study showed that the profit from entrepreneurial activity was about 22% to 39% lower for the constrained entrepreneurs than for the unconstrained entrepreneurs. These values show that the unconstrained entrepreneurs who receive unexpected wealth have the opportunity to start their business and become self-employed without having a second job (Andersen and Nielsen, 2012).

The analysis of the comparison between the individual's desire to change the current job or to start an entrepreneurial activity refers to the fact that few people pursue these two options at the same time, as there are factors that influence each person's decision. For example, the level of satisfaction of individuals who desire to change jobs is a key factor in their decision, as they are encouraged or discouraged to become either an entrepreneur or an employee. Thus, an individual who is discouraged from his or her current job and wants to pursue an individual path is more likely to be driven by an entrepreneurial goal than by a simple job change (Hyytinen and Ilmakunnas, 2007). Based on their study of these two approaches, we can understand that many people choose an entrepreneurial goal in order to be more independent and have greater satisfaction at work, rather than being subordinated by some managers.

Regarding the moment when the individual decides to enter the field of entrepreneurship, there can be two situations. On the one hand, the entrepreneur starts his or her own business after graduation or at a young age, that is, at a time when he or she has no professional experience and could be negatively affected by his or her activity. On the other hand, he or she could become an entrepreneur after having already gained experience in other professions, which could also have a positive impact, since he or she has gathered information during his or her employment period (Merida and Rocha, 2021).

Based on these considerations, we can understand that the determination of when a person wants to start an entrepreneurial career depends on the correlation with the work experience that a person has. Therefore, individuals who choose to begin their careers immediately after graduation do not have the benefit of work experience and will encounter some challenges. Individuals who choose to start a business after previously working as an employee have a different perspective on this concept and can adapt to more situations than the previously described category of entrepreneurs.

In their paper, Merida and Rocha (2021) present some advantages of being a full-time entrepreneur, drawing on some ideas from Failla et al. (2017), who point out the advantage of being more consistent in the work that one does as an entrepreneur. Another possible advantage is that because of the satisfaction with which one works, one is emotionally involved in the business or even gathers more information about the labor penalties incurred in a particular area.

### *2.2 The part-time entrepreneurship*

In analyzing the difference between full-time and part-time entrepreneurship, Petrova (2011) drew on an executive report from the Global Entrepreneurship Monitor (2003) to provide evidence that most,

80%, of the population from 40 countries tested for entrepreneurship activation held the role of employee in addition to the role of entrepreneur in start-up companies.

Behind the entrepreneur's decision to take a balanced job as both an employee and an entrepreneur are many potential ideas and risks that have been analyzed by other entrepreneurs and researchers over time. In addition, Urbig et al. (2021) used the ideas from Folta et al.'s (2010) paper to define the concept of hybrid entrepreneurship and clarify why people choose to take entrepreneurship as a part-time job rather than devoting their full time to entrepreneurship and devoting their work only to their business. The core idea of this approach is that newcomers to the field seize the opportunity to test new concepts in a substantial environment rather than risking their careers by devoting their time only to their full-time business. Urbig et al. (2021) also adopted the idea of Carter et al. (2004), which refers to another advantage of hybrid entrepreneurship, namely the financial situation of these novices. To this end, it brings financial support, because at the beginning of the entrepreneurial activity there are many costs to bear, and the budget may not be as high as expected. Last but not least, in Urbig et al.'s (2021) list of benefits of part-time entrepreneurship, there is also an idea to avoid some potential risks, which was adopted by Parker (1997). In this way, some obstacles that might be encountered in this business initiative could be avoided, since the entrepreneur's financial situation does not depend only on self-earned income, but is also supported by the part-time job. All the people who want to become active in this field, choosing hybrid entrepreneurship, choose this path because they do not have the appropriate experience in this field and prefer to risk less, especially in the beginning. They try to find a balance between the time they spend on their entrepreneurial activity and the amount of money they want to invest in their business, in order to lower their expectations and control the activity through an upward trend.

In his paper, Urbig conducted a study with 988 managers, asking them their opinion that in the future many people will choose to start their entrepreneurial activities while employed. In this study, 62% agreed and 18% disagreed with this idea, which means that there will probably be more part-time entrepreneurs in the future, as this opportunity to start a business while employed brings new ideas, inspiration, and innovation to the qualities of an employee (Urbig et al., 2021).

In addition to these benefits of part-time entrepreneurship, Asante et al. (2022) see hybrid entrepreneurship as a challenge rather than an opportunity because an entrepreneur should focus on both the business and the actual work. To better run the business as a part-time entrepreneur, individuals should know how to balance their work both at the workplace, where the required activity should be performed well, and in the business, where the time spent on entrepreneurial activities should be properly and appropriately allocated. In this context, there could be entrepreneurs who abandon this field because they are not able to manage the situation in both ways, and who decide to switch to full-time entrepreneurship to better manage and improve the company.

### *2.3 The comparison between full-time and part-time entrepreneurship*

Thorngren, Sirén, Nordström and Wincent (2016) find that entrepreneurs are more likely to choose a full-time venture after already starting a business than before starting an entrepreneurial career. In addition, there may be a possibility that this commitment will not occur at all. The entrepreneur will choose to take on the role of sole employee or combine the business with a second job. Urbig et al. (2021), in their paper using the ideas of Klepper (2001), Acs et al. (2009), and Acs et al. (2013), state that the individual analyzes the level of satisfaction in the business they are currently engaged in. If they do not see opportunities to continue their activity as an employee, they will choose to start his or her own business and improve the career as an entrepreneur.

Tucker (1998) highlighted another difference between full-time and part-time entrepreneurship in his paper that relate to individuals' desire to be independent and to use their creativity wisely. Although people's ideas about the potential amount of income that can be earned through either employment or entrepreneurship vary, they found that people are more likely to embrace the idea of full-time entrepreneurship than employment. People choose to be as independent as possible, to showcase their own creations and express themselves as they wish.

As Petrova (2011) stated in her paper, the entrepreneur might choose hybrid entrepreneurship because the risk of not having a successful entrepreneurial activity is higher. Therefore, they first analyze the ability to run the business as a part-time entrepreneur and then decide if they should withdraw from this area or change the employment phase to full-time. If the test phase as a hybrid entrepreneur is successful, the person will decide to adopt the idea of a full-time entrepreneur and improve the business situation by devoting his or her time only to the entrepreneurial phase. On the contrary, if the person feels that he/she needs more time to master the situation, he/she should wait for additional time to be successful. Also, in the unfortunate cases where people do not feel able or ready for this career, they will invest less and less time in the entrepreneurial area and go back to being just an employee. Regardless of the form of entrepreneurship, whether it is full-time or part-time, people tend to see it as a career opportunity. Many people chose to try entrepreneurship during their employment because they wanted to try different ideas or improve their work experience by being innovative and creative in other areas (Merida and Rocha, 2021).

Through these studies, we can understand the characteristics of full-time and part-time entrepreneurship and people's preferences for each form. The following qualitative and quantitative research will be used to fill the gaps in the comparison between these two forms of entrepreneurship. The next chapter of the paper explains the methods, research instruments, and sample used for the study.

### 3. Methodology

Given my interest in business and entrepreneurship, I conducted two studies to explore the differences between full-time and part-time entrepreneurship, since the literature review described above showed that there are not many such studies. In this regard, I analyzed two directions: the factors and motivations of current entrepreneurs and the preferences of students from universities from Bucharest regarding full-time and part-time entrepreneurship.

Therefore, the first direction is based on the following research questions:

1. What is the degree of influence of the financial factor, the education, and the experience in deciding the type of entrepreneurship approached?
2. What is the lifestyle's influence on deciding the type of entrepreneurship approached?

To achieve the purpose and research questions of the first direction, I applied a qualitative research method and used semi-structured interviews with entrepreneurs from two different areas of activity as a research tool. For each area, I interviewed one full-time and one part-time entrepreneur to analyze the differences between them.

**Table no. 1. Sample's interviews structure**

Area	Respondend codification	Respondent's description	Date (2022)	Hour/ Time spent	Place and way of deployment
Architecture domain	E <sub>1</sub> – full-time entrepreneur	A 45 years old female entrepreneur; 8 years of experience in entrepreneurship; an architecture enterprise.	23.03	13:20-13:45 25 min.	one-to-one, on the ZOOM platform
	E <sub>2</sub> –part-time entrepreneur	A 37 years old; female entrepreneur; 7 years of experience in entrepreneurship; two businesses: architecture and interior design enterprises.	23.03	18:15-18:45 30 min.	one-to-one, on the ZOOM platform
Cosmetics manufacturing	E <sub>3</sub> – full-time entrepreneur	A 36 years old; female entrepreneur; 3 years of experience in entrepreneurship; a cosmetics manufacturing enterprise	28.03	18:00-18:20 20 min.	one-to-one, on the ZOOM platform
	E <sub>4</sub> – part-time entrepreneur	A 46 years old; female entrepreneur with four years of active experience in entrepreneurship and that manages a cosmetics manufacturing enterprise.	24.03	17:20-17:50 30 min.	one-to-one, on the ZOOM platform

Source: personal archive

Using an interview guide, also shown in Table 2, I developed seven questions to understand what factors and differences exist in entrepreneurs' decisions depending on the type of business they run. Qualitative research in the form of semi-structured interviews took place on the Zoom platform as it seeks to improve the pandemic situation. The average duration of an interview is 26 minutes.

**Table no. 2. The interview guide**

<b>Interview guide</b>
1. Are you only an entrepreneur or do you also have a side job? What type of company are you managing?
2. Have you been surrounded by entrepreneurs from whom you took the passion for entrepreneurship?
3. When and how did you adopt the entrepreneurial path? What were the reasons for which you decided to activate in this field?
4. What was your level of education and what kind of experience did you have when you decided to start your business?
5. What financial resources did you have in order to start your business? Did you have difficulties regarding this area? If yes, how did you handle them?
6. Did your budget motivate you to take the decision of being a full-time/ part-time entrepreneur?
7. How did your lifestyle, family, and free time influence the decisions regarding your business? Which of these represented a reason to decide whether to be a full-time/part-time entrepreneur?

*Source: personal archive*

The purpose of the second section is to understand the students' perspectives on the two types of entrepreneurship and their decisions regarding a potential business. The following research questions were developed for the second section on students:

1. What are the students' reasons for engaging in entrepreneurship based on the type of entrepreneurship they have chosen?
2. What are the obstacles and advantages of activating a student as a full-time/part-time entrepreneur?
3. Are the characteristics of the students who chose full-time entrepreneurship significantly different from those of the students who chose part-time entrepreneurship?

In order to obtain information and draw a conclusion regarding students' preferences in terms of the type of entrepreneurship they are interested in, I developed a quantitative study using a questionnaire as a research tool and targeting students from universities in Bucharest. The sample consists of 113 students whose answers were collected between March 25 and March 31, 2022. The questions were asked in Romanian and aim to identify students' opinions about entrepreneurship and its characteristics, as well as the advantages and disadvantages of full-time and part-time entrepreneurship.

In this context, the following section presents the research results for both the qualitative and quantitative approaches.

## **4. Results**

### *4.1 Entrepreneurs' perspectives and motivations on the subject*

In this qualitative study, four entrepreneurs from two different fields were interviewed about their views on full-time and part-time entrepreneurship: architecture and cosmetics manufacturing. For each field, both types of entrepreneurs were interviewed to analyze the comparison between their types of entrepreneurship given their field of activity.

#### 4.1.1 Architecture

Starting from the field of architecture, which is complex and different from the production of cosmetics, I analyzed the two types of entrepreneurs. In both cases, they have created their business in partnerships. Therefore, we can understand that this field of activity requires a greater amount of work and tends to a full-time entrepreneurship.

The full-time entrepreneur I examined has an architectural firm with her husband. In contrast, the part-time entrepreneur I interviewed is a younger entrepreneur who runs an architectural firm with one of her friends. She tells me that she is a part-time entrepreneur in the architectural field because she balances her time with another job. This presents her case as more complex because her second job is as an interior designer, which also makes her a full-time entrepreneur. Given this information, we can understand that the field of architecture requires more time and effort. Moreover, this field of activity usually requires a full-time presence of the entrepreneur and cannot be compensated by a part-time job in another field.

This research method was used to analyze the environment in which the entrepreneurs lived before starting their business and the people around them to find out if their decision to become entrepreneurs was inspired by someone else. The entrepreneurs' answers on this topic showed that in the full-time case, they started from scratch and had no role models in their environment. In contrast to her case, the part-time entrepreneur had important expectations from her family. Having three role models in her family: her grandmother and her parents, she began to have entrepreneurial aspirations at an early age ("Since my parents had a business selling building materials, the connection to architecture helped me develop my artistic skills and entrepreneurial aspirations" - E2). While the second entrepreneur had family role models from whom she took passion for the field, the full-time entrepreneur took specific aspirations from other university peers and the people of her generation ("The passion for entrepreneurship came from the environment we lived in. There were many entrepreneurs around us - E1"). Therefore, we can understand that the passion for entrepreneurship can be inspired by several people, such as family, friends, relatives, colleagues, and so on.

Considering the respondents' statements, both types of entrepreneurs started their passion for entrepreneurship after graduating from university and gaining work experience as an employee in this field of activity. What these two types of entrepreneurship have in common is the need for education in the field in which they operate. In both cases, the passion for architecture was awakened in school and continued in university ("I was passionate about architecture in school and then I also did a bachelor's and master's degree in architecture"-E2). Therefore, education is an important factor that led full-time and part-time contractors to enter the field. In this regard, we can consider education as an important advantage for putting theory into practice and eventually starting an entrepreneurial career, either full-time or part-time.

Regarding work experience and its influence on the entrepreneurs' decision to run a full-time or part-time business, the research showed that the specific moment when these individuals decided to embark on their entrepreneurial path was after they had gained a few years of work experience ("You cannot start your own business right after graduation without working first. That seems too difficult."-E1). Common to both cases of entrepreneurship is the desire to gain useful practical experience before starting their own business. In this context, the first entrepreneur pointed out the family support that leads full-time entrepreneurs to go through the experience phase before starting their business. In this type of case, the family, either as entrepreneurs or employees, supports the student in various areas such as finance, business relations, clients, intermediaries, etc. ("We had colleagues with architects in the family, which helped them and made it easier for them to continue their activity in their parents' office." - E1). In light of this, they continued to hold on to their idea of being independent and having that flexibility in their schedule, even if it was more difficult than with family support.

Another interesting case cited by the full-time entrepreneur regarding work experience was the fact that when she started her business with her husband, she was a part-time entrepreneur for a year and had a second job in addition to the partnership to support the budget of the business ("my husband managed the initial phase of our business while I was still employed for a year to ensure the necessary resources for the functioning of our business" - E1). While the full-time entrepreneur gained ten years

of work experience before starting her own business, the part-time entrepreneur gained only six years of experience ("Before I became an entrepreneur, I worked for six years, two while I was in university and four after." - E2). In this context, we can conclude that full-time entrepreneurship requires more effort and professional experience than part-time entrepreneurship, especially in the field of architecture, as indicated by the respondents. Therefore, this field of activity requires higher education and years of professional experience to consider starting their own business.

Another important factor in the respondents' decision about the type of entrepreneurship they chose was their financial situation. From their responses, it appears that starting a business requires an organized and well thought out budget. In both cases, entrepreneurs chose to rely on another job to finance the business, in addition to the personal savings they had accumulated during their previous jobs ("There were only personal resources. We did not have higher expenses or investments, so we could rely on other resources" - E1). While the full-time entrepreneur took the second job only for one year to support his business, the part-time entrepreneur continues to work in parallel. In this regard, each business initially needs a higher initial budget to make it work. While the second person wants the assurance of having a reserve budget, the first person has continued to rely only on that particular business.

The main reason for the respondents to take the path of entrepreneurship was their lifestyle. They emphasised how important it is for them to create their projects in their own way. This field requires flexibility and the ability to decide for themselves how to get work done. In both cases of entrepreneurship, the main reason for the entrepreneurial endeavours was the flexibility of time. This allowed them to balance the time they spent with their family and in their free time with the time they spent working. Although these two areas have many similarities, the difference in terms of their lifestyles is that the part-time entrepreneur feels more pressure than the full-time entrepreneur ("Given the fact that you are working on two different things that are supposed to be full-time, you cannot improve what you are doing - E2). She emphasised that the work she does would be better if she focused on only one job. Considering this, we can see a significant difference between full-time and part-time entrepreneurship, as the time and work pressure are higher in the second category.

#### 4.1.2 Cosmetics manufacturing

Another area that I wanted to analyze for the comparison between full-time and part-time entrepreneurship is cosmetics manufacturing. This area is relevant to the study because the first is a service provider, while the second is a product provider. This difference helps us to better understand the characteristics and comparison between full-time and part-time entrepreneurs. While the entrepreneurs in the first activity area have chosen to be entrepreneurs in architecture because they can be more independent than as employees, the entrepreneurs in cosmetics manufacturing have chosen to be entrepreneurs in order to develop their passion and thereby add value.

In terms of the environment in which the entrepreneurs lived, there is a similarity between the two areas. The full-time entrepreneur has no relevant role models from whom she may have inherited the passion for entrepreneurship. The part-time entrepreneur, on the other hand, inherits her mother's entrepreneurial aspirations. It is not the case that she has her own business, but the desire to start one was present ("Although I come from a family where entrepreneurship was not encouraged, the business and trade idea circulated in my family since I was little... My mother always wanted to open a flower shop or a pizzeria, but she never did it" - E4). Considering this, we can understand that the environment in which people live is not as important for their decision about the type of entrepreneurial activity they want to pursue. Some of the entrepreneurial aspirations might come from this environment, but the final decision does not depend on it.

The main reason for the desire of the two entrepreneurs to produce cosmetics was the passion they had for this field. The third entrepreneur outlined the idea of starting her business more as a necessity. She wanted to combine business with pleasure and make a living through a business in the cosmetics field. The greater the passion for a particular activity, the greater the desire for entrepreneurship. While this entrepreneur's reason for starting her full-time business had to do with money and satisfaction, the fourth entrepreneur's reason for starting her business was also a necessity, but

physical rather than material. ("My passion for entrepreneurship started after the birth of my first child, when I had the idea to make products for myself and my family to be more independent" - E4).

The main difference between the choices of the two people is the amount of time they want to spend on their passion. In the case of full-time employment, she wants to devote all her time to the business in order to earn enough from it. ("My passion was not entrepreneurship in particular, but what I produce and what's behind my business. It started out of necessity and the desire to make a living doing what I love to do" - E3). In contrast, if they work part-time, it is more important for them to have financial security than to spend their time just making products.

In this field, education is not as important as in the case of architecture. In the case of cosmetics manufacturing, entrepreneurs have higher education, but work experience is much more important ("Although I have higher education, when I started my business, I made cosmetics for many years because I had a passion for it since high school and wanted to make some money that way" - E3). In both cases, they started their businesses after gaining work experience in making such products and receiving positive feedback from friends and family. In addition to the professional experience in cosmetics manufacturing, the skills acquired by the entrepreneurs during their professional activity helped them to better coordinate the business ("Before I started my business, I worked in other fields of activity, but this was an opportunity and not a disadvantage, because I learned some of the employer's tasks" - E3). In the case of the third interviewee, she used the knowledge she had gathered at work to observe some potential risks and learn how a business should be run. In the case of the fourth respondent, her years of experience in logistics and accounting provided her with a greater opportunity to manage her company part-time ("the fact that I worked in a company in financial accounting helped me to manage some of the accounting of my company" - E4).

Another difference between the two entrepreneurs in this field is the financial resources needed at the beginning of their business. On the one hand, relying on personal resources from the beginning without having another job in parallel is an obstacle to starting a business. Therefore, the part-time entrepreneur used personal resources while holding a second job to fund her business. This method is strategic and involves less financial risk. The full-time entrepreneur, on the other hand, used European Union funding for start-ups along with personal resources to start her business ("I mainly used European funding for start-ups, along with personal resources, and then the business financed itself from the beginning" - E3). In her view, this was a very useful entrepreneurial opportunity and also the final decision to opt for the category of full-time entrepreneurship. This provided her with the necessary resources to keep her business going, and she was able to remain fully dedicated to the business.

Last but not least, the influence of lifestyle on the entrepreneur's choices regarding the operation of his business is another important factor contributing to his decisions. An important component of this section is time. If financial security was one of the most important factors for the two entrepreneurs, time is also an important reason for them to become either full-time or part-time entrepreneurs. For the third entrepreneur, the most important thing is the time she spends working on her business ("I do not really have time for myself, but as long as I started this business out of passion, I think it makes up for it" - E3). Based on their answers, we can understand that the time spent on a full-time business is very important and that it influences the decisions about the functioning of the business. Time is also important for the part-time entrepreneurs, but in a different direction. The flexibility and financial security of the second job give the fourth entrepreneur the freedom to divide her time between family and work. In this regard, she describes the ability to not depend on this particular business and rely on the flexibility of her time ("The reason I rely on part-time entrepreneurship is because I have financial stability because of the second job and with the help of my brother in my business, I have the right flexibility of my time" - E4).

#### 4.1.3 Final comments on the interviews

Consistent with the survey results from the two areas, I have identified the two most important factors in the entrepreneurs' decision about the functioning of their business. The first is the financial factor. This factor is the most important for the part-time entrepreneurs. In both cases, they chose this way of running a business because they prefer financial security over potential risks, unlike the full-time



entrepreneurs who chose their profession out of a desire to make money from their passion. So, between financial status, education, and work experience, the financial factor is the most important for this comparison.

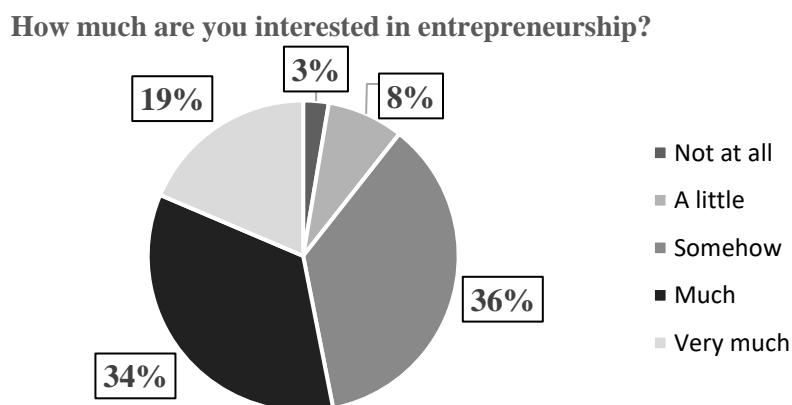
In contrast, the most important factor for full-time entrepreneurs is flexibility of time and work. Both entrepreneurs indicated that starting an entrepreneurial activity was a necessity for them. The flexibility advantage gave them strong reasons to contour their decision about the type of entrepreneurship they wanted to adopt. In this way, they were able to better plan their time and work to create a balance between their personal and professional lives. In this regard, time is the most important lifestyle characteristic relevant to the comparison between the different forms of entrepreneurship.

In summary, the field of activity in which a full-time or part-time entrepreneur operates has a minor influence on decision-making, but the most important factors, which were also mentioned by the respondents, are the time factor and the financial factor.

#### 4.2 Students as full-time or part-time potential entrepreneurs

After analysing the influencing factors that contributed to entrepreneurs' decision to pursue a particular type of entrepreneurship, it was found that in most cases, their passion for their work and entrepreneurial aspirations began in high school or university. With this in mind, I conducted a quantitative study to determine students' preferences for entrepreneurship and the advantages and disadvantages of full-time and part-time entrepreneurship.

Using the questionnaire mentioned in the methodology section, I collected responses from 113 students from Bucharest universities and divided them into potential full-time or part-time entrepreneurs. From the total number of students, as can be seen in Figure No. 1, 19% of the students indicated that they are very interested in entrepreneurship, followed by 34% who are very interested in entrepreneurship. From this, we can conclude that more than half of the students are very interested in entrepreneurship, which means that entrepreneurial aspirations might emerge during their studies. They may develop this passion either for personal reasons or through their role models such as family, friends, relatives, etc.



**Fig. no. 1. Students' interest in entrepreneurship**

*Source: personal computation*

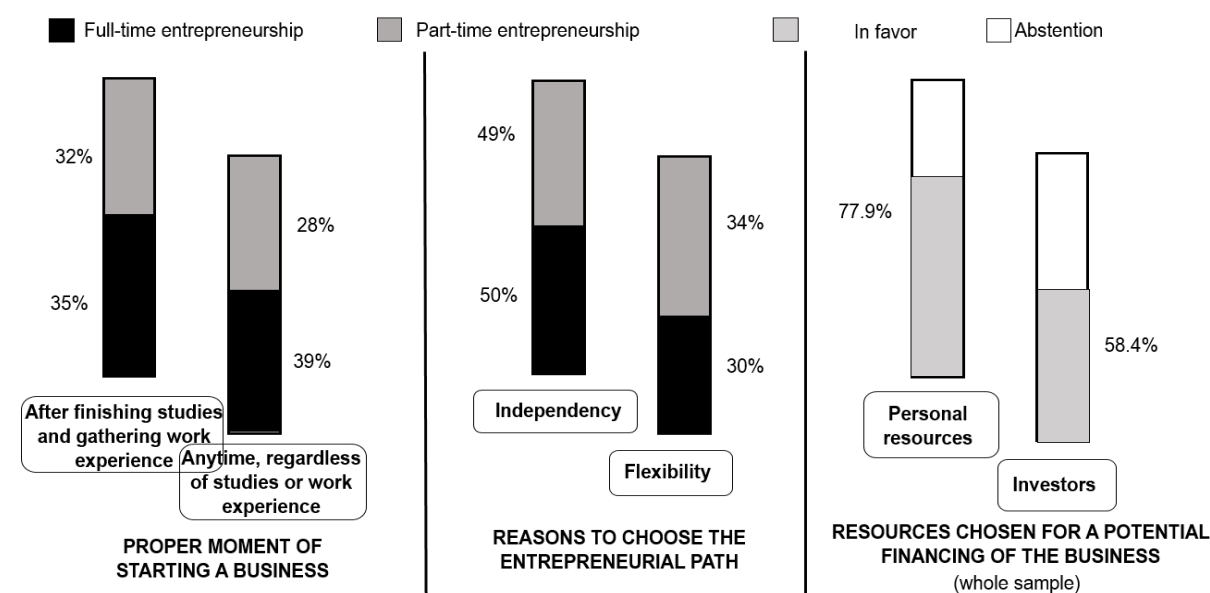
Although three students indicated that they were not interested in entrepreneurship at all, I decided to include them in the analysis because they will not affect the results since they are not relevant to the study.

After finding out that students are frequently interested in entrepreneurship, especially during their studies, I divided the sample into two categories: one that is likely to choose full-time entrepreneurship in the future and the other that is likely to choose part-time entrepreneurship in the future. The responses showed that 66 students (58.4%) preferred full-time entrepreneurship and only

47 students (41.6%) preferred part-time entrepreneurship. The following responses are provided to illustrate why students preferred full-time entrepreneurship over part-time entrepreneurship.

Based on this classification, I wanted to find out when the right time to start an entrepreneurial activity is according to the students. From this perspective, I found that 39% of the students in the first category of full-time entrepreneurship stated that anytime is the right time to start an entrepreneurial activity, regardless of studies and work experience. With a similar high value, 35% of them indicated that the best time is after graduation and work experience. Accordingly, we can conclude that students who chose this type of entrepreneurship want to devote time to their business and are more willing to start their business at any time because they have a strong interest in developing an entrepreneurial path or because of their maturity level in terms of knowledge and experience. In this category, students might think about acquiring the right amount of knowledge and professional experience before starting their business to minimize the risks that may arise.

Data on student preferences related to the three main factors mentioned in this section to achieve my initial research questions are shown in Figure 2 below.



**Fig. no. 2. Student's responses regarding the proper moment, the reasons and the financial resources of a potential business**

*Source: personal computation*

Regarding part-time entrepreneurship and the idea that there might be many risks compared to the other forms of entrepreneurship, 32% of students in this category decided that the best time to start a business is after graduation and gaining work experience. This reason could be because as a part-time entrepreneur you need to know how to properly manage your time in order to manage both jobs.

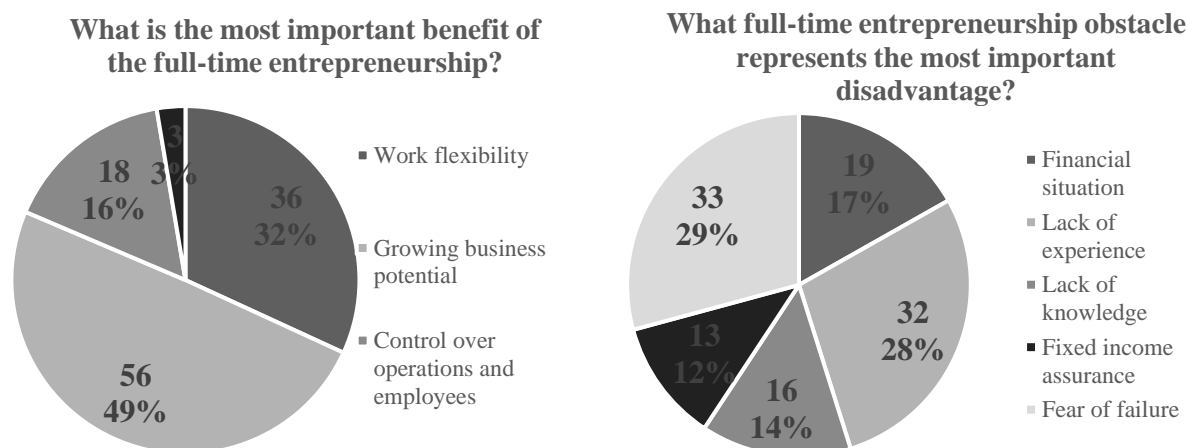
After determining what is the best time to start a business and what are the most important characteristics of students, I analyzed the reasons students in both categories would choose to be entrepreneurs. For both cases of potential entrepreneurs, the two most important reasons for them to take the entrepreneurial path are that they want to be as independent as possible and have flexibility in terms of their time and work. When looking at the top two reasons they choose a particular type of entrepreneurship, it appears that of the 66 students who chose full-time entrepreneurship, 53 students (80%) want to be independent, and 46 students (70%) want flexibility. Similarly to full-time entrepreneurship, the second group of students also chose independence (68%) and flexibility (60%). Thus, we can conclude that the reasons for which they choose the path of entrepreneurship are similar between the two groups of students and that these two reasons are much more common than the activation of creativity and innovation and the desire expressed by family, friends, or relatives. The students tend to have entrepreneurial aspirations because they want their own organized time and the

right security, both personally and professionally, especially for the full-time commitment, compared to the hybrid commitment, where the creativity and the innovative capacity developed also in the second job come very useful.

Considering the above results, we can understand why and when students decide to go into entrepreneurship. In order to define another factor that is very important for a business and for this research, I analyzed the financial resources that students choose to use to open their business. Both departments chose funding their business through personal resources and investors as the best option. Because of this similarity, I decided to analyze this category in the overall sample. Of the 113 students, 77.9% chose to use personal resources because this option is the most convenient and profitable for them. They do not incur any obligations, and the satisfaction is greater when developing a business with their own resources. As an alternative to personal resources, students tended to use investors (58.4%) to finance their business, as the other financial resources, such as the concept of crowdfunding, were not known to all.

For the second research question, I observed the responses of all 113 students to find out what the main advantages and disadvantages of full-time and part-time entrepreneurship are from the students' perspective. I found that two of the most important advantages of full-time entrepreneurship are the growth potential of the business (49%) and work flexibility (32%). In this regard, we can understand that the opportunity for potential business and proper work flexibility are much more important than social recognition or control over the business and employees.

As we can see in Figure No. 3, the three main obstacles that students perceive as most detrimental to working full-time are fear of failure (29%), lack of experience (28%), and financial situation (17%). From this we can see how important they think work experience is, because confidence in not failing depends on it. As they are at the beginning of their career and have all the opportunities in front of them, the financial factor is also important, as work experience would help them to create their own budget of personal resources.



**Fig. no. 3. Advantages and disadvantages of the full-time entrepreneurship**

*Source: personal computation*

Compared to the benefits of full-time entrepreneurship, I found that two of the most important and significant benefits of part-time entrepreneurship are financial security (47 out of 113 responses) and the ease of taking risks (42 out of 113 responses). Based on these results, we can conclude that the advantage of having a part-time business is having financial security through a second job, a budget that does not depend only on dedication to one's business. In addition, students believe that the higher the financial security, the higher the stress to manage time properly. In fact, 53.1% of the students indicated that time management can be a major obstacle in running a business. Even if the financial situation is secure and the stress can be high, 60.2% of respondents believe that the guarantee of not being dependent on the company's income offsets the stress that an entrepreneur faces.

To obtain the answers to the third research question, I conducted five statistical T-tests using SPSS to test the significance of each of the attributes chosen by the students in relation to the type of entrepreneurship they plan to pursue in the future. The sample used for the results consisted of 113 students from universities in Bucharest, to whom I asked the extent to which they attributed five characteristics to themselves. Since the characteristics of an entrepreneur strongly influence each person's decision, I analyzed the following potential characteristics for a future entrepreneur: Innovativeness, Creativity, Stress Tolerance, Risk Taking, and Autonomy. These five traits represent the independent variables, while the type of entrepreneurial activity is the dependent variable.

In this test, all results are expressed with a significance level of 5%. The two hypotheses are as follows: The null hypothesis ( $H_0$ ) states that there is no difference between the two types of entrepreneurship with respect to this particular attribute, and the alternative hypothesis ( $H_1$ ) states that there is a significant difference between the two types of entrepreneurship with respect to an attribute.

Using the SPSS results, I conducted five independent-samples t-tests, which are also shown in Figure 3 in the Appendices section below. Therefore, for each test, I analyzed the validity of the model based on the comparison between F-calculated and F-critical. The critical value of the F-distribution in the sample ( $F(1,111)$ , where 1 is the number of regressors and 111 is the sample size excluding the number of regressors and 1) is 3.926. For the first four attributes, namely innovativeness, creativity, stress tolerance, and risk taking,  $F_{critical}$  exceeds the  $F_{computed}$  value, which means that the model is not valid and we should accept the null hypothesis, which tells us with 95% probability that there is no difference between the opinions of full-time and part-time entrepreneurs on these four attributes. To ensure that the above comparison was done correctly, I used the significance value F (P-value) to check the practicality of the model. Here, the P-values for the four attributes are higher than our probability level (0.05), which means that we should accept the null and reject the alternative.

In the t-test for the independence of the last attribute, autonomy, the calculated F- value exceeds the critical F-value, which means that we should accept the alternative hypothesis, which states with a probability of 95% that there is a significant difference between the responses of the two sections of students. To support this information, my practical experience is that the P value of this attribute is smaller than the probability level (0.05). In this regard, the risk of being wrong in rejecting the null variant is smaller than alpha (0.05) and we should reject the null variant and keep the alternative that says there is a significant difference between the two categories of students.

From these results, students are 95% likely to differ only in autonomy, and potential full-time entrepreneurs are more likely than potential part-time entrepreneurs to have more autonomy.

## 5. Future directions

After analyzing the research results in accordance with the theoretical analysis, the limitations that this study encountered could be a great opportunity for me to continue the research and improve what I have studied in this paper. One important limitation that could be improved in a future study is related to the sample size, as in both cases of the research methods discussed above, more cases of entrepreneurship could be analyzed, and more students could be asked about their preferences.

To better understand these two concepts, future studies should make a more detailed comparison between full-time and part-time entrepreneurship, as there are not many such studies that analyze the two categories in parallel, as I attempted to do in the first section of results. Using only single studies, one cannot understand the difference between the ideas, advantages, and disadvantages of the two types of entrepreneurship.

Another limitation encountered in this study concerns the characteristics of the students. In a future study, I will analyze their behavior more broadly to find more differences between the two types of entrepreneurship that interest me. One important reason that this type of comparison circulates in the market is that workers could easily develop entrepreneurial ambitions and decide whether to become full-time or part-time entrepreneurs.

In addition, using certain cases of entrepreneurs, such as those studied by the above two research methods, would help the new or potential entrepreneurs to know how to run a business or what kind

of entrepreneurial path they should choose. Moreover, their mistakes and decisions could help them avoid some potential risks and learn how to deal with certain situations.

## 6. Conclusions

After using the theoretical background and noting the differences between full-time and part-time entrepreneurship, we can understand that entrepreneurship is an activity that requires time and dedication, an activity in which an individual can express his innovation and creativity in the world.

This entrepreneurial activity can be divided into full-time or part-time entrepreneurship, two concepts that have been briefly analyzed individually and in comparison. The full-time entrepreneur is the person who dedicates his time only to his business, who makes this choice to express his innovation, to be more independent, or to obtain the desired satisfaction that cannot be exercised in the current job. Part-time entrepreneurship, or hybrid entrepreneurship as it is called in some studies, represents the idea of combining the time spent on one's own business with a second job.

Studies have shown that individuals with entrepreneurial aspirations can be categorised based on influencing factors such as financial support or the right time to begin the entrepreneurial journey. Using qualitative research, I found that the two most important factors that influence the decision of current entrepreneurs are the time factor and the financial factor. In this regard, full-time entrepreneurs are most influenced by the desire for time and career flexibility, while part-time entrepreneurs tend to choose financial security when starting a business. In addition, education and work experience are also equally important to both categories of entrepreneurs. All respondents believe that these two factors can make a significant contribution to business management.

Based on the students' perspectives on entrepreneurship, I was able to determine when, why, and by what means they wanted to pursue the path of entrepreneurship. Both groups of students indicated that the right time to start a business would be either anytime, especially for the full-time group, or after gaining knowledge and experience, for the part-time group. The reasons for this decision are that the first group wants to dedicate their time exclusively to the business, while the second group chooses to mature before entering the time and work management phase. Both groups of students indicated that the most important reason for starting a business is to be more independent, and most of them would choose to finance their business from personal funds.

Most of the students in the sample stated that the biggest advantage of having a full-time business is that you can grow your own business. The thought of having a successful business is expressed by many of the students. However, the fear of failure as a full-time entrepreneur worries most because of the lack of experience and the greater responsibility that comes with it. With part-time self-employment, on the other hand, the financial security compensates for the stress and time management that is a major disadvantage in this type of business.

Based on the SPSS results, several t-tests were performed on the characteristics of the respondents. I found that there was no significant difference between the type of entrepreneurial activity chosen and the following characteristics: Innovativeness, Creativity, Stress Tolerance, and Risk Taking. Also, I found that there is also a significant difference between autonomy and the type of entrepreneurial activity chosen. Students who chose full-time entrepreneurship reported having more autonomy than those who chose part-time entrepreneurship.

In summary, comparing these two categories of entrepreneurship shows that starting a full-time business requires more risk and commitment than starting a part-time business. This paper aims to help students and potential entrepreneurs to balance the advantages and the disadvantages of the two forms of entrepreneurship to choose the best option for their future.

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