

HEADING: A MODEL ON ENTREPRENEURIAL JOB SATISFACTION

A Model on Entrepreneurial Job Satisfaction

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Abstract

The current study aims to give an insight in the link between negative work events and job satisfaction and their relation to experienced negative emotion. We tested the applicability of the affective events theory and the event system theory in describing how the strength of negative work event (combined from event novelty, -criticality, and -disruptiveness) influenced entrepreneurial job satisfaction through negative emotion in an entrepreneurial context. Moreover, we hypothesized a mediating role of experienced negative emotion between work events and job satisfaction and a moderating role of the age of the business on the link between work events and emotion. We chose an observational and cross-sectional online field study design. Results indicated that event novelty, rather than -disruptiveness or -criticality influenced job satisfaction through negative emotions. No significant moderation or mediation effects were found. Theoretical and practical implications are discussed.

Keywords: work events, negative emotions, job satisfaction, entrepreneurs

The Influences on Entrepreneurial Job Satisfaction

Introduction

Entrepreneurs -viewed as an individual who innovates in some way within a firm (Pinchot, 1985)- form the core of our society. They are the key in driving innovation, creating jobs, and generating wealth in general (van Praag & Versloot, 2007). Some even suggest that teaching entrepreneurial behaviour among owners could be one of the first steps in reducing world poverty (Frese & Fay, 2001). Therefore, understanding what influences the entrepreneur is of great relevance for the organizational field. More specifically, how entrepreneurs manage to enjoy the journey can provide a key insight into human achievement (Schjoedt, 2009). However, despite their relevance, entrepreneurs remain understudied in the organizational field (Lechat, 2017). Our research aims to shorten that gap in research. We apply the affective events theory (AET) by Weiss & Cropanzano (1996) and event system theory (EST) by Morgeson et al. (2015) to the entrepreneurial context by researching the link between negative work events and job satisfaction. The central question involved in our research is: in what way is entrepreneurial job satisfaction related to negative work events and if there is a relation, is this relation influenced by possible mediation- or interaction effects? By answering these questions, we aim to add on the current literature on job satisfaction in the organizational field. Moreover, we hope to provide relevant insights to entrepreneurs that can help them improve their job satisfaction and business in general.

We have chosen to focus on entrepreneurial job satisfaction as we view job satisfaction as one of the most important variables in the organizational literature. It has shown to be related to several other important outcomes. Job satisfaction has been shown to be at least modestly correlated to job performance (Iaffaldano & Muchinsky, 1985). Also, as Spector (1997) points out, job satisfaction has been shown to be correlated to higher turnover rates (Mobley, et al., 1979), emotional exhaustion (Lee and Ashforth, 1993) and burnout

(Harrington et al., 2001). Moreover, it has been linked to certain negative health outcomes like an upset stomach (Begley & Czajka, 1993), headaches (Karen, Cedo, & World Scientific, 2013), and even depression (Lapenz & Lester, 1997).

Interestingly, job satisfaction is often higher among entrepreneurs than among employees that have similar characteristics (Blanchflower and Oswald, 1998; Hundley, 2001). Understanding why and how this job satisfaction is influenced among entrepreneurs could be of great importance into understanding this difference in job satisfaction between entrepreneurs and regular employees (Schjoedt, 2009).

Literature Review and Theoretical Contributions

The Impact of Work Events

One important link in understanding what could influence entrepreneurial job satisfaction, is the role of work events. As Chen et al. (2020) have pointed out, work events will constantly be encountered in the workplace given the increase in dynamicity of the business environment (Bono et al., 2013). Several different characteristics of events have been proposed in the current literature (Morgeson et al., 2015; Allport, 1940). In summary, events tend to originate from the meeting between different entities, have an external component, and occur in one place during a certain period in time. Also, work events can vary in the extent to which they are impactful. In line with this idea, EST (Morgeson et al., 2015) states that events differ in event strength. Their findings show that event strength can be separated into three different characteristics. The first characteristic is novelty. Novelty means the way in which an event is different from the previous course of events and to what extent it is new or unexpected. The second characteristic of event strength is event disruption. Disruption entails to what extent the event changes certain things, to what extent it disrupts or even blocks the usual course of events. Lastly, event strength is characterized in criticality. Criticality can be seen as ‘the degree to which an event is important, essential, or a priority’

(Morgeson & DeRue, 2006). If an event is critical, this means the event is not ordinary, and should become salient for an entity. Turned around, if events are not critical, the event does not become a priority and entities might not even act upon the event. The EST (Morgeson et al., 2015) argues that events that are novel, disruptive, and critical are high in event strength and should be more likely to create changes.

Work Events Directly Related to Negative Emotion and Job Satisfaction

One of the possible changes these strong work events can create is in an employees' job satisfaction through experienced emotion. The AET (Weiss and Cropanzano, 1996) argues for this idea. They note that work events can influence work attitudes through their impact on an employees' experienced emotion. This might be especially true for entrepreneurs as they face a variety of different work stressors that are unique to the entrepreneurial context (Williams, Munyon, & Fuller, 2019). The AET argues that different work events may lead to different emotional reactions. These emotional reactions in turn can influence job related attitudes like job satisfaction. In line with the EST and AET, we assume a direct link between the characteristics of work events on the one hand, and experienced negative emotions (h1, h2, and h3) and job satisfaction (h4, h5, h6) on the other. This brings us to the following hypotheses (see figure 1 down below for the full research model):

Hypothesis 1: The novelty of a negative work event is negatively related to experienced negative emotions.

Hypothesis 2: The disruptiveness of a negative work event is negatively related to experienced negative emotions.

Hypothesis 3: The criticality of a negative work event is negatively related to experienced negative emotions.

Hypothesis 4: The novelty of a negative work event is negatively related to job satisfaction.

Hypothesis 5: The disruptiveness of a negative work event is negatively related to job satisfaction.

Hypothesis 6: The criticality of a negative work event is negatively related to job satisfaction.

The Role of Negative Emotions and the Link Between Negative Work Events and Job Satisfaction

Evidence of a direct link between negative emotions and job satisfaction have already been proposed. As described earlier, Weiss and Cropanzano (1996) state that affective reactions influence overall judgements about satisfaction with ones' job. Moreover, other research has found evidence that job satisfaction can be affected by affective experiences (Meusen et al., 2010). Also, people with higher levels of neuroticism report being less satisfied with their job (Judge & Bono, 2001). This is interesting as neurotic people often report feeling negative emotions more often (Di Fabio, 2016). Also, Di Fabio (2016) has linked emotional state to flourishing in the workplace. Flourishing can be seen as 'a combination of feeling good and functioning effectively,' according to Huppert and So (2013). 'Feeling good' and being satisfied with ones' job seem to be very similar. These findings show that emotions could be directly linked to job satisfaction:

Hypothesis 7: Experienced negative emotions are negatively related to job satisfaction.

Moreover, the idea of a mediating role of arousal on the link between negative work events and job satisfaction has been proposed. 'Emotional stress appears to be an adequate mediator for capturing most of responses of an individual to a negative work event (Lechat, 2017, p. 8).' Disregarding the fact that emotional stress is not quite the same thing levels of arousal, this hints us toward the possibility that levels of arousal could in fact work as a mediator on job satisfaction (i.e., the response in the article of Lechat in 2017). For example,

an important employee could suddenly leave the firm temporarily or for good due to sickness. Possibly, his/her chores and responsibilities can only partly be taken over by other employees. This negative work event could lead to negative emotions for the leading entrepreneur of the firm. The entrepreneur could feel frightened or intimidated. Not the work event per se, but rather the negative emotions that result from the event would influence the job satisfaction. The stronger the negative event, the higher the experienced negative emotions this would cause, and the more negative the job satisfaction would be. This is in line with findings from Meusen et al. (2010). Therefore, we hypothesise that:

Hypothesis 8: The link between either one of the characteristics of a negative work events and job satisfaction is mediated though experienced negative emotions.

Age of Business as a Moderator on the Effect of the Strength of a Negative Work Event on Experienced Negative Emotions

The last addition to our model is the possibility that the age of the business influences the effect of negative work events on arousal as a moderator. This idea comes from the evidence that the age of a business makes the owner become more emotionally attached to the business over time (DeTienne, 2010). As indicated by Dehlen et al. (2014), this attachment can influence entrepreneurial behaviour. We extrapolate this idea, not on entrepreneurial behaviour, but on entrepreneurial emotion. Strong negative work events would then lead to stronger negative emotions, only if the age of the business is low. The hypothesis here is that entrepreneurs who have been leading a company that is older in age experience lower negative emotions when a strong negative work event occurs.

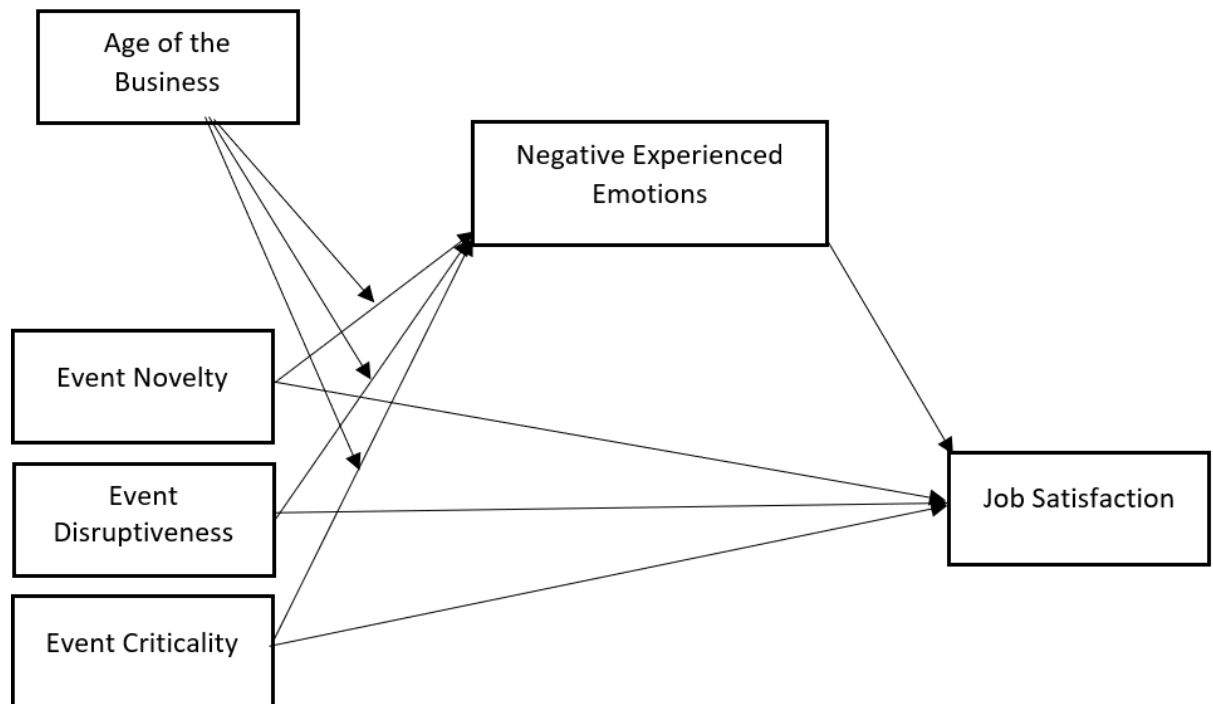
Hypothesis 9: The age of the business acts as a moderator on the effect of event novelty on experienced negative emotion.

Hypothesis 10: The age of the business acts as a moderator on the effect of event disruptiveness on experienced negative emotion.

Hypothesis 11: The age of the business acts as a moderator on the effect of event criticality on experienced negative emotion.

Figure 1.

The Hypothesized Research Model



Note. A Moderated Mediation Model Based on the AET (Weiss & Cropanzano, 1996)

and Event System Theory (Morgeson et al., 2015) on Entrepreneurial Job Satisfaction

Method

Procedure and Participants

Research Procedure

The approach used for this research was an observational, cross-sectional online field study design. This research was conducted by a group of 6 psychology students from the Rijksuniversiteit van Groningen to complete their Bachelor Thesis under supervision of Anna Keller in exchange for 15 European Credits. The participants were recruited via a convenience sample. Entrepreneurs were asked to participate by filling in a survey via Qualtrics which took approximately 12 minutes on average. Additionally, entrepreneurs who

participated in an on-site training course about entrepreneurship at the university of Kashipur, India, were approached by one of the project collaborators and asked to participate in the research.

Participants

The study population consisted of a group of starting entrepreneurs (N = 122). Initially, 204 participated in this study. 68 were excluded because they did not experience any negative work event. One participant was excluded because they reported 'other' for their gender. This removal was thought to be insignificant for the data. Moreover, 13 entrepreneurs that have had their business for more than five years were excluded from the dataset. This is in line with literature that has suggested that five years is an ideal period to evaluate starting businesses (Bracker et al., 1988; Munoz-Bullon et al., 2019).

The sample was dominantly male with 73% (see tables in Appendix for all descriptives). The majority (92%) was involved in the founding process of the business. From these demographics three participants were missing. 74,6% had already founded their business. The other group had intentions to start their business but had not started one yet. From the group that had started their business (n=86), the mean age of their business was approximately 1,5 years (522,6 days) with SD = 373,9 days.

Measures

Event strength

A scale inspired by Morgeson et al. (2015) and Hoffman et al. (2013) was used to indicate the strength of the events. This scale consists of three items. The first one being event novelty. For this scale it is asked whether this event was part of your everyday routine or if it had never happened before. Respondents can answer on a 6-point Likert-scale where the most negative option is 'has never happened before' and the most positive one 'happens very frequently.' The second item of event strength was event disruptiveness. Participants

were asked how much the event mattered for their own business' success. Respondents were asked to respond on a 5-point Likert Scale. The third and last item of event strength was event criticality. Participants were asked how much action this event demanded from their side on a 5-point Likert scale.

A reliability analysis (see table 10 in Appendix) showed no evidence for the scale of event strength, unlike findings of Morgeson et al. in 2015 ($\alpha = .482$). Because of the lack of empirical support for event strength, the decision was made to separate event strength into event novelty, disruptiveness, and criticality.

Experienced emotion

The scale of experienced negative emotions ($\alpha = .860$, see table 11 in Appendix) consisted of 15 emotions (15 different items). The scale was a shortened version of the Job Affective Well-Being Scale (JAWS; van Katwyk et al., 2000; Diefendorff et al., 2008). The scale consisted of 5 low arousal emotion like feelings of fatigue or boredom, 5 medium arousal emotions like feelings of frustration or confusion, and 5 high arousal emotions like feelings of anger or disgust. In line with measures from Heuvel et al. (2015), and contrary to the complete JAWS scale, we only used negative emotions. Participants were asked to what extent the negative event made them experience these feelings on a 5-point Likert scale for every emotion.

Job Satisfaction

Job satisfaction was measured by three items, based on Judge et al. (1995) and Diener (1984). The first scale was a 5-point Likert scale where respondents were asked how satisfied they were with their current job in general. In the second scale the respondents were asked to indicate the percent time they felt happy with their job on average on a scale from 0 to 100. In the third item participant were asked what percent of time the participants felt unhappy. All

these items were z standardized and then combined into one overall job satisfaction scale ($\alpha = .676$, see table 12 in Appendix).

Age of the Business

The scale of the age of the business was in line with Bosma & Kelley, (2018/2019). Entrepreneurs who had not yet founded their business were still included, reasoning these respondents were still relevant as they were also likely to experience negative work events prior to the founding process. Also, entrepreneurs who had been in the business for longer than five years were excluded (Bracker et al., 1988; Munoz-Bullon et al., 2019). The age in years was computed into a new variable with the age in days.

Control Variables

The scale of where respondents were asked whether they were involved in the founding process of the business was inspired by Uy et al (2013). Being the actual founder might influence job satisfaction (Bosma & Kelly, 2019). Therefore, a dummy variable was created where entrepreneurs who were not involved in the founding procedure were coded as 0, and entrepreneurs who were involved in the founding procedure were coded as 1 (see table 8 in Appendix).

A dummy variable was created for gender (see table 9 in Appendix) where female was coded as '0' and male was coded as '1.' The idea that gender might influence job satisfaction is in line with research from Chung et al. (2012).

Data Analysis

The data was analysed with the program SPSS 28.0. The descriptive statistics were analysed like the means and standard deviations of the variables (see table 1). Cronbach's Alpha was used to determine the internal consistency of the measuring instruments (see table 12-14 in Appendix). The Pearson correlation was used to assess the relationship between the variables before running the regressions.

Multiple different regression analysis was performed. Firstly, to test hypotheses 1, 2, and 3, a multiple linear regression (1) was performed where event novelty, disruptiveness, and criticality were the independent variables and job satisfaction was the dependent variable (see table 2 down below). We chose to separate the items of event strength because of the low Chronbachs' alpha ($\alpha = .482$). Conclusions that this value was indeed too low came from suggestions from Agresti & Finlay (2018).

Secondly, to test hypothesis 8, a linear regression (2) with experienced negative emotion as independent variable and job satisfaction as dependent variable was conducted (see table 3 down below).

Thirdly, a linear regression (3) was performed with event novelty, disruptiveness and criticality as independent variables and negatively experienced emotion as dependent variable (see table 4). This regression was conducted to test hypotheses 4, 5, and 6. For these first three regressions the coefficients and t-tests were conducted to examine the relationships between the dependent and independent variables.

Lastly, to test hypotheses 8 and 9, a hierarchical multiple linear regression (4) was performed (see table 5) with event novelty as independent variable, experienced negative emotion as dependent, and a possible moderation-effect of the age of the business (Hayes, 2018: model 7), while controlling for gender and whether the entrepreneur was involved in the founding process of the business (variable: found). Before computing the moderation variable, event novelty and age of the business were z standardised. In the first step the control variables gender and founder (both dummy variables) were included. In the second step novelty and age of the business were added. In the third step the newly created moderation variable was added.

Results

Preliminary Results

Assumption Checks

Before performing the multiple regressions, a few assumptions were tested for these four regressions (see figure 2-9 in Appendix).

The first assumption was that there was a linear relationship between the independent and dependent variables. The assumption for regressions 1 and 4 were performed with the dependent variable experienced negative emotion, and independent variables age of the business, event novelty, disruptiveness, and criticality. For regression 2 and 3 experienced negative emotion, age of the business, event novelty, disruptiveness, and criticality were the independent variables, and job satisfaction was the dependent variable. Also, Casewise diagnostics were performed, excluding values that deviated 3 times the standard deviations from the mean (Agresti & Finlay, 2018). No influential cases were found. The scatterplots were examined. No indication of non-linearity was found for none of the regressions.

Secondly, no multicollinearity was assumed between event novelty, disruptiveness, and criticality. To test for multicollinearity a linear regression was performed where each of the independent variables was chosen once as the dependent variable. The largest variance inflation factor was 1,252 which suggested no sign of multicollinearity using a threshold of 10 (Alauddin, et al., 2010).

Thirdly, the assumption of homoscedasticity was checked for all regressions. This meant that this assumption was tested two times, once for the dependent variable experienced negative emotion (regression 1 and 4), and once for the dependent variable job satisfaction with their corresponding independent variables (regression 2 and 3). No indication of a violation of the homoscedasticity assumption was found (Agresti & Finlay, 2018).

Fourthly, to test the normality assumption of the residuals a frequency histogram was created and assessed for both job satisfaction and experienced negative emotion (George &

Mallery, 1999). No indication of a violation of this assumption was found for neither dependent variable. Therefore, normality was assumed.

Lastly, to check for influential cases, Cooks' Distances were calculated for job satisfaction as well as experienced negative emotion. No influential outliers were detected for a maximum value of 1 for both dependent variables (Agresti & Finlay, 2018).

Descriptives and Correlations

A correlation table was conducted between all the different variables (see table 1 below). As expected, job satisfaction correlated significantly negative with negatively experienced emotion ($r = -.445$, $P < .01$). However, job satisfaction did not correlate significantly with one of the other independent variables.

Experienced negative emotion correlated significantly with event novelty ($r = .264$, $P < .01$), event disruptiveness ($r = .278$, $P < .01$), and event criticality ($r = .254$, $P < .01$).

Table 1.

Correlations and Descriptives of Variables

Variable	N	M	SD	1	2	3	4	5	6	7	8
1. EN	122	2,77	1,51								
2. ED	122	3,83	1,12	,202*							
3. EC	122	3,85	1,12	0,146	,435**						
4. Gender	119	0,73	0,45	0,032	0,150	0,129					
5. Founder	119	0,92	0,27	,233*	0,150	0,128	0,113				
6. AoB	119	374,55	460,76	,230*	0,105	0,063	0,146	-0,011			
7. ENE	114	2,32	0,74	,264**	,278**	,254**	0,181	-0,033	-0,072		
8. JS	115	0,07	0,73	-0,074	-0,041	-0,169	-0,154	0,071	0,045	-,445**	
9. EN*AoB	111	0,22	1,05	0,070	0,036	-0,035	-0,001	0,128	0,165	-0,019	0,005

** $p < .01$ (2-tailed); * $p < .01$ (2-tailed); EN = Event Novelty; ED = Event Disruptiveness; EC = Event Criticality; Gender and Founder = dummy, EN* AoB = Moderation Effect variable; AoB = Age of Business; ENE = Experienced Negative Emotion; JS = Job Satisfaction;

Hypotheses Tests

Direct Effect of Event Novelty, Disruptiveness, and Criticality and Experienced Negative Emotion.

Hypothesis 1, 2, and 3 suggests that entrepreneurs will experience negative emotions from a negative work event that is novel, disruptive, and critical respectively. A multiple linear regression (1) was conducted to test these hypotheses (see table 16 in Appendix). The model was significant, $F(3, 110) = 5,952$, $p < .001$, explaining 14% ($R^2 = .14$) of the variance in experienced negative emotion. However, no empirical evidence was found for a combined construct due to a low Chronbachs' alpha ($\alpha = .482$) (see measures section). Therefore, no conclusions were made based on this finding. Only event novelty ($B = .10$, $t = 4.26$, $p < .05$) contributed significantly to the model, whereas event disruptiveness ($B = .113$, $t = 1.72$, $p = .09$) and event criticality ($B = .10$, $t = 1.58$, $p = .12$) did not. Therefore, support was found for hypothesis 1, but not for hypothesis 2 and 3.

Table 2

Multiple Linear Regression (1) Event Characteristics on Experienced Negative Emotion

Variable	b	SE	95% CI		t	p
			[LL;UL]			
Event Novelty	0,1	0,045	[0,011;0,189]		2,233	0,028*
Event Disruptiveness	0,113	0,066	[-0,017;0,243]		1,717	0,089
Event Criticality	0,102	0,065	[-0,026;0,230]		1,579	0,117

Note. $R^2_{\text{adjusted}} = 0,007$. CI = confidence interval for b ,

LL = Lower Limit, UL = Lower Limit, * $p < .05$. ** $p <$

.01. *** $p < .001$

Direct Relation Between Event Novelty, Disruptiveness, and Criticality and Job Satisfaction.

Hypothesis 4, 5, and 6 suggests that an entrepreneur's job satisfaction will be lower when a negative work event is novel, disruptive, and critical respectively. The multiple linear regression (2) (see table 17 in Appendix) suggested that event novelty, disruptiveness, and criticality combined explained 3,3% of the explained variance in job satisfaction ($R^2=.033$, $F(3,111)=1.262$, $p=.291$). Also, no evidence was found for an association between job satisfaction and event novelty ($b = -.028$, $t = -.592$, $p = .552$), or event disruptiveness ($b = .033$, $t = .492$, $p = .624$), or event criticality ($b = -.117$, $t = -1.752$, $p = .082$). Contradicting hypotheses 4, 5, and 6, no evidence was found that these event characteristics of event strength do influence entrepreneurial job satisfaction.

Table 3

Multiple Linear Regression (2) Event Characteristics on Job Satisfaction

Variable	b	SE	95% CI [LL;UL]	t	p
Event Novelty	-0,028	0,046	[-0,119;0,064]	-0,596	0,552
Event Disruptiveness	0,033	0,068	[-0,101;0,168]	0,492	0,624
Event Criticality	-0,117	0,067	[-0,25;0,015]	-1,752	0,082

Note. $R^2_{\text{adjusted}} = 0,007$. CI = confidence interval for b ,

LL = Lower Limit, UL = Upper Limit.

Direct Relation of Experienced Negative Effect and Job Satisfaction

Hypothesis 7 suggested that an entrepreneurs' job satisfaction will be lower when the experienced negative emotions are stronger. Simple linear regression (3) (see table 18 in Appendix) suggested that experienced negative emotions explained 20% ($R^2 = .198$, $F(1,110) = 27.095$, $p < .01$). Therefore, hypothesis 7 was supported, suggesting that negative emotions that entrepreneurs experience are negatively associated with their job satisfaction.

Table 4

Multiple Linear Regression (3) Negative Emotion on Job Satisfaction

Variable	<i>b</i>	SE	95% CI		β	<i>t</i>	<i>p</i>
			[LL;UL]				
(Constant)	1,086	0,203	[0,684; 1,488]			5,354	< 0,001
Experienced Negative Emotion	-0,432	0,083	[-0,597; -0,268]		-0,445	-5,205	< 0,001

Note. $R^2_{\text{adjusted}} = 0,190$. CI = confidence interval

for B, LL = Lower Limit, UL = Lower Limit.

Moderated Mediation Effects on Job Satisfaction

SPSS PROCESS procedure (model 7) with 5000 bootstrapped samples was conducted to examine the mediating role of experienced negative emotion (h8) and the moderating role of the age of the business (h9, h10, and h11) (Hayes, 2018). As only event novelty had shown a significant direct effect on experienced negative emotion, only this event characteristic was chosen to include in the analysis.

As shown in table 5, no evidence of a moderating role of the age of the business on the link between experienced negative emotion and job satisfaction was found ($b = 0,000$, $t = 0,191$, $p = 0,849$). Also, no sign of a moderation effect was found from the graph (figure 10). Therefore, no support for hypothesis 9 was found.

Moreover, as shown in table 6, experienced negative emotion did mediate the relation between event novelty and job satisfaction as the 95% confidence intervals did not contain 0. Therefore, hypothesis 8 was supported.

Table 5*Moderated Mediation Model*

	β	SE	t	p	LLCI	ULCI
Mediation variable model (Negative Experienced Emotion)						
Constant	2,044	0,304	6,723	<0,001	1,441	2,647
EN	0,152	0,058	2,602	0,011	0,0361	0,268
AoB	-0,001	0,001	-0,936	0,351	-0,001	0,003
EN*AoB	0,000	0,000	0,191	0,849	0,0002	0,0002
Dependent Variable Model (Job Satisfaction)						
Constant	1,094	0,335	3,266	0,001	0,43	1,758
EN	0,013	0,046	0,292	0,771	-0,078	0,105
ENE	-0,414	0,091	-4,569	0,001	-0,594	-0,234

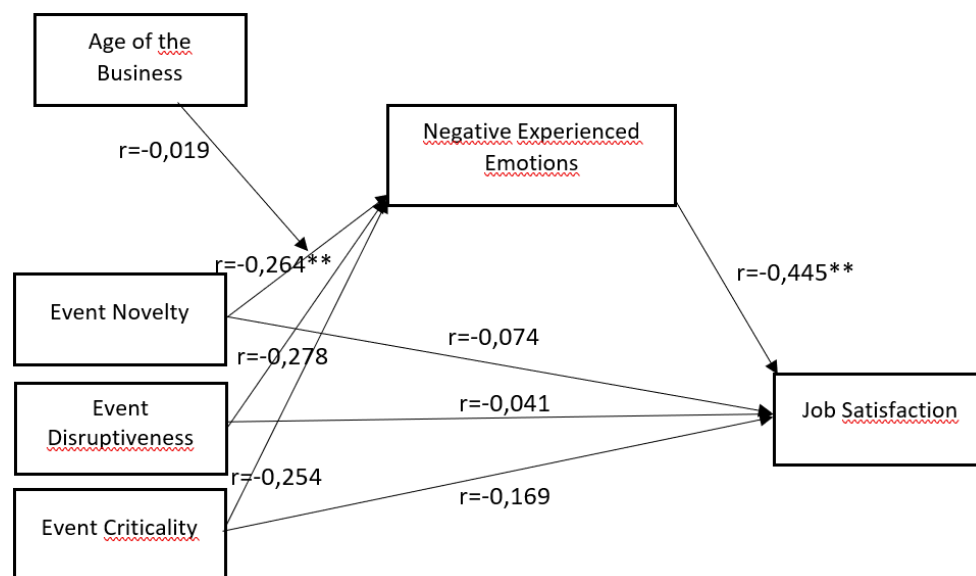
Note. Note. $R^2=.020$. EN = Event Novelty; ENE = Experienced Negative Emotion, AoB = Age of Business; LLCI = low limit confidence interval; ULCI = upper limit confidence interval

Table 6*Direct and conditional indirect**effects*

Direct effect of EN on Job Satisfaction					
Satisfaction					
		SE		Boot	Boot
Effect	(Boot)	<i>t</i>	<i>p</i>	LLCI	ULCI
0,013	0,046	0,2915	0,771	-0,078	0,105
Conditional indirect effects					
		SE		Boot	Boot
Mediator	AoB	Effect	(boot)	LLCI	ULCI
ENE	-91,223	-0,062	0,033	-0,132	-0,002
ENE	374,257	-0,066	0,027	-0,125	-0,018
ENE	839,737	-0,069	0,036	-0,142	-0,001
Index of moderated-mediation					
		SE		Boot	Boot
Mediator		Effect	(boot)	LLCI	ULCI
ENE	0,000	0,000		0,0001	0,0001

Note. EN = Event Novelty; ENE = Experienced Negative Emotion, AoB = Age of Business; LLCI = low limit confidence interval; ULCI = upper limit confidence interval.

Hypothesis 10 and 11 suggested that the age of the business would moderate the relation between event disruptiveness and criticality and experienced negative affect respectively. These hypotheses were not tested as no direct effects were found (hypothesis 2 and 3). Combing all tests results in the following research model (figure 2).

Figure 2.*Complete Research Model with Correlations*

Note. A Moderated Mediation Model Based on the AET (Weiss & Cropanzano, 1996) and Event System Theory (Morgeson et al., 2015) on Entrepreneurial Job Satisfaction.

Discussion

Based on the Affective Events Theory (Weiss & Cropanzano, 1996), we have explored possible relations between the work event characteristics novelty, disruptiveness, and criticality (combined into event strength) (Morgeson et al., 2015) and looked at their influence on the experienced negative emotion and job satisfaction among entrepreneurs via simple linear and hierarchical linear regression. Also, we looked at a possible interaction effect of the age of the business on the link between the event characteristics novelty and negative emotion, while controlling for gender and whether the entrepreneurs were involved in founding the business. Lastly, experienced negative emotion was explored as a possible mediator between the event characteristics and job satisfaction. The results showed that negative emotion did mediate the relation between event novelty and job satisfaction (in line with findings from Lechat, 2017; Meusen et al., 2010). Also, no moderation effects of the age

of the business on the link between negative work events and the event characteristics were found.

Discussion of Findings

Surprisingly, we found no support for the validity of event strength combined of event novelty, disruptiveness, and criticality. This is contradicting the findings of the event system theory (Morgeson et al., 2015). Also, event disruptiveness and criticality were not significantly related to experienced negative emotion, contradicting findings of a significant link between event disruptiveness and emotional exhaustion (Lin et al. in 2021), and event criticality and experienced emotion. This difference might be explained by our focus on entrepreneurs. Possibly, the extent to which an event is disruptive and critical, affects regular employees differently than entrepreneurs. Entrepreneurs often feel the need to prove oneself and feel autonomous over their actions (Singh, 1993). They also often see entrepreneurship as an opportunity to test their skills (Buttner & Moore, 1997). These self-motivating aspects could undermine the effect of a disruptive and critical event on the emotional affect, and therefore, fail to impact the entrepreneurs' job satisfaction. However, conclusion remain ambiguous as no direct comparison between entrepreneurial versus regular employees' job satisfaction has been researched to the best of our knowledge.

First, what our results do suggest, is that event novelty is associated with more negative emotions, which in turn is associated with a lower entrepreneurial job satisfaction (in line with Weiss & Cropanzano, 1996). A recently happened negative work events has a strong link with negative emotions, but when the event was less novel, the experienced emotion was not as strong.

Second, the age of the business as a moderator did not show any significance in our research. One possible explanation could be that we have opted to only include cases with a business that was max five years old. Perhaps, our scope should have extended to a bigger

range. Perhaps, the proposed range of a firm age of five years, is adequate when growth intentions of the firm (Munoz-Bullon et al. in 2019) and firm performance (Bracker et al., 1988) is researched, but not as adequate when the researched outcome is on the personal level (i.e., entrepreneurial job satisfaction). Another possibility why no significant moderation effect was found could be inherent on the notion that firm age acts as a driver of emotional attachment (Dehlen et al., 2014). Our sample was a homogenous group consisting of starting entrepreneurs. These entrepreneurs have been shown to be more emotionally attached to their firm in general, because of their social responsibility (Wen et al, 2021). This could explain the lack of effects we found. The emotional attachment to the firm was high regardless of the time they had been in the business for. Therefore, the age of the business was not able to moderate any links on emotion.

Lastly, we found support for the idea that experienced negative emotion does mediate the effect of event novelty on job satisfaction (in line with findings from Meusen et al., 2010; Lechat, 2017). Although no direct link between event novelty and job satisfaction was found, we still proceeded the regression (4). This decision comes from the idea that there does not necessarily have to be a correlation between the independent and dependent variable for there to be a mediation effect (Hayes, 2018).

Theoretical Contributions

This paper has made the following theoretical implications. Firstly, we applied the Affective Events Theory (Weiss & Cropanzano, 1996) and event system theory (Morgeson et al., 2015) in an entrepreneurial context. Testing these models in this context gives useful information about the applicability of these models among a population that differs from the regular employee: the entrepreneur. This is especially important as entrepreneurs experience a variety of work events that are unique to the entrepreneurial context (Wolf, 2016; William et al., 2019).

Secondly, we contribute to the development of the AET by testing the applicability of different event characteristics in its relation to job satisfaction and negative emotions. Our findings suggest that the event characteristics event novelty, - disruptiveness, and -criticality should not just be combined into event severity (Hoffman et al., 2013) or event strength (Morgeson et al., 2015), but should be researched separately. This is because depending on which characteristic, different characteristics can be related differently to certain job outcomes like job satisfaction. This idea is in line with more recent literature from for example, Chen et al. (2020); Lin et al. (2021), where different event characteristics had different influences on employee outcomes.

Practical Implications

Our research has a direct practical implication for entrepreneurs. We show that negative work events do play a role in influencing entrepreneurs' experienced negative emotion, which in turn is linked with a lower job satisfaction. As noted earlier, work events will constantly be encountered in the workplace given the increase in dynamicity of the business environment (Bono et al., 2013). Hence, recognizing what event is most impactful can help entrepreneurs to better understand what influences their experienced emotion and job satisfaction. Our results suggests that entrepreneurs should focus more on the novel rather than the disruptive or critical negative work events to positively impact their negative emotions, which could in turn improve their job satisfaction. However, these suggestions (like causality) should be made carefully due to limitations of our research we discuss next.

Limitations and Future Research

First, because the measurements were done by self-reports, a context induced mood state bias could have occurred (Podsakoff et al., 2003). Respondents were asked at the very beginning of the questionnaire to recall a negative work event. This recalling (and not the negative work event per se) could have induced a negative mood, which could have led the

respondents to rate their emotional reaction more negative (Bower, 1981). A possible solution to this problem would be to add different sources to the measurement of emotion. For example, subordinates could be asked to rate the emotional reaction of their supervisor (entrepreneur) after a negative work event happened. Although this could result in a better measure of the real experienced emotion, this also has a big disadvantage. An identifying variable (i.e., name of the subordinate) would need to be created to link the different sources (i.e., response of the entrepreneur and the rating of their subordinates) together. This could compromise the anonymity of the subordinates which could change their responses (Podsakoff et al., 2003). Alternatively, diary methodology where events must be recalled daily could be useful to avoid biases that can occur with retrospection (Morgeson, 2005).

Second, no power analysis and sample size determination were performed, as this was beyond the scope of our research. Our relatively small sample size and multiple variables could have negatively impacted the reliability of our result. However, whether this problem has indeed occurred was not checked. Hence, all previously made conclusions should be made with the footnote that power problems could have occurred in our analysis.

Lastly, due to the structure of our research, we have only collected data at one point in time. Therefore, we have not been able to make any causality conclusions. As we have seen in comparable research (Dehlen et al., 2014; Chen et al, 2020; Itzkovich et al., 2021), effects of work events on job outcomes might only become significant later in time. An explanation of this is that work events can affect different levels of the organization at a later point in time (Morgeson et al., 2015). For example, a major disagreement between an entrepreneur and his/her companion can result in the missing of an important deadline, which could result in a key customer moving to the competitor, which could bring the firm in financial difficulties. In turn, this could also induce new negative work events like the lowering of all subordinates' salary. In this scenario, weeks or even months could have gone by before all consequences of

the initial event would become visible. Our research did not account for any of these possibilities. To fix this, future research could conduct research that measures for a longer time. For example, diary studies or longitudinal panel designs can capture the influences of work events for a longer period (Bolger et al., 2003).

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Appendix

Figure 2: Normality Histogram Experienced Negative Emotion

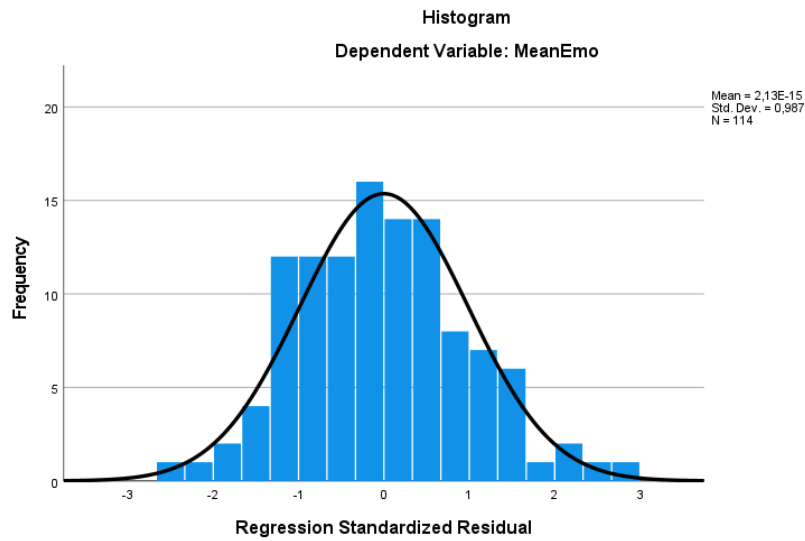


Figure 3: Normality P-P Plot Experienced Negative Emotion

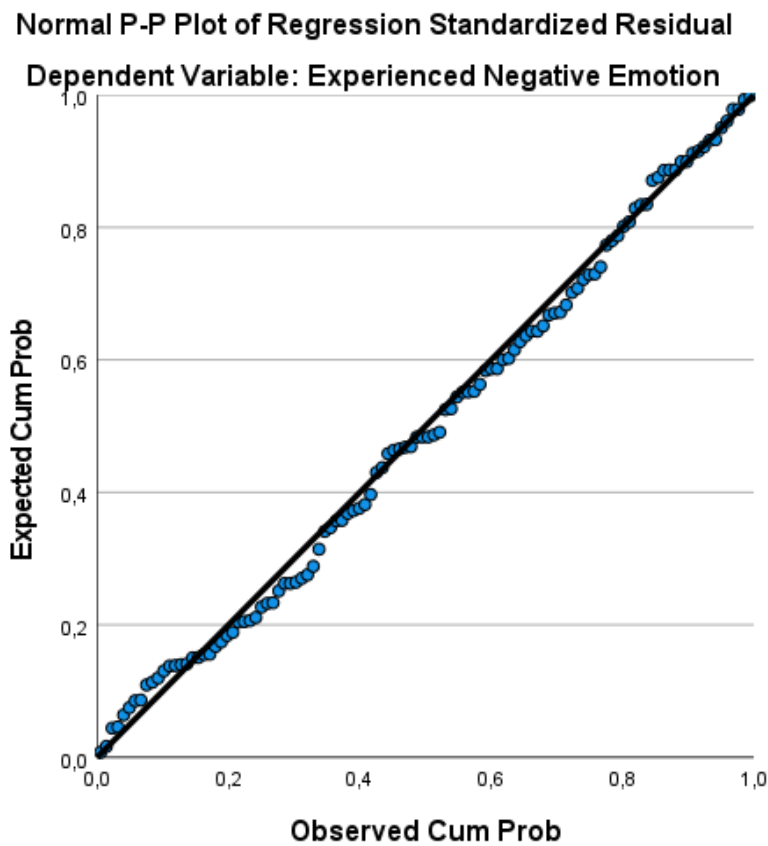


Figure 4: Scatterplot Experienced Negative Emotion

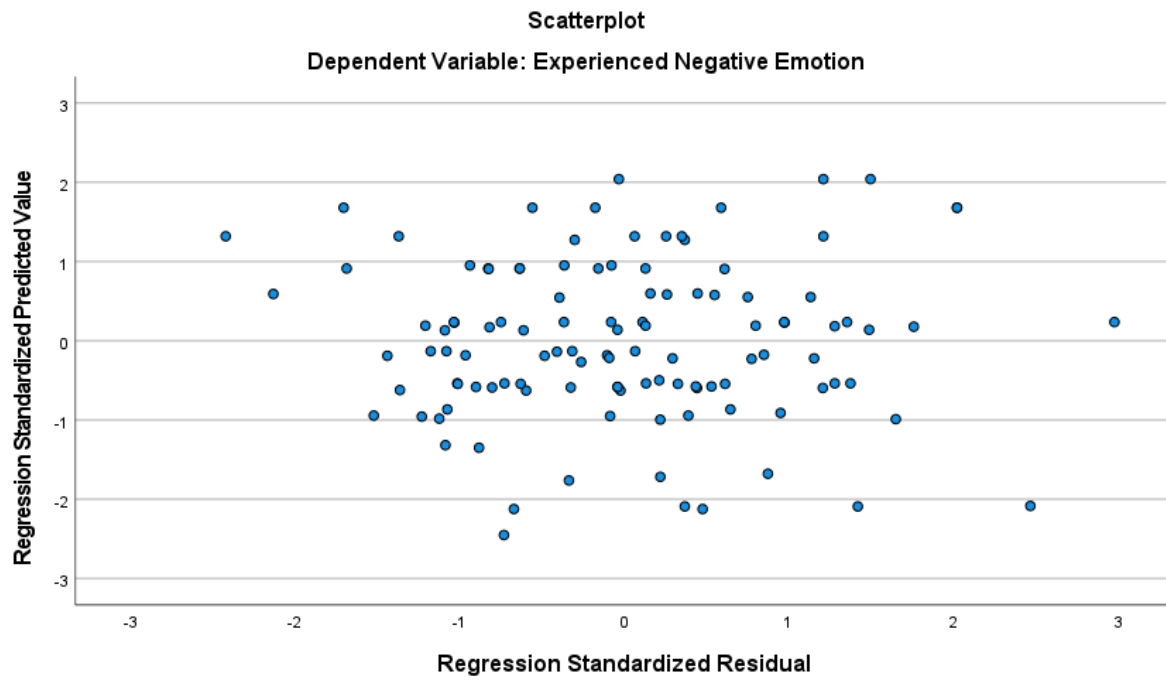


Figure 5: Scatterplot Experienced Negative Emotion

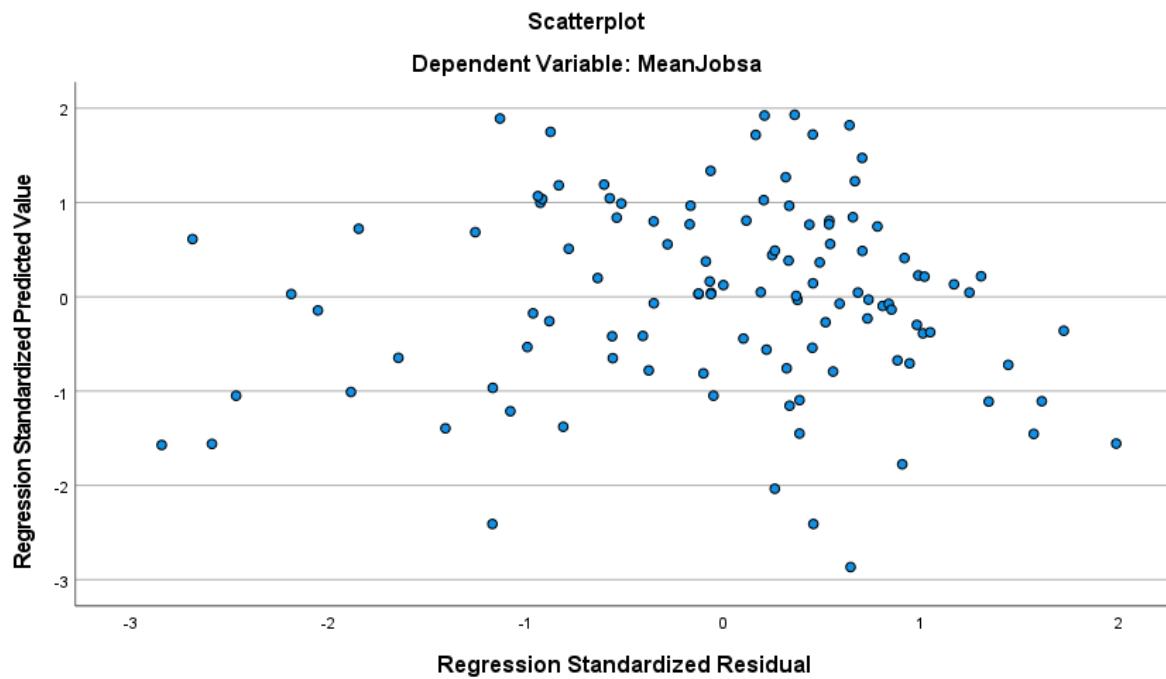


Figure 6: Homoscedasticity Check Experienced Negative Emotion

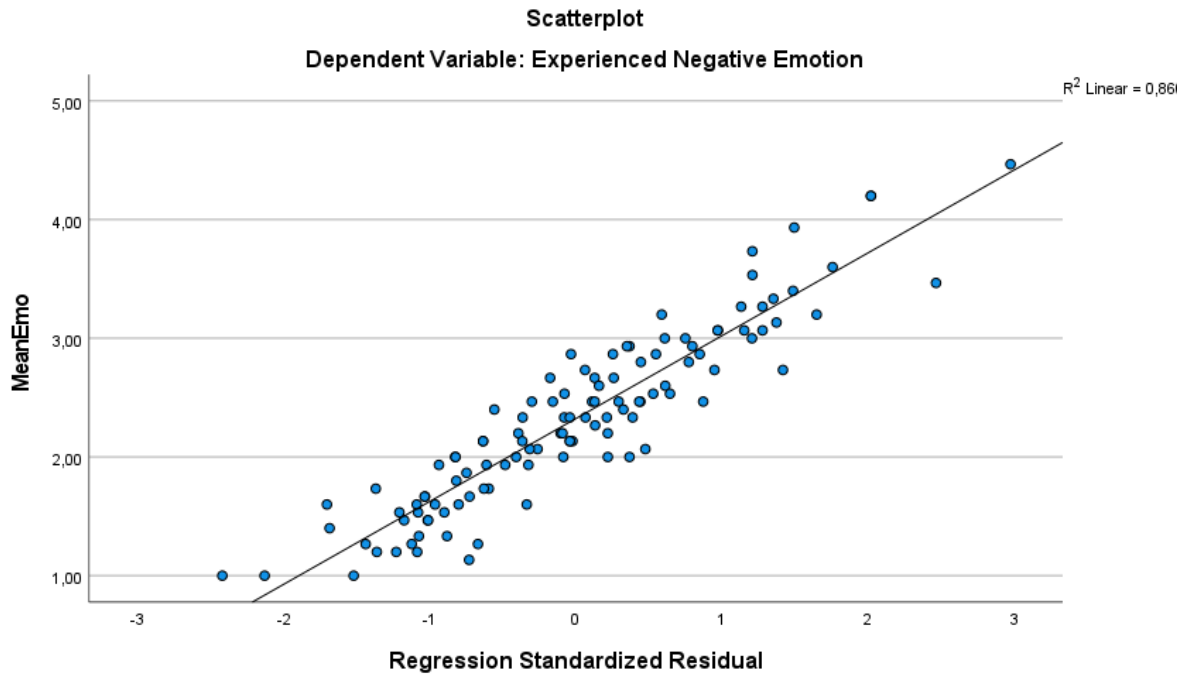


Figure 7: Homoscedasticity Check Job Satisfaction

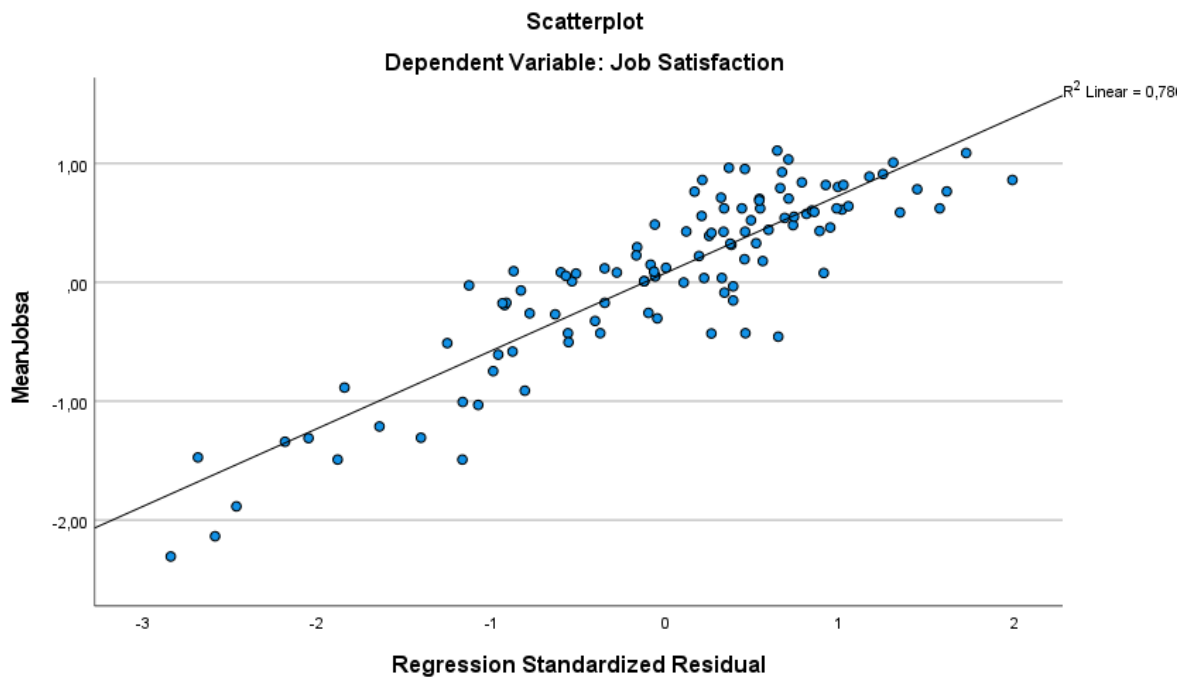


Figure 8: Normality Check Job Satisfaction

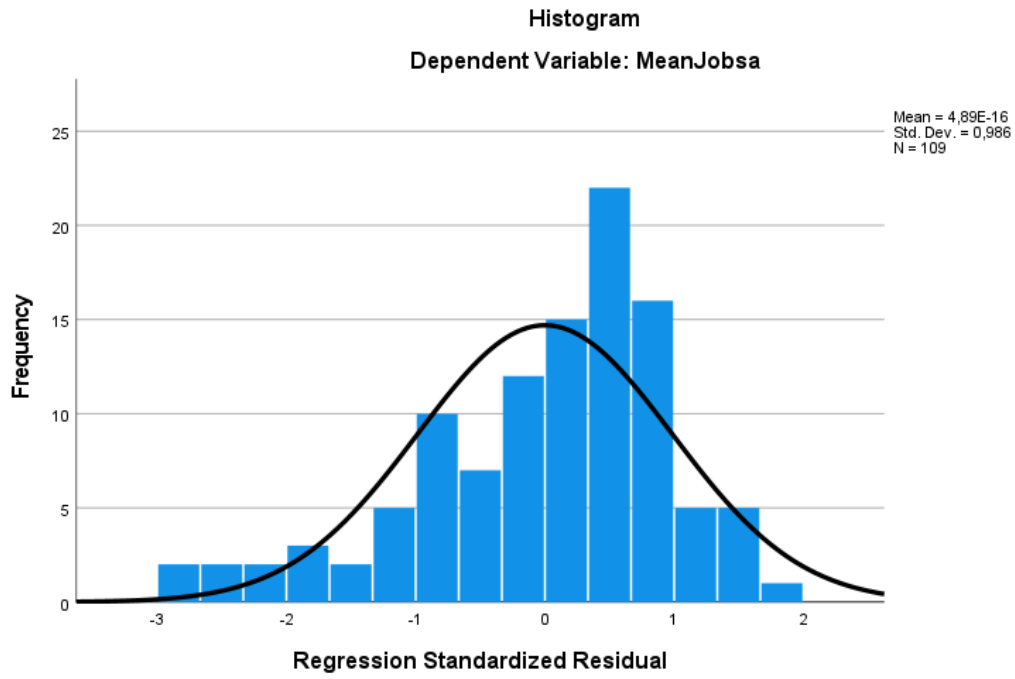


Figure 9: Normality Check Experienced Negative Emotion

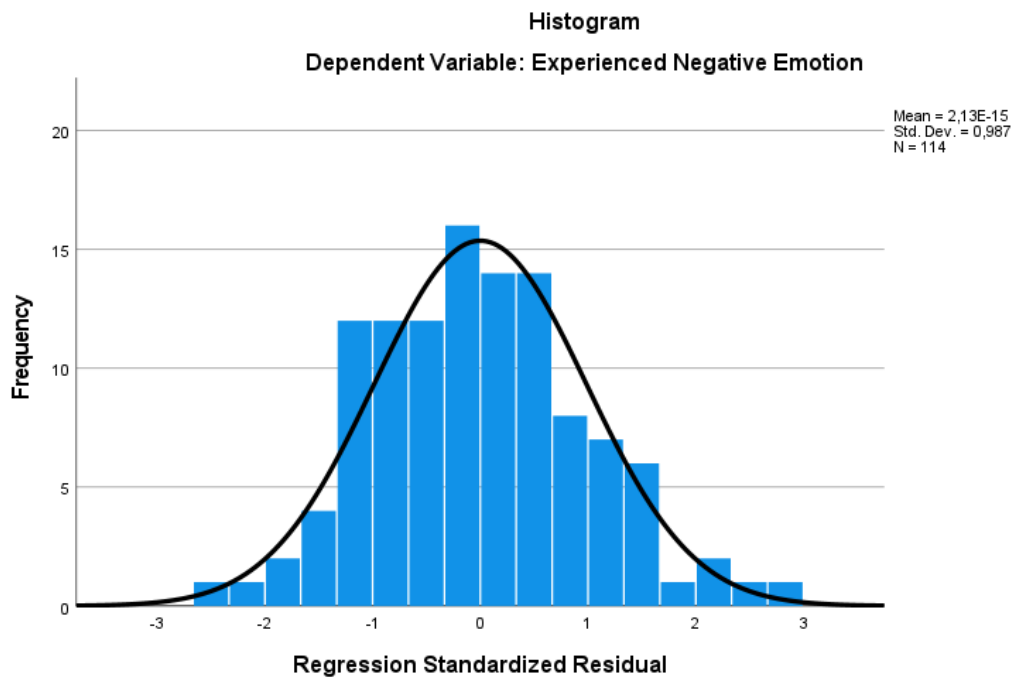


Figure 10:

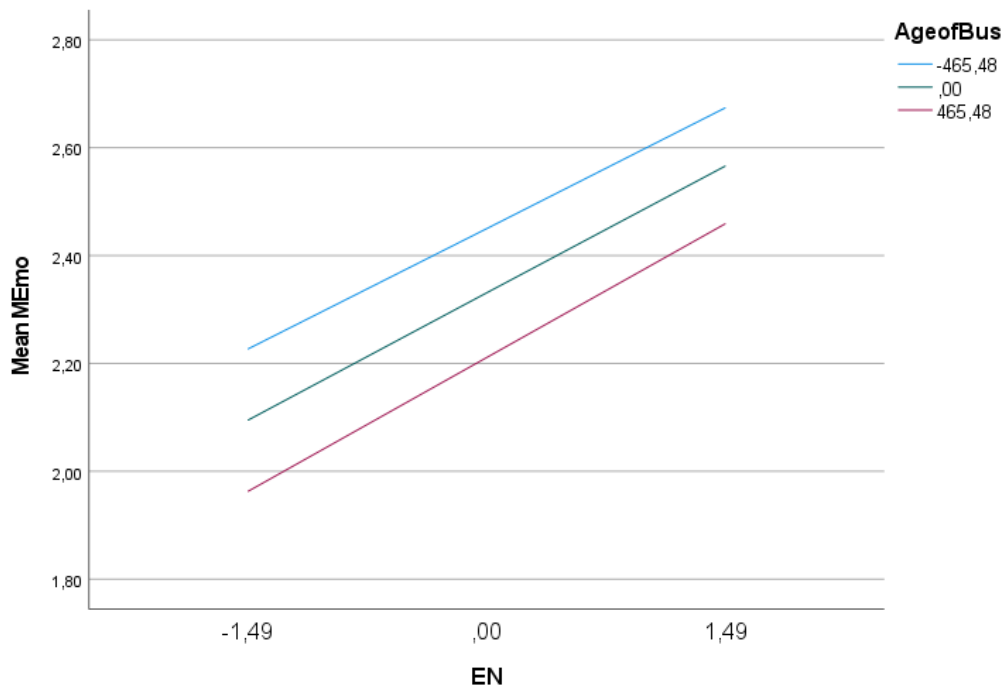


Table 7:

Age of Business, Not Yet Founded Excluded

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Age of Business	86	28,00	1614,00	584,7670	359,18865
Valid N	86				

(listwise)

Table 8:

Descriptives Involved in Founding Process

	N	%
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,00		9	7,4%
1,00		110	90,2%
Missing	System	3	2,5%

Table 9:*Descriptives Gender*

	N	%	
,00	32	26,2%	
1,00	87	71,3%	
Missing	System	3	2,5%

Table 10:

*Reliability Event Novelty, Disruptiveness, and
Criticality into Event Strength*

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
0,482	0,515	3

Table 11:*Reliability Experienced Negative Emotion*

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items

0,860	0,860	15
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Table 12:*Reliability Mean Job Satisfaction*

Cronbach's	
Alpha	N of Items
0,676	3

Table 13:*Test of Multicollinearity 1*

Model	Collinearity	
	Statistics	
	Tolerance	VIF
1 Event Novelty	0,906	1,103
Event	0,899	1,112
Disruptiveness		
MeanEmo	0,880	1,137

a. Dependent Variable: Event Criticality

Table 14:*Test of Multicollinearity 2*

Model	Collinearity	
	Statistics	

	Tolerance	VIF
1 Event	0,798	1,252
Disruptiveness		
MeanEmo	0,899	1,112
Event	0,809	1,236
Criticality		

a. Dependent Variable: Event Novelty

Table 15:*Test of Multicollinearity 3*

Model	Collinearity Statistics	
	Tolerance	VIF
1 Experienced	0,883	1,132
Negative		
Emotion		
Event	0,928	1,078
Criticality		
Event	0,922	1,084
Novelty		

a. Dependent Variable: Event

Disruptiveness

Table 16:*Linear regression (1) on experienced negative emotion*

Model Summary

				Std.
		R	Adjusted R	Error of
		Square	Square	the
Model	R			Estimate
1	,374 ^a	0,140	0,116	0,69787

a. Predictors: (Constant), Event Criticality,
Event Novelty, Event Disruptiveness

Table 17:*Model Summary*

				Std.
		R	Adjusted R	Error of
		Square	Square	the
Model	R			Estimate
1	,182 ^a	0,033	0,007	0,72478

a. Predictors: (Constant), Event Criticality,
Event Novelty, Event Disruptiveness

Table 18:*Model Summary*

				Std.
		R	Adjusted R	Error of
		Square	Square	the
Model	R			Estimate

1	,445 ^a	0,198	0,190	0,65225
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a. Predictors: (Constant), MEmo