

THE MENTAL WELL-BEING OF SOCIAL ENTREPRENEUR: PSYCHOLOGICAL ANTECEDENTS AND EXTERNAL RESOURCES

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Abstract:

Social entrepreneurship (SE) represents an emerging form of entrepreneurship that prioritizes the creation of social value for society and all stakeholders. This study integrates hybrid perspectives—psychological, social, and institutional—to examine four key resource clusters: personality traits, external support, and social impact. It empirically investigates their predictive influence on the mental well-being of Tunisian social entrepreneurs. The research aims to identify both internal and external resources that enhance entrepreneurs' mental well-being. Drawing on a diverse sample of 250 Tunisian social entrepreneurs across various sectors, structural equation modeling (AMOS 21) confirmed all proposed hypotheses. The findings are discussed with reference to their theoretical contributions and managerial implications.

Keywords: General Well-being, social entrepreneur, personality, social impact, external support, structural equations.

INTRODUCTION

High levels of entrepreneurship are preferred from an economic perspective since they spur innovation, generate employment, and hence boost productivity and growth in increasingly competitive and dynamic global marketplaces. However, researchers and practitioners also recognize the ability of entrepreneurs to produce social value, or positively impact society, in the face of growing societal issues like poverty, inequality, and social marginalization (Stephan, and al.2016; Kruse, 2021). "Social entrepreneurship" is a type of entrepreneurship that is specifically focused on fusing innovative thinking and entrepreneurial activity with the goal of resolving social issues (Mair and Marti, 2006). Like conventional non-profits (NPOs), social enterprises (SEs) are motivated by a social objective. But what sets them apart is that they use creative, entrepreneurial methods to accomplish their objectives. Two broad categories can be distinguished despite the fact that the SE terrain is varied (Thompson, 2006) and continuously expanding (Sassmannshausen and Volkmann, 2018).

Building upon a complex business model, for-profit SEs combine the achievement of their social mission—that is, the creation of social value—with the pursuit of financial gain and profit. As a result, they are frequently called "hybrid" SEs (Kruse, 2021). On the other hand, not-for-profit SEs doesn't make money on their own. However, because they employ creative thinking to mobilize scarce resources, they are also functioning in a competitive context.

Research on SEs has been steadily expanding over the past 30 years and continues to draw interest from academics in a variety of fields (Bacq and Kickul, 2022). Consequently, important findings have been established about, for example, the emergence and motivation of social entrepreneurship (Kruse et al., 2021), the impact of cultural and economic conditions on SE-activity (Stephan, U.; et al., 2015), or the diversity of SE-activities (Weaver, 2017). Additionally, it is

well known that SE activity has a (mostly good) social impact on its recipients and society (for a summary, see Rawhouser and al. (2019). Research on the effects of SE activity on social entrepreneurs themselves, namely their mental well-being (MWB), or level of happiness, is still lacking, nevertheless (Rawhouser and al, 2019). This is surprising, as MWB is not only essential for the proper functioning of human beings and their performance capacity (Ryff, 2017), but it is also considered an important criterion that entrepreneurs use to evaluate the success of their careers (Wach et al. 2016). Therefore, to maintain the socially beneficial effects of SE activity, it is essential to understand what makes social entrepreneurs happy. However, recent studies show not only that academic work on the well-being of social entrepreneurs is practically non-existent (Stephan et al.2022) or that it is more concerned with how social entrepreneurial activity can contribute to the well-being of society (Torres and Augusto, 2020), but that it even tends to emphasize the risks and adverse effects of entrepreneurial activity on the well-being of social entrepreneurs. To illustrate this point, the literature on mission drift, that is, the risk that for-profit SEs fail to manage conflicting financial and social objectives and end up losing their hybridity, highlights the extremely significant challenges faced by social entrepreneurs (Grimes et al. (2019). Therefore, the risk of failure for SEs and the risk for social entrepreneurs to suffer from mental illnesses such as burnout are assumed to be even higher compared to commercial entrepreneurship (Vandor and Meyer,2021).

Given the scarcity of research on the MWB of social entrepreneurs and the predominance of challenges, stressors, and potential distress among social entrepreneurs in the limited literature, we focus on their resources by asking what makes social entrepreneurs happy, that is, what helps them maintain their MWB despite apparent challenges. Drawing on ideas from psychology and general entrepreneurship research regarding MWB, the current study theoretically identified four core resources of social entrepreneurs (favorable personality traits, good job design, external support, and successful provision of social impact) and empirically tested their influence on the general and job-specific MWB of social entrepreneurs, using structural equation modeling. (SEM). Additionally, we investigated variations in the absolute amounts of MWB and its four core components, as well as underlying mechanisms, across for-profit and non-profit social entrepreneurs.

The concepts of social entrepreneurship and its various manifestations are further discussed in the next sections, along with how MWB is conceptualized, four key resources for social entrepreneurs' MWB, and the formulation of our research question and hypotheses.

1. Conceptual framework:

2.1. Social Entrepreneurs' Mental Well-Being: Toward a Novel Approach to Success in Social Entrepreneurship

The idea that the goal of entrepreneurial activity is to make money for entrepreneurs and their stakeholders has dominated the history of entrepreneurship since the earliest scientific conceptualizations (Murphy, 2016). As a result, economic parameters like revenue or productivity make up the majority of entrepreneurial success measurements (Young, 1983). However, Young's book "If Not for Profit, for what?" (Waddock, 1991), published in the early 1980s, described the possible advantages of using creative and entrepreneurial methods to create social value.

Waddock and Post (1991) went a step further and recognized the potential of business as a catalyst for social change. An increasing number of entrepreneurs have incorporated a social mission into their business as a result of this viewpoint on the creation of social value through entrepreneurship as well as a growing political and societal demand that entrepreneurship play a larger role in promoting positive social change. As a result, "social entrepreneurship" was created as a new type of entrepreneurship. Reducing social problems and generating social value is the main goal of social enterprises (SEs). For example, by hiring them as bakers or dog trainers, the Italian SE San Patrignano assists drug addicts and ex-offenders—socially excluded groups—in reintegrating into the workforce. The goods produced are sold to sustainably self-finance San Patrignano's concept (Perrini et al., 2010).

Another example is the German Social Entrepreneurship Network SEND. This SE is dedicated to promoting the concept of social entrepreneurship in Germany and mobilizes resources for networking and lobby work to make politicians aware of the potential that SEs has to contribute to a fair and sustainable society. SEND's income is generated through public funding and donations (Kruse, 2022). For-profit SEs like San Patrignano combines the creation of social and financial value; in other words, they build on an elaborate and financially profitable business model to fulfill their social mission, enabling them to remain independent from external funding. These two social enterprises not only demonstrate the wide range of SE-activities, but they also represent the two most prevalent forms of social entrepreneurship. For-profit social enterprises are frequently referred to as "hybrid enterprises" because they have two goals: financial value creation and social value creation, which is their primary objective. However, like SEND, social entrepreneurs can also function in the non-profit sector.

They do not produce their own items or offer services to obtain the necessary financial resources. Non-profit SEs look for money, apply for public financing, and find volunteers. Due to their limited resources, not-for-profit SEs competes

with one another and uses creative strategies to persuade patrons and funding agencies. Nevertheless, for-profit and not-for-profit SEs share a number of fundamental characteristics, such as the importance of their social mission, their inventiveness in creating social value, their main emphasis on the influence on the local community and the need to obtain their resources by participating in competitive markets. In summary, both SE forms can be viewed as two sides of a same medal that attempt to accomplish comparable goals using various strategies.

The growing number of social firms across the globe has spurred interest in social entrepreneurship, which has grown over time. Researchers from a variety of disciplines, including psychology, sociology, and economics, have contributed to the growth of social entrepreneurship as a discipline with scientific institutionalization, with an increasing number of high-caliber papers in prestigious entrepreneurship magazines and its own academic journals (Saebi, T and Foss, 2019). For instance, earlier studies clarified the significance of values in SEs. (Kruse and al., 2019), social entrepreneurial nascence (Hockerts, 2017), and contextual factors that (dis-)favor SE-creation (Ebrashi, 2017). Furthermore, it is widely known that SEs support their beneficiaries and have a beneficial social influence in their communities (Stephan et al., 2018) in both developed (Bai, 2013) and developing countries (Corner and Ho, 2010).

Additionally, social entrepreneurship has drawn attention from academics studying education and the abilities required of future social entrepreneurs at universities, linking intricate thinking and the social entrepreneurship process and highlight the drawbacks of viewing the development of social value as a simple undertaking. In this manner, noteworthy information about how knowledge-based and human assets support value creation and social change via social entrepreneurship was offered. On the academic map of social entrepreneurship, however, there is a white patch because little is known about social entrepreneurs themselves, especially their mental health (MWB).

2.2. Conceptualizing Mental Well-Being

2.2.1. General mental well-being

Although the term "well-being" generally refers to people's general functioning and quality of life, mental well-being (MWB) focuses specifically on people's mental health, or how much they consider themselves to be "happy." The World Health Organization (WHO) defined mental health in 1950 as "a condition which enables the individual to achieve a satisfactory synthesis of his own potentially conflicting, instinctive drives;" this description forms the basis of this positive perspective of MWB. to establish and preserve amicable relationships with others; and to take part in positive modifications to his physical and social surroundings.

This idea that MWB is a unique concept that goes beyond simply the absence of mental illness is not only theoretically solid, but it also has deep roots in bio behavioral systems, as subsequent research has shown. For example, serotonin and oxytocin are released to promote (mental) well-being (Huppert, 2009), whereas stress-related biomarkers and all static load are the main causes of (mental) Will-being (Patel and al., 2019). Additionally, approach conduct is the outcome of (mental) well-being as opposed to avoidance behavior, which is typically the result of (mental) illness (Tellegen, 1999). From the perspective of social entrepreneurship, there should be two main reasons why work happiness affects overall MWB. First of all, social entrepreneurs put in a lot of overtime, much like the majority of entrepreneurs (Millán, 2013). As a result, their work seems to play a significant part in their life. It is logical to assume that social entrepreneurs "create MWB through their work, at least in part" (p. 293). Second, the completion of a social mission—that is, the desire of social entrepreneurs to improve the world (Bornstein, 2007), a deep-seated altruistic motivation (Tan, 2005), and associated values (Kruse, 2019)—is what essentially propels social entrepreneurial activity. Given that these pro-social ideals and motivations are thought to be more universal than position-specific (Schwartz, 1992),

2.2.2. Job Satisfaction

Although resources are generally understood to be things that support efficient operation in difficult or unfavorable situations, several interpretations of the term can be made depending on the situation. Resources are defined as "all assets, capabilities, organizational processes, firm attributes, information, knowledge, etc. controlled by a firm that enable the firm to conceive of and implement strategies that improve its efficiency and effectiveness" (Priem and Butler 2001) by the resource-based view, one of the most influential theories in organizational science and strategic management (Barney, 1992). Thus, firm-related entities and results are the main focus. "Physical, psychological, social, or organizational aspects of the job that may do any of the following: (a) be functional in achieving work goals; (b) reduce job demands at the associated physiological and psychological costs; (c) stimulate personal growth and development" is how work psychology defines resources (p. 501) (Demerouti, 2001).

This emphasizes what is necessary for an individual to successfully attain his or her goals at work and includes a more person-centered perspective. Both viewpoints are viable and commonly used in entrepreneurship research (for summaries, see Kellermanns et al. (2016); Stephan (2018), and adopting a more person-centered or firm-related

approach relies on the objectives of the particular study. We decided to adopt a work psychology approach and the corresponding knowledge of resources because we wanted to concentrate on the MWB of social entrepreneurs and their job happiness, which are genuinely individual and psychological characteristics. Therefore, resources for individual MWB can be either external, meaning they stem from the work itself (e.g., successful work design) or the working situation (e.g., external support), or internal, meaning they come from the person themselves (e.g., advantageous personality attributes) (Richter and Hacker, 1998).

2.3. Personality and Mental well-being of social entrepreneur

"The enduring set of traits and styles that he or she exhibits" (Bergner, 2020) is reflected in an individual's personality. Personality qualities influence job satisfaction in addition to serving as a key determinant for significant life decisions like choosing a career (Judge et al. 1991) for a meta-analysis and Judge and Larsen (De Fruyt, and Mervielde, 1997) for a theoretical overview). The so-called person-work fit is a key underlying personality trait associated with job satisfaction across all occupations (Judge and Heller, 2002). This idea conveys the degree to which job requirements and personal qualities (such as personality traits) align. The fundamental idea is that persons who have a good person-job fit are better equipped to fulfill all job criteria, perform well, and have favorable attitudes about their work.

As a result, social entrepreneurs' job happiness should be positively impacted by a high person-job fit, or favorable personality attributes that align with the needs of social entrepreneurship. Additionally, studies using the job-demands-resources model (Demerouti, 2001), one of the most important models on workplace well-being and ill-being, showed that positive personality qualities can boost individual commitment at work (Bakker, 2010) and serve as a resource. We believe that the basic personality traits of self-transcendence, openness, and confidence are advantageous for social entrepreneurs and can operate as internal psychological resources for MWB and job happiness. The dispositional belief of people to complete specific activities is known as trait core confidence (TCC) (Stankov, 2014).

However, TCC is more universal and unrestricted by the cognitive assessment of particular circumstances, in contrast to self-efficacy. TCC is an all-encompassing confidence in one's capacity to manage psychological discomfort and overcome obstacles by using proactive problem-solving techniques and assuming responsibility for issues. This appears to be especially crucial for social entrepreneurs, who deal with a lot of stress while attempting to balance an innovative business approach with a social goal in order to raise funds for the mission's fulfillment (Shepherd and al, 2023). Additionally, for-profit In order to sustainably fund their activities, SEs must manage the ambiguity of their positions as producers of social value and revenue (Kruse, et al., 2021). Taking inspiration from general entrepreneurship Entrepreneurs with a high TCC showed a significant decrease in psychological suffering, according to research by Sergent and al (2021). Given that more job satisfaction and well-being are associated with a manageable degree of psychological distress at work.

2.4. Social entrepreneur's personality and job satisfaction.

Individuals with high levels of openness, according to Schwartz's definition (Schwartz, 1992), are not afraid to take chances and place a high importance on independent thought, creative behavior, and novel experiences. A career as a social entrepreneur has a strong person-job fit, as evidenced by all of these factors. Since the mix of social value creation with business means necessitates fresh and inventive ideas, free thinking and innovativeness are beneficial (Perrini and Vurro 2006). Additionally, it is crucial to be risk-taking because social entrepreneurs face a number of obstacles that could lead to failure, such as insufficient financial resources, failure to fulfill their social mission, or an inability to strike a balance between the creation of social and financial value (Grimes, 2019). Since openness as a personal value dimension is described as a primary life aim, i.e., not limited to job-related attitudes (Tan, 2005), and because empirical studies among emerging SEs shown the positive benefits of openness in the SE-job relationship (Kruse et al. 2021), we consider it a source for general MWB and job satisfaction:

H.1. the social entrepreneur's personality has a positive impact on their job satisfaction.

2.5. The social entrepreneur's personality and General mental well-being

Self-transcendence is another aspect of personal values that leads to a high person-work fit and, as a result, can be anticipated to be a resource of social entrepreneurs' MWB and job happiness. Self-transcendence, which is defined as the primary life objective to care for and kindly assist others, reflects a deep-seated altruism and readiness to assist others; in other words, it is the desire to add value to society (Schwartz, 1992). Since this is the primary motivator behind social entrepreneurs' efforts (Tan et al. 2005), high self-transcendence values should enhance overall MWB and job happiness. There is mounting empirical evidence that social entrepreneurial nascence (Kruse, P. et al., 2021) and conduct (Chipeta. et al., 2022) are positively impacted by self transcendence and related conceptions. Therefore, the following hypothesis is derived:

H.2. Social entrepreneurs' personality has a positive impact on their General Wellbeing

2.6. External support and Mental Well-being of social entrepreneur

Due to the necessity of interacting with coworkers and/or supervisors, the majority of jobs include more than just completing tasks alone (Chadsey, 2001). Therefore, social support—that is, the degree to which a job offers the chance to get guidance and help from others at one's workplace—is seen to have a significant impact on job satisfaction in addition to task-specific work design. Indeed, adding this element to the work characteristics model greatly improved its explanatory power for job satisfaction across all vocations ((Humphrey, 2007), and social support is among the most well-researched outside resources for business owners (Stephan, 2018). According to a SE viewpoint, networking and peer support are crucial to a social enterprise's continued development (for a case study and conceptual model, see Perrini et al, (2010). The positive impact of social support has also been demonstrated in SE nascence (Kruse, 2021). This is due to a number of factors, including the chance to network with investors or enter advantageous networks and exchange best practices and experiences with peers (Schott and Sedaghat, 2014). Additionally, it is often accepted that social support is a valuable resource for both general MWB (Wang, 2018) and entrepreneurs' MWB (Stephan, 2022). Social assistance encompasses more than just career-specific guidance; it also involves the chance to meet new people, which enhance life happiness (Sims and Szilagyi, 1976).

Additionally, based on Institutional Theory (North ,1991), it was discovered that so-called institutional support had an impact on (social) entrepreneurial activity. When governments provide financial, educational, or other resources, for example, it fosters a positive and encouraging ecosystem for entrepreneurs, which has been demonstrated to have a favorable impact on the success of social companies in particular (Kruse,2021) and businesses in general (Stephan, 2018). According to research, a positive work environment lowers the likelihood of mental health issues and is associated with greater job satisfaction (Humphrey, 2007). The latter conclusion is also consistent with Bakker and Demerouti's Job Demands-Resources Model, one of the most well-known and empirically supported models on mental health and illness (Lesener and al., 2019). The main premise of the paradigm is that job-related demands, including the generation of social value through entrepreneurial endeavors, can be mitigated by job-related resources, such as a positive work environment provided by institutional support. On a cutthroat market, and lower the chance of mental illness. Therefore, we anticipate that social entrepreneurs' overall MWB and job satisfaction will be positively impacted by high levels of institutional support, and we draw the following hypothesis:

H.3. External support increases sense of Job Satisfaction of social entrepreneur.

H.4. External support improves social entrepreneur's General Well-being.

3. The Social impact of entrepreneurial activities and the mental well-being of social entrepreneur

Although there are many different ways being used and the social enterprise landscape is getting more diversified (Weaver, 2020), the main goal, which is to create social value, which binds all social entrepreneurs together and helps bring about constructive social change in society. Therefore, their primary success criterion is social impact (Rawhouser et al, 2018). The process of changing thought, behavior, social relationships, institutions, and social structure in order to produce positive results for people, communities, organizations, society, and/or the environment that outweigh the advantages for those who initiate such changes is known as social impact (Stephan et al, 2016). We contend that the benefits of effectively providing social impact extend beyond the beneficiaries of SEs and provide resources for employment.

First, a significant factor influencing job satisfaction has been found to be success at work (for a summary and model, see Jalagat (2016). This is motivated by the idea that people enjoy carrying out tasks that they are competent at. Second, in terms of general MWB, social entrepreneurs are mostly motivated by the desire to serve others in an altruistic and charitable manner while deciding on a career path (Shumate et al. 2014). Therefore, establishing a social enterprise that effectively has a positive social impact helps social entrepreneurs achieve one of their main life goals. In this sense, it makes sense that social entrepreneurs' work success impacts extend beyond job satisfaction and have a beneficial impact on their overall MWB. Thus, the following hypothesis is derived H5.

H.4. The perception of a positive social impact of entrepreneurial activities increases sense of Job Satisfaction of social entrepreneur.

H.5. The perception of a positive social impact of entrepreneurial activities improves General Well-being of social entrepreneur.

4. METHODS

4.1. Target Population and Sampling Procedure

There were 350 social entrepreneurs in our first sample. The majority of enterprises have been in operation for more than 5 years (36.6%), 37.5% employed 11–20 people, the others employ more than 20 employees. Social entrepreneurs between the ages of 36 and 45 made up the largest percentage (37.2%), followed by those between the ages of 10 and 35 (32.4%) and those over 46 (30.4%). At first, we emailed 331 surveys to respondents, but the response rate was not up to par. In order to motivate respondents to participate in the survey, we called them during the second follow-up phase. After this initiative, the response rate increased to the size needed for AMOS software's structural equation approaches (more than 200 observations for a significance threshold of 5%, Roussel et al, 2002). Using a convenience sampling strategy, A total of 250 completed questionnaires were gathered and prepared for statistical examination. This indicates a 71% response rate. With an average age of 35, 32% of the sample is female and 68% is male. Participants in the survey are asked to rate their Mental Wellbeing, their personality trait and their perception about the external support and the social impact of their activities.

4.2. Measurement of constructs

4.2.1. Personality

As personality-related resources for the MWB of social entrepreneurs, trait core confidence, openness and self-transcendence were measured.

Trait core confidence, i.e. individuals' dispositional and general belief in their ability to accomplish tasks, was assessed using the Self-Confidence Scale (Sergent and al., 2021). Participants rated 6 items, e.g. “I am confident in achieving my goals in life”, on a 7-point Likert scale, ranging from 1 (“strongly disagree”) to 7 (“strongly agree”). Openness, which suggest high levels of free thinking, innovativeness and willingness to take risks in life. Participant rated 3 items and self-transcendence values, i.e. the personal willingness to help others with kindness and altruism, were assessed using Cable and Edwards' (2004) values survey. On a five-point Likert scale (1 = not at all important not important at all; 5 = extremely important), participants rated 6 statements concerning the importance of actions, e.g. of actions, e.g. “Do something different every day” (open-mindedness) and “Make the world a better place” (self-transcendence).

4.2.2. External support

External support resources encompass two elements. Social support, i.e. the extent to which significant others or peers appreciate and help a person in the performance of tasks. The measure was adapted from Ajzen (2002). Participants rated 4 statements - for example, “How much social support (positive feedback, help) for your business do you receive from your friends? on a 7-point Likert scale (1 = no support at all; 7 = extremely strong support).

whether social entrepreneurs receive money and educational or other institutional support from national institutions, such as the government, was assessed using 3 items from a questionnaire developed by Bloom and Smith (2010), on a 7-point Likert scale (1 = almost never to 7 = very often). An example of an item: “I have succeeded in getting government agencies and representatives to financially support my efforts as a researcher.

4.2.3. Social impact

Social impact, broadly defined as the creation of social value for beneficiaries in need, was assessed using **a 7 items** scale established by Bloom and Smith (2010). On a 7-point Likert scale, from 1 (“not successful”) to 7 (“very successful”), participants indicated how successful they had been in achieving their social mission over the past three years (e.g., “I have made significant progress in alleviating the problem my company is addressing”).

4.2.4. Mental well-being

Two different scales were used to assess job-specific MWB, i.e. job satisfaction and general MWB. Job satisfaction, which expresses the extent to which people enjoy and take pleasure in their work, was measured using the Job Satisfaction Questionnaire of Judge and al., (1998). The scale consists of five items on a 7-point Likert scale, ranging from 1 (“strongly disagree”) to 7 (“strongly agree”), and an example item was “Most of the time, I'm enthusiastic about my job”. General MWB, i.e. the ability to participate actively in society and live a happy life, was operationalized using four items from the Questionnaire for Eudaimonic Well-Being (Waterman, 2010). Participants rated statements such as “I feel best when I'm doing something worth investing a lot of effort in” on a 7-point Likert scale, ranging from “strongly disagree” (= 1) to “strongly agree” (= 7).

5. RESULTS AND DISCUSSIONS

5.1. Results

5.1.1. Exploratory analysis

The aim of this stage is to check the dimensional structure and internal consistency reliability of the measurement instruments. In line with the literature, the dimensions are correctly linked to their constructs, with significant factorial contributions (Loading>0.5 and P-value <0.05) (see table.1). Kaiser Meyer Olkin tests (KMO>0.5 with significant Bartlett's sphericity tests<0.05) and Crombach's Alpha coefficients are all greater than 0.7 (Hair and al, 2014). This preliminary analysis on SPSS.25 confirms the internal consistency and the factor structure of the four constructs of our structural model: Personality: 3 factors (Openness, Self-transcendence; Trait Core Confidence); External support: 2 factors (Social impact, Institutional support); Social impact: 1 dimension; Mental Wellbeing: 2 factors (Job satisfaction, General wellbeing).

Table 1: Summary of exploratory analysis

Constructs	Dimensions	Loading	Crombach's Alpha	KMO
Personality	Openness (2Items)	0.867; 0.880	0.716	0.749
	Self-transcendence (5items)	0.727; 0.779; 0.728; 0.793; 0.715	0.811	
	Core Confidence (3items)	0.835; 0.859; 0.728	0.746	
External Support	Social Support (4items)	0.810; 0.863; 0.824; 0.753	0.843	0.801
	Institutional Support (3items)	0.816; 0.866; 0.756	0.768	
Social impact	One-dimension (4items)	0.727; 0.773; 0.789; 0.775	0.765	0.772
Mental Wellbeing	Job satisfaction (3items)	0.737; 0.761; 0.741	0.738	0.708
	General wellbeing (3items)	0.839; 0.860; 0.746	0.765	

5.1.2. Confirmatory analysis:

This stage comprises two phases: testing the measurement model and testing the structure model (MacKenzie and al. (2005).

-The first phase aims to verify the fit of the measurement model to the data by examining the absolute (GFI>0.9, AGFI>0.9, RMSEA<0.08), incremental (TLI>0.9, CFI>0.9) and parsimony ($\chi^2/df < 3$) indices in line with commonly accepted acceptance levels. In this same phase, we check both the confirmatory reliability (Joreskog's $R^2 > 0.7$; Hair et al, 2020) and the validity of the model. Validity tests concern the convergent (Average Variance Extracted (AVE) >0.5) and the discriminant (square root of AVE > cross-construct correlations) aspects (Fornell and Larker, 1981).

-The second phase of confirmatory analysis is structural analysis (hypothesis testing). In this phase, we check the significance ($P < 0.05$) and magnitude of the relationships supported by the model ($\beta_i > 0$).

5.1.2.1. Psychometric qualities of the measurement model :

-Model fit:

The structural model fits the data given that the indices are generally acceptable (GFI=0.865, AGFI=0.873, RMSEA=0.065), incremental (TLI=0.902, CFI>0.889) and parsimony ($\chi^2/df = 2.431$) (See table.4).

-Reliability and convergent validity:

The statistics in Table.2 confirm confirmatory reliability (Joreskog's $R^2 > 0.7$) and convergent validity are assured (AVE>0.5). The "Social Impact" and "General Wellbeing" constructs have AVEs below 0.5, but very close to it (0.477; 0.487). In the sense of Fornell and Larker (1981), since Joreskog's R^2 exceeds 0.6 (0.785; 0.763), we can accept these values and conclude to the convergent validity of the eight first order constructs.

Table.2. Reliability and convergent validity

Second Order Constructs	First Order Constructs	Loading	Joreskog's Rhô	Average Variance Extracted
Personality	Openess	OP1/0.558; OP2/0.998	0.771	0.645
	Self-transcendance	ST1/0.698; ST2/0.662; ST3/0.768; ST4/0.699	0.800	0.501
	Core Confidence	CC1/0.549; CC2/0.848; CC3/0.765	0.767	0.531
External Support	Social Support	SS1/0.673; SS2/0.645; SS3/0.811; SS4/0.791	0.824	0.541
	Institutional Support	IS1 0.846; IS2/0.746 IS3/0.608	0.781	0.547
	Social Impact	SI1/0.690; SI2/0.696; SI3/0.694; SI4/0.682	0.785	0.477
Mental Wellbeing	Job satisfaction	JS1/0.627; JS2/0.714; JS3/0.806	0.761	0.518
	General Welbeing	GW1/0.749; GW2/0.777; GW3/0.545	0.736	0.487

-Discriminant validity :

The convergent validity tests are all conclusive, given that the square roots of the AVE (see underlined Italics on the diagonal of Table.3) are all greater than the two-way correlations between the constructs being discriminated (Fornell and Larker, 1981).

Table.3. Discriminant Validity

	Openness	Self-transcendence	Core Confidence	Social Support	Institutional Support	Social Impact	Job satisfaction	General Well-being
Openness	0.803							
Self-transcendence	0.2229	0.707						
Core Confidence	0.206	0.309	0.728					
Social Support	0.107	0.024	0.477	0.735				
Institutional Support	0.168	0.228	0.751	0.467	0.739			
Social Impact	0.354	0.546	0.483	0.218	0.271	0.690		
Job satisfaction	0.111	0.111	0.567	0.782	0.472	0.277	0.720	
General Wellbeing	0.253	0.360	0.704	0.404	0.666	0.510	0.387	0.697

5.1.2.2. Structural model and hypothesis tests

The statistics reported in Table.4 show that all standardized regression coefficients (β_i) are positive and significant (P -Value<0.05), which confirms the six research hypotheses of our research model. In this regard, we note that the most significant relationship is that between the social entrepreneur's personality traits and his or her General Wellbeing ($\beta=0.785$; $P<0.01$). We recall that our conceptual model is supported by six outcome hypotheses: H.1. The social entrepreneur's personality has a positive impact on job satisfaction. H.2. Social entrepreneurs' personality traits are positively correlated with their General Wellbeing. H.3. External support increases sense of Job Satisfaction of social entrepreneur. H.4. External support improves social entrepreneur's General Wellbeing. H.5. Positive social impact of entrepreneurial actions is positively correlated with job satisfaction of social entrepreneur. H.6. The positive social impact of entrepreneurial actions is positively correlated with the general wellbeing of the social entrepreneur.

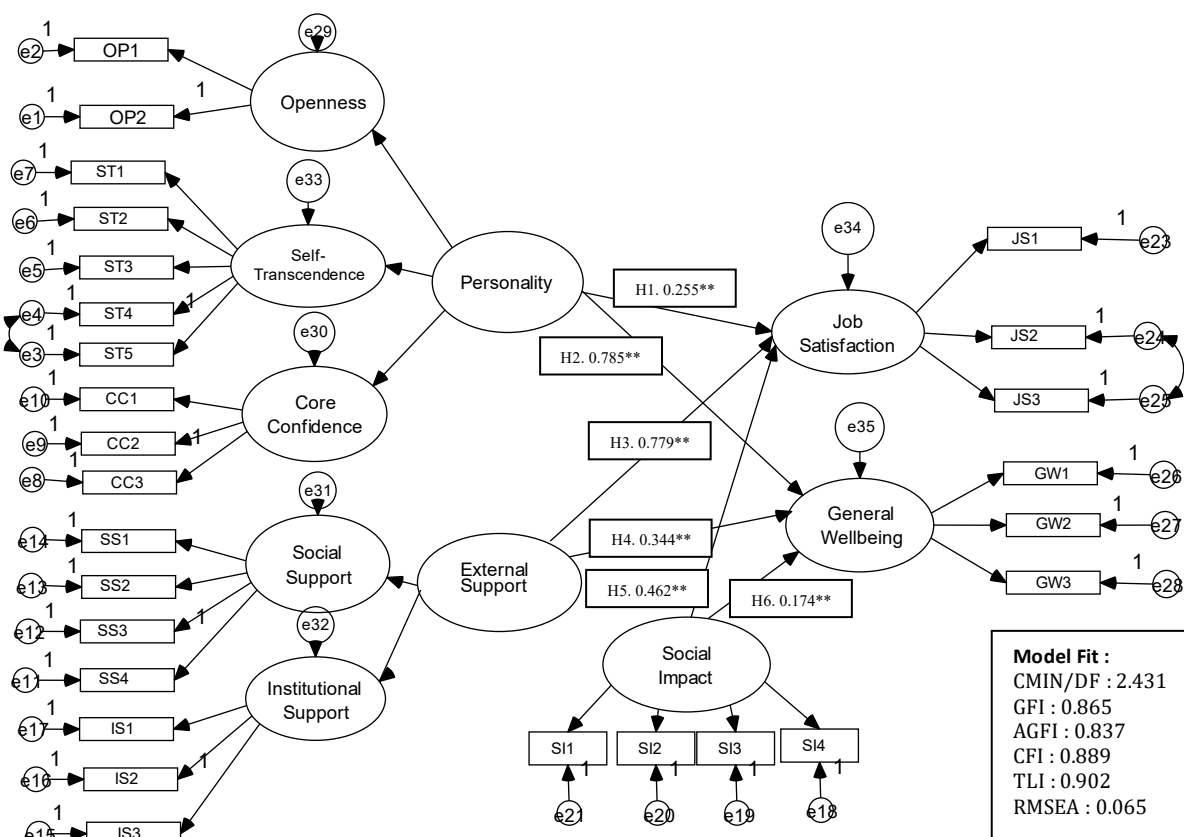
Table.4. Hypothesis tests

Relationship	Structural Coefficient (β) and P-sig	Critical Ratio (CR)	Decision
H.1. Personality---Job Satisfaction	0.255**	2.975	Supported
H.2. Personality---General Wellbeing	0.785***	4.303	Supported
H.3. External Support---Job Satisfaction	0.779***	6.413	Supported
H.4. External Support --- General Wellbeing	0.344***	4.463	Supported
H.5. Social Impact---Job satisfaction	0.462**	1.98	Supported
H.6. Social Impact---General Wellbeing	0.174**	2.687	Supported
fit indexes: CMIN/DF=2.431; GFI=0.865; AGFI=0.837; CFI=0.889; TLI=0.902; RMSEA=0.065			

Significant at $P < 0.05$; *Significant at $P < 0.01$

After these exploratory and confirmatory analyses, the structural model provided by AMOS-21 is presented in the following figure:

Fig.1. Structural Model



Significant at $P < 0.05$; *Significant at $P < 0.01$

5.2. Discussion:

By adopting a psychological perspective on resources, the current study explored what makes social entrepreneurs happy despite several challenges and work-related stressors. To do this, we integrated personality, external support, and social impact as resources in our research model to study their effects on job satisfaction and overall mental well-being. Using a representative sample of Tunisian social entrepreneurs, structural equation modeling (SEM) was applied to test our hypotheses. Furthermore, we shed light on the research question of whether non-profit social entrepreneurs differ in terms of well-being. H1 and H2 focused on the effects of personality resources on job satisfaction and general MWB. While, in line with our hypotheses, we found significant and positive effects of CCT and self-transcendence on general MWB, and an effect appeared for openness. On general MWB, The fact that personality resources affected job satisfaction could be explained by Judge and al's (2000) proximity-distance model, whereas our results do not coincide with Kanfer's (1990) work. This model states that personality traits are not

conceptually as close to job satisfaction as job-specific variables such as job design characteristics. Consequently, their effects should be less significant.

H3 and H4, which encompass the effects of social and institutional support on job satisfaction and MWB in general, have shown a positive effect of social support on job satisfaction, which is consistent with results obtained in other professions (Humphrey et al., 2007).

H5 and H6 suggesting the positive effect of social impact, was confirmed for job satisfaction and overall MWB. It is possible that social impact, i.e. the main criterion for the success of social enterprises, is mainly considered as a job-specific resource and that spinoffs are not taken into account. With regard to our research question, our data suggest that non-profit social entrepreneurs have a better conception of work, enjoy greater external support and have a greater social impact. In addition, they report higher levels of job satisfaction. On the other hand, non-profit entrepreneurs consider themselves to be in possession of more personality. As social entrepreneurs face the enormous challenge of balancing social and financial value creation, it seems reasonable that they need more resources. This could explain why they report higher levels of resources in work design and external support. In addition, having a greater social impact could translate into greater job satisfaction among entrepreneurs. This confirms claims that, despite the risks inherent in running a hybrid social enterprise, risk-taking can pay off for both SE beneficiaries and the social entrepreneur (Mair and Marti, 2006). The higher personality resources of social entrepreneurs may derive from the creation of social value in this form of social enterprise, resulting in lower financial aspirations and, consequently, less ambiguity. Higher personality resources among social entrepreneurs may stem from a clearer focus on creating social value, which translates into lower financial aspirations and, consequently, less ambiguity. With regard to the mechanisms, the MWB of social entrepreneurs benefits from high levels of CCT and social impact. This could suggest that social value creation carries greater importance in a professional context. Therefore, generating social impact may weigh more heavily in the assessment of job satisfaction compared to for-profit social entrepreneurs, who are likely to consider both social and financial value creation. The significant effect of the personality resource of self-transcendence on the overall MWB of social entrepreneurs provides further evidence in this regard.

6. CONCLUSION

Examining large sample Tunisian social entrepreneurs, the present study adopted a psychological perspective and explored how three resource clusters (personality, external support and social impact provision) affect mental well-being. Our results revealed positive effects of self-confidence and transcendence on the overall mental well-being of social entrepreneurs. Social support and the provision of social impact are important for job satisfaction. Despite some notable limitations, such as the size of the sample which limits the generalization of the study results, our work has several important. Given the good empirical fit, future research can build on our research model and add more variables in the proposed clusters and more clusters to improve its explanatory power.

Practitioners can benefit from our results to promote job satisfaction and mental well-being among social entrepreneurs. Job satisfaction and mental well-being of social entrepreneurs, for example by offering advice on good work design or setting up peer networks. Our study has several implications for researchers and practitioners in this field: First of all, our study is among the first studies to empirically explore job satisfaction of social entrepreneurs and the general resources of MWB. Our study is one of the very first to empirically explore the job satisfaction of social entrepreneurs and the general resources of MWB. In this way, we broaden the scope and move beyond the largely narrow perspective that emphasizes the stress and risk factors suffered by social entrepreneurs.

Secondly, as our empirical research model, which consists of personality, external support, and social impact resources, shows a good overall empirical fit, future research can build on our model in two ways. On the one hand, the addition of other variables within the groups (for example, the Big Five personality traits in the personality resources group) could lead to a more refined model of personality) could allow for a more nuanced picture of the resource group variables that have the greatest predictive validity. External support being widely considered an important tool for sustainably addressing challenges such as poverty or social inequality, we encourage researchers to recognize and further study these differences. To address challenges such as poverty or social inequality, it is essential to know the resources that help social entrepreneurs accomplish their tasks.

Our work identifies several resources that are subject to change, such as the characteristics of job design, and highlights the positive effects of social support on the job satisfaction of social entrepreneurs. These results could be used to design government support programs whose scope combines "traditional" knowledge (for example, on how to administratively manage a business, or on financing information) with expert workshops offering assistance on proper work design or human resource management.

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