

The Powerful Locomotive of Growth: Passion.

The Role of Entrepreneurial Passion and Political Skill in Business Growth

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Abstract

Purpose: While the establishment of enterprises is of critical importance for entrepreneurs, the subsequent growth of these enterprises is also an important and complex process. At this point, the concept of passion, a dominant factor in the entrepreneur's decision to grow, has emerged. Individuals with political skills, are able to influence others and promote themselves effectively in their social environment by displaying strategies and behaviors appropriate to the situation. In this way, they do not have difficulty in finding funding and support, they contribute to growth by attracting qualified investors to their businesses, and they can eliminate growth barriers to their businesses with their existing skills.

Methodology: Within the scope of the research, data were collected through a survey of entrepreneurs in Erzurum. Data collected from 403 entrepreneurs were tested by correlation and structural equation modeling (SEM) analysis.

Findings: As a result of the research, it was found that entrepreneurial passion has a positive effect on the entrepreneur's growth intention, and the entrepreneur's political skill has a mediating role in this effect. According to this study, it was determined that passion, which enables the entrepreneur to exhibit perseverance in the face of challenges, has a positive effect on entrepreneurial growth intention. Politically skillful entrepreneurs who are skillful in dealing with environmental uncertainties, influencing others, and eliminating the factors that prevent the growth of their businesses are more effective in transforming their passion into growth intention.

Originality: In the literature review, no other study was encountered in which the variables in the research model were analyzed together. In the direction of the findings, many suggestions have been made for managers, investors, educational and public institutions, and future researchers, and it is evident that the contribution of the research to the literature is significant. In the present study, this problem, which is a major national problem, has been addressed and a comprehensive analysis has been made regarding its solution.

Keywords: Entrepreneurial Passion, Political Skill, Entrepreneurial Growth Intention.

JEL Codes: L20, L26, M10.

Büyümenin Güçlü Lokomotifi: Tutku.

Girişimcilik Tutkusunun İşletme Büyümesinde Politik Becerin Rolü

Öz

Amaç: Girişimlerin kurulması girişimciler için kritik öneme sahip olmakla birlikte, bu girişimlerin büyütülmesi de önemli ve karmaşık bir süreçtir. Tam da bu noktada, girişimcinin büyümeye karar vermesinde baskın bir unsur olan tutku kavramı ortaya çıkmıştır. Politik beceriye sahip bireyler, duruma uygun stratejiler ve davranışlar sergileyerek başkalarını etkileyebilir ve sosyal çevrelerinde kendilerini etkili bir şekilde tanıtabilirler. Bu sayede, fon ve destek bulma konusunda zorluk yaşamazlar, işletmelerine nitelikli yatırımcıları çekerek büyümeye katkı sağlarlar ve mevcut yetenekleriyle işletmelerinin önündeki büyüme engellerini ortadan kaldırırlar.

Metodoloji: Araştırma kapsamında, Erzurum'da ki girişimciler üzerinde anket yoluyla veriler toplanmıştır. 403 girişimciden toplanan veriler, korelasyon ve yapısal eşitlik modellemesi (YEM) analizi ile test edilmiştir.

Bulgular: Araştırma sonucunda, girişimcilik tutkusunun, girişimcinin büyüme niyeti üzerinde olumlu etki oluşturduğu ve bu etkide girişimcinin politik becerisinin aracı etkisi olduğu görülmüştür. Bu çalışmaya göre; girişimcinin zorluklara karşı dayanıklılık göstermesini sağlayan tutkunun, işletme büyüme niyeti üzerinde olumlu etkisi olduğu tespit edilmiştir. Çevresel belirsizliklerle başa çıkmada, başkalarını etkileme ve işletmelerinin büyümesi engelleyen faktörleri ortadan kaldırmada yetenekli olan politik becerili girişimcilerin, tutkularını büyüme niyetine dönüştürmede daha etkili oldukları görülmüştür.

Özgünlük: Yapılan literatür taramasında araştırma modelindeki değişkenlerin bir arada incelendiği başka bir çalışmaya rastlanmamıştır. Elde edilen bulgular ışığında yöneticilere, yatırımcılara, eğitim ve kamu kurumları ile gelecek araştırmacılara yönelik pek çok öneri getirilmiş olup araştırmanın yazına katkısının önemli olduğu açıktır. Çalışmayla ulusal bazda büyük olan bu sorun ele alınmış olup çözümüne yönelik kapsamlı bir analiz yapılmıştır.

Anahtar Kelimeler: Girişimcilik Tutkusu, Politik Beceri, Girişimcilik Büyüme Niyeti.

JEL Codes: L20, L26, M10.

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1. Introduction

Enterprise-oriented businesses serve as the driving and pioneering forces behind national economies. It is essential for enterprises, regarded as economic pioneers, to survive, grow, and develop. Thus, it is crucial for the state to support, encourage, and increase the number of rapidly growing entrepreneurial businesses. Entrepreneurial businesses positively impact not only to their own interests but also the development of the economy at the local, regional, and national levels, and the creation of new employment, opportunities, and wealth (Costin, 2012). Identifying the factors that contribute to the development, progress, or growth of entrepreneurial businesses and addressing existing weaknesses are of great importance for the country's economy and development.

Motivation that mobilizes individuals is an essential factor in the formation of growth intentions of entrepreneurial enterprises. Entrepreneurial enterprises must sustain their initial motivation to ensure continued success in their areas. Studies have demonstrated that entrepreneurial businesses are generally more interested in survival than growth (Welsch et al., 2013). Consequently, many studies have been conducted to explore what motivates entrepreneurs in the formation of growth intentions (Cardon et al., 2017; Gielnik et al., 2017). In these studies, the concept of entrepreneurial passion has emerged as a significant factor. Entrepreneurial passion, which encompasses the entrepreneur's ability to invent new ideas and products, to have the courage and vigor for new ideas and enterprises, and the ability to bring people together, plays a key role not only in the start-up phase of businesses but also in the growth and progression phases of businesses. As a result, passion can provide the entrepreneur with significant energy to overcome economic and psychological challenges in the entrepreneurial cycle to realize growth.

Furthermore, studies have demonstrated that personality (Young & Kim, 2015; Bozkurt et al., 2012; Zhao & Seibert, 2006), talent, and skill play an important role in the success and growth of entrepreneurial businesses (Yaman & Batı, 2020; Tocher et al., 2012). The growth phase in the entrepreneurial cycle is laden with uncertainty (Rujirawanich et al., 2011). The contributions of political skill to the individual, such as seeing the opportunities in their environment well, establishing good interpersonal relationships, and overcoming conflicts with stakeholders skillfully, lead businesses to want to grow. In summary, political skill has been identified as a key factor that positively influences the identification and evaluation of opportunities, the growth intention of the enterprise, and the success of the business, i.e. company performance, high growth intention, investment capacity, largely depends on the political skills of entrepreneurs.

According to the Creating the Human Advantage Survey 2023 report conducted by the World Federation of People Management Associations (WFPMA, 2023) with 6,900 participants with different seniority levels from 102 sectors around the world with the participation of 150 HR managers from Türkiye; it has been observed that the third biggest business-related challenge experienced by Türkiye with a rate of 39% is Innovative (Entrepreneurial)/Digital change and transformation (<https://www.peryon.org.tr>). The present study aims to provide a comprehensive analysis and recommendations for the solution of this problem by addressing this problem on a national basis. In the study conducted by Okumuř and Bakan on entrepreneurs registered to Kahramanmarař Chamber of Tradesmen and Craftsmen in 2023, it was stated that 27% of the entrepreneurs did not want to expand their businesses. In the context of this information, the problem of the research is based on the questions 'Why do some entrepreneurs grow their businesses while others do not? What are the factors that motivate people to grow their businesses?' and it is aimed to fill a significant gap in the literature.

In this study, it is analyzed how politically skilled individuals with entrepreneurial passion are and whether political skill is an igniting factor in entrepreneurs' intention to grow their businesses. In the literature review, no study was found that examined the effect of entrepreneurial passion or political skill variables on the effect of business growth intention. The study fills this gap in the literature and analyses the effect of passion and political skill variables on growth intentions.

The research is of great benefit to the national economy and entrepreneurs with its contributions and suggestions. In this respect, research both fulfills an important need in literature and makes a valuable contribution to the literature by offering an authentic perspective.

1. Conceptual Framework

1.1. Entrepreneurial Passion

In the literature, passion has been accepted as the antecedent of entrepreneurial performance and has taken its place in studies (Baum et al., 2001; Vallerand et al., 2003; Vallerand et al., 2010; Cardon and Kirk., 2013) as the most fundamental element of entrepreneurship. In the dictionary, the concept of passion is defined as the desire of individuals to direct all their time and energy to activities that they love and find important (Vallerand et al., 2003: 756; Frijda et al., 1991: 217). On the other hand, entrepreneurial passion is defined as the entrepreneur's conscious experience of entrepreneurial activities in this process by assuming roles that are meaningful to his/her identity and experiencing intense positive emotions (Cardon et al., 2009: 517-519). Shepherd and Patzelt (2018, 204-206) describe entrepreneurial passion as entrepreneurs constantly thinking about new business opportunities and business issues even while interacting with their environment and spending time with their families in their free time.

With the energy generated by passion, individuals feel motivated to devote intensive time to their activities (Yitshaki & Kropp, 2016: 208). The concept of passion is different from the concept of motivation. Whereas motivation involves a number of psychological phases necessary for individuals to make an effort, passion is when individuals do the job they are fond of as a part of their identity. Passion is a driving factor that feeds and strengthens entrepreneurial motivation (Cardon et al., 2013: 25-30).

When the studies were reviewed, it was observed that entrepreneurial passion facilitates goal setting and commitment to these goals (Winand, Bell & Zeimers, 2023), which increases entrepreneurial success (Gielnik et al., 2017; Cardon et al., 2017; Timmons, 2000). Ma et al. (2017) conducted a study on 154 entrepreneurs and found that entrepreneurial passion creates a climate of innovation in organizations and this process directly and indirectly increases the performance of entrepreneurs. It was seen that entrepreneurial passion has a positive relationship with the concepts of vision and innovation and positively affects the growth of the enterprise through these variables (Gülbahar, 2019; Luu & Nguyen, 2021).

The research conducted by Stroe et al. (2018) involving 50 entrepreneurs revealed that entrepreneurial passion enhances decision-making in times of uncertainty and stress, while also fostering greater patience and flexibility in these situations (Cardon & Kirk, 2013). Chen et al. (2022) stated that entrepreneurial passion has a positive effect on the well-being and motivation levels of entrepreneurs, and Breugst et al. (2012) noted that it positively increases the commitment of employees. In many studies, it has also been demonstrated that entrepreneurial passion acts as a supportive factor in developing and advancing entrepreneurs' businesses (Gielnik et al., 2017; Elci, 2013).

In their study on 73 entrepreneurial teams from the USA and Portugal, Santos and Cardon (2019) found that entrepreneurial passion positively affects team performance in inventing and developing new enterprises. Entrepreneurial passion plays a leading role in uncovering new opportunities, establishing new businesses, and developing new enterprise activities (Murnieks et al., 2014; Vallerand et al. 2015). Therefore, entrepreneurial passion consists of 3 sub-dimensions: invention, which is the invention of entrepreneurship, establishment, which is the re-establishment of businesses and activities, and development, which is the development of all businesses (Cardon & Kirk, 2013: 1030; Cardon et al., 2009).

As a result, it was seen that passion is a characteristic found in successful entrepreneurs and encourages entrepreneurial behavior. Passion is a driving force for the entrepreneur to be resilient in the face of difficulties, to achieve his/her goal without losing his/her determination, and to be determined in his/her behavior (Cardon & Kirk, 2013).

While doing all these, it exhibits the behavior of inventing new ways to grow the business, searching for new ideas, evaluating these ideas, and establishing new businesses (Murnieks et al., 2014; Vallerand et al. 2003).

In the literature review, it was observed that entrepreneurs who intend to grow their enterprises have a high passion for their businesses. Biraglia and Kadile's 2017 study on private-sector manufacturers in the United States revealed that entrepreneurial passion has a positive effect on creativity and intention to grow the enterprise. Baum and Locke's (2004) study on 229 entrepreneurs and 106 employees showed that entrepreneurial passion has a positive effect on enterprise growth and that the entrepreneur's sense of vision and self-efficacy play a mediating role in this research. In the study conducted by Anjum et al. (2021) on business students at a university in Pakistan, Akinboye (2020) on 528 SME entrepreneurs in Zealand and Australia, Drnovsek et al. (2016) on 122 high R&D entrepreneurs, it was found that entrepreneurial passion increases entrepreneurial growth intention. Furthermore, Dhakal et al. (2022), in a study of 99 women entrepreneurs, found that entrepreneurial leader identity has a positive effect on enterprise growth intention and passion. In the light of the above studies, the first hypothesis (H1) of the study was developed:

H1: Entrepreneurial passion has a significant positive effect on entrepreneurial growth intention.

H1a Entrepreneurial passion sub-dimensions have a significant positive effect on entrepreneurial growth intention sub-dimensions.

Being persistent and passionate about the enterprise will help to gain experience and environment to achieve success (Heupel et al., 2024; Vallerand, 2015) and to appear sincere and genuine. For individuals with high entrepreneurial passion, their identity is shaped by their passion (Murnieks et al., 2014). Therefore, entrepreneurial passion seems to play an important role in an individual's abilities and skills. A high feeling of passion has a positive effect on the likelihood of having and acquiring political skills such as positive image-building, networking, sincerity, and interpersonal bonding. As a result of the studies mentioned above, the second hypothesis of the study (H2) was developed:

H2: Entrepreneurial passion has a significant positive effect on political skills.

H2a: Entrepreneurial passion sub-dimensions have a significant positive effect on political skill sub-dimensions.

1.2. Political Skill

Ferris et al. (2010: 7; 2005: 127) characterized political skill as the ability to perceive and interpret others and to use this understanding strategically to achieve individual and organizational goals. Thus, political skill is defined as the capacity to effectively understand others in the workplace and to use all the information gained from the environment to improve personal and organizational goals (Ferris et al., 2007: 291). Politically skilled people leave a sincere and sincere impression on the other side while introducing themselves to their environment. With this sincere communication, they are able to coordinate all the information and resources around them (Marvel et al., 2020). Political skill consists of four sub-dimensions: social alertness, interpersonal influence, network ability, and sincerity (Ferris et al., 2005). It is crucial that politically skilled managers and leaders who are socially alert (e.g.: I have good intuition and insight on how to present myself to others), have the power to influence others, have strong networks, and are perceived as sincere while doing all of these are present in organizations.

In the literature review, it has been observed that the performance of organizations managed by politically skilled managers is high. Politically skilled managers are successful in recognizing environmental advantages over competitors (Alvarez & Busenitz, 2001), dealing with uncertainties and risks, and creating new solutions (McAllister, Ellen, & Ferris, 2018). Thus, politically skilled managers are able to respond immediately to environmental changes, adjust their strategies accordingly, and see opportunities in the current environment better than anyone else (Zhang et al., 2023; McAllister et al., 2018; Nikolaou et al., 2007).

Politically skilled managers are those who can persuade others through effective negotiation about the use of possible opportunities and potentials (Grosser et al., 2018). This increases the success of the organization and the trust in the organization (Zhang et al., 2022; Ferris et al., 2007; Ferris et al., 2005).

Research has shown that politically skilled managers build stronger relationships with suppliers, customers, venture capitalists, and potential business partners in order to achieve their goals. Politically skilled managers are also successful in maintaining these relationships with well-connected and well-informed people. In addition, managers with this skill can easily overcome conflicts in their relationships (Tocher et al., 2012). Politically skilled managers are skilled in creating a positive image by skillfully introducing themselves, their skills, and their achievements to their environment (McAllister et al., 2018; Baron & Tang, 2009). Therefore, entrepreneurs with high political skills are more successful in business activities than entrepreneurs with low political skills and social competence is a key component of social competence (Tocher et al., 2012).

Political skill is known to have a negative impact on the feelings and thoughts of failure in entrepreneurs. Therefore, if entrepreneurs have this skill, they will want to grow, develop, and progress. According to the study conducted by Yaman and Batı (2020), it was argued that the political skills of women entrepreneurs positively affect the growth intentions of their enterprises. In the study, it was observed that women entrepreneurs with political skills who have the ability to network, and influence have higher growth intention levels.

Tocher et al. (2012) reported that political skill has a positive effect on new enterprise creation. In the study conducted on American entrepreneurs, it was observed that political skill provides entrepreneurs with social competence, which positively affects entrepreneurial performance. In the study, political skill was also found to increase the financial performance of the company.

Hallen et al. (2020) observed that politically skilled entrepreneurs are aware of the opportunities around them, take initiatives towards these opportunities, gather the resources at their disposal to achieve goals and objectives and negotiate them with stakeholders, communicate and use their extensive social entrepreneurial networks. Zhang et al. (2023), in a study of 91 academic entrepreneurs, found that entrepreneurs' political skills positively affect their innovation behavior.

Politically skilled individuals exhibit the behaviors of understanding people in the workplace, showing behaviors to advance their personal or organizational goals, and persuading others of their views. Studies have shown that individual experience positively affects entrepreneurial growth intention. In addition, there are many studies demonstrating the high role of emotions in the entrepreneurial process (Whittle et al., 2021; Doern & Goss, 2014; Padilla-Meléndez et al., 2014; Podoyntsina et al., 2012). As a result, no matter how good the conditions of the business are, the decision to grow is an individual decision that should be made by the entrepreneur themselves, and it is determined that political skill, which is an individual skill, helps and facilitates entrepreneurial growth intention.

Davidsson (1991) detected in his studies that the opportunities they perceive, their need for success, and their abilities motivate them in the formation of the intention to grow their businesses in entrepreneurs. Hsu et al. (2017) found that the entrepreneur's capability and motivation have a positive effect on the processes of starting a business, decision-making for growth, and realizing growth in the entrepreneurial cycle. Based on the studies conducted, the third hypothesis (H3) of the research was developed:

H3: Political skill has a significant positive effect on entrepreneurial growth intention.

H3a: Political skill sub-dimensions have a significant positive effect on entrepreneurial growth intention sub-dimensions.

1.3. Entrepreneurial Growth Intention

Growing an enterprise is as challenging as starting one. Entrepreneurs should engage in activities related to the growth and development of the enterprise after their initial establishment. In a study conducted by Okumuř and Bakan in 2023 on entrepreneurs registered in the Kahramanmarař Chamber of Tradesmen and Craftsmen, it was found that 27% of entrepreneurs did not wish to expand their businesses (Okumuř and Bakan, 2023). Dutta and Thornhill (2014) stated that an entrepreneur cannot go directly to the growth stage after the start-up stage and that this process does not proceed in a linear plane. As a result of the research mentioned above, it has been observed that not all entrepreneurs have the intention to grow their business after the start-up phase. In addition, it has been found as a result of studies that growth intention occurs before actual growth and that this intention should be present in entrepreneurs (Puentes et al., 2017; Neneh & Vanzyl, 2014).

Entrepreneurial growth intention is defined as an entrepreneur's willingness to increase and expand business potential in the face of opportunities (Douglas, 2013: 636). Growth intention is an individual decision based on the entrepreneur's perceived opportunities, skills, and the entrepreneur's willingness to do expand. Therefore, growth intention combines what is desirable and what is possible given the available opportunities (Terjesen and Szerb, 2008).

Knowing the factors affecting entrepreneurs' growth intentions assists in understanding how growth is achieved (Dutta and Thornhill, 2014). In the literature review, it has been observed that the identity of the entrepreneur has a positive effect on the growth intention of the business (Dhakal et al., 2022; Vallerand et al. 2003). It has been observed that entrepreneurs with high ambition for success and innovation drive intend to grow their enterprises more than their competitors. Levie and Autio (2013) found that entrepreneurs' experiences of personal and financial failure in the entrepreneurial process triggered higher growth expectations in subsequent enterprises. Moreover, it was found that the perception of self-efficacy that they felt about their ability to successfully fulfill a certain task had a positive effect on their growth intentions. In essence, the entrepreneur's level of self-efficacy and achievement needs positively affect the entrepreneur's intention to grow the enterprise. Research has shown that for employees' entrepreneurial passion to lead to growth intention, there must be a driving force or mediating variable. Dhakal et al. (2022) in a study of 99 women entrepreneurs found that entrepreneurial passion has no direct effect on entrepreneurial growth intention; entrepreneurial leader identity does not have a positive effect on growth intention and passion.

In their study on 195 entrepreneurs operating in different sectors in Vietnam, Luu and Nguyen (2021) revealed that entrepreneurial passion is positively related to the concepts of vision and innovation, thus contributing to the growth intention of the enterprise through these variables. Riar et al. (2023) concluded that entrepreneurial alertness plays a partial mediating role in the effect of entrepreneurial passion on entrepreneurial growth intention.

In the context of this information, the fourth hypothesis of the study (H4) has been developed, and no research has been encountered in which the mediating role of political skill in the effect of entrepreneurial passion on entrepreneurial growth intention has been tested.

H4: Political skill mediates the relationship between entrepreneurial passion and entrepreneurial growth intention.

H4a: In the relationship between the sub-dimensions of entrepreneurial passion and the sub-dimensions of entrepreneurial growth intention, the sub-dimensions of political skill have a mediating relationship.

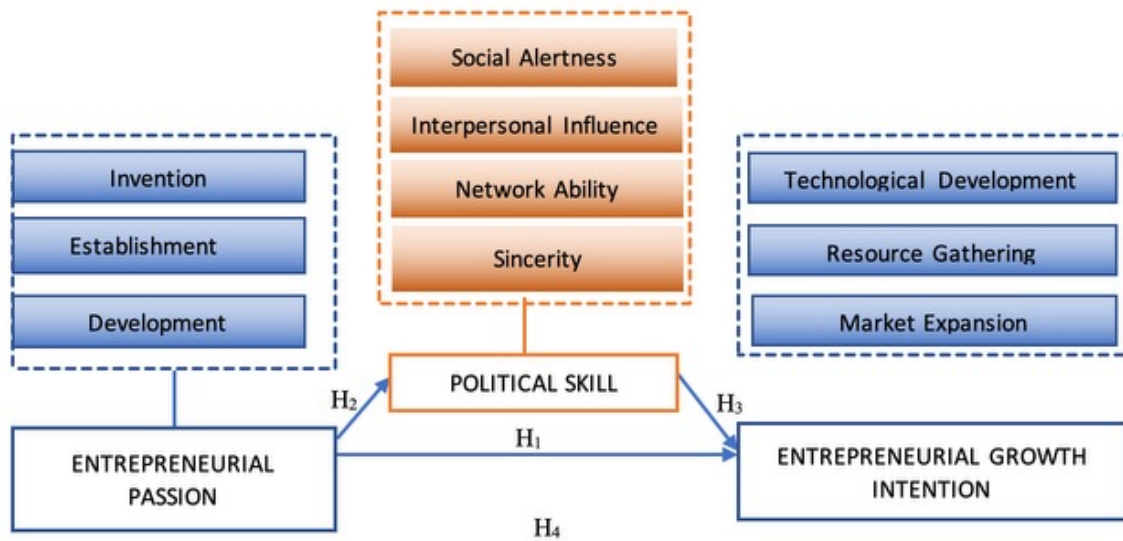


Figure 1. Research Model

The research model determined in line with the hypotheses developed is presented in Figure 1.

2. Research Methodology

2.1. Purpose of the Research and Sampling

The purpose of the study is to elucidate the mediating role of political skill in the influence of entrepreneurial passion on entrepreneurial growth intention. Given the challenges entrepreneurs face when starting and growing new enterprises, political skill plays a critical role in mobilizing and motivating entrepreneurial growth intention.

The sample of the research consists of entrepreneurs affiliated with the Erzurum Chamber of Commerce and Industry. In order to obtain a diverse and balanced sample, participants were selected by random and convenient sampling. Erzurum Chamber of Commerce and Industry has 5340 members in line with the information obtained from the managers in the registry unit. 2050 of these members have received entrepreneurship support from KOSGEB. Within the scope of the research, 407 questionnaires were distributed to 407 entrepreneurs, and a total of 403 questionnaires were evaluated after removing extreme values and missing questionnaires.

2.2. Scales and Statistical Techniques Used in Data Analysis

In the research, a 5-point Likert-type questionnaire technique was applied utilizing a convenience sampling method. The questionnaire consists of two parts in total, with the first part gathering demographic information about the respondents, and the second part including questions regarding entrepreneurial passion, political skills, and entrepreneurial growth intention. The data were obtained from the participants through a questionnaire in February 2023. Regarding the research, the necessary ethics committee permission was obtained from Erzurum Technical University Scientific Research and Publication Ethics Committee with meeting number 11 dated 11/17/2022.

The data were analyzed using SPSS 27.0 and AMOS 24 programs, validity and reliability analyses of the scales were performed, and missing data and outliers were removed. In the study, the data were found to be normally distributed and within the reference limits (Tabachnic & Fidell, 2013). Confirmatory Factor Analysis (CFA) and discriminant validity analysis were conducted to examine the item loadings of the scales. In addition, Bartlett's Sphericity values were significant ($p<.001$), indicating that the correlation relationships between the items were suitable for factor analysis (Gürbüz & řahin, 2015). Pearson correlation test and structural equation analysis were conducted to determine the effect of the relationship between variables on other variables. In the structural equation analysis, the Maximum Likelihood method ($\alpha=0.05$) was used to estimate the model parameters, and simulation with the bootstrapping method (at least 2000 resampling for 95% G.A.) was used for the significance of the existing effects.

Entrepreneurial Passion; This scale developed by Cardon et al. (2013) consists of 3 dimensions and 13 items. In the analysis, CFA was statistically significant as the factor loadings (>0.50 ; $p<0.05$) and Chi-Square values (χ^2/df ; 2,46) of all items were acceptable. The modification process was applied to improve the model fit values. The scale was found to have good fit values (GFI: ,923; CFI: ,963; SRMR: ,0743; RMSEA: ,0761), similar to those in the literature.

Entrepreneurial Growth Intention; This scale developed by Kozan et al. (2006) used a 3-dimensional entrepreneurial growth intention scale including technological developments (6 items), resource gathering (5 items), and market expansion (4 items) dimensions. In the analysis, CFA was statistically significant as the factor loadings (>0.50 ; $p<0.05$) and Chi-Square values (χ^2/df ; 2,48) of all items were acceptable. The modification process was applied to improve the model fit values. The scale was found to have 3-dimensional and good fit values (GFI: ,911; CFI: ,960; SRMR: ,0773; RMSEA: ,0721) similar to those in the literature.

Political Skill; The scale developed by Ferris et al. (2005) consists of 4 dimensions and 18 items. In the analysis, CFA was statistically significant as the factor loadings (>0.50 ; $p<0.05$) and Chi-Square values (χ^2/df ; 2,56) of all items were acceptable. The modification process was applied to improve the model fit values. The scale was found to have 4 dimensions and good fit values (GFI: ,909; CFI: ,961; SRMR: ,0641; RMSEA: ,0692) similar to those in the literature.

3. Research Findings

When the sample of the research is analyzed demographically, 64% of the participants are male, 70% are married, 41% are bachelor's degree graduates, 20% are associate degree graduates, 33,7% are 41-50 years old, and 27% are 51-60 years old. The majority of the participants are male individuals over the age of 40 with a bachelor's degree. When we look at the years of company activity, it is seen that 40,7% of them have been in business for more than 15 years and 3% for less than 1 year. 90% of the participants stated that they intend to expand their companies.

Validity and reliability, combined reliability, Average Variance Explained (AVE), and Combined Reliability (CR) values were also calculated in the research.

Table 1. Mean, Correlation, Reliability, and Discriminant Validity Values of Variables

Variables	M	S.D.	1	2	3	4	5	6	7	8	9	10
1. Invention	4,05	,93	(,879)									
2. Establishment	4,17	,96	,665**	(,894)								
3. Development	4,07	,89	,691**	,677**	(,886)							
4. Technological Development	3,83	,76	,095	,022	,076	(,707)						
5. Resource Gathering	3,77	,92	,082	-,012	,037	,677**	(,754)					
6. Market Expansion	3,98	,85	,059	-,010	,021	,689**	,600**	(,860)				
7. Network Ability	3,82	,95	,600**	,730**	,733**	,114*	,106*	,052	(,817)			
8. Sincerity	4,25	,92	,689**	,639**	-,603**	-,059	-,121*	-,049	,727**	(,908)		
9. Social Alertness	3,98	,89	-,604**	,630**	-,653**	,105*	,118*	,078	,726**	,766**	(,679)	
10. Interpersonal Influence	4,06	,92	-,609**	,641**	,670**	,056	-,010	,026	,775**	,649**	,651**	(,864)
Reliability Coefficient (Cronbach a)			,911	,879	,876	,809	,811	,909	,869	,831	,855	,812
Combined Reliability (CR)			,931	,953	,936	,835	,868	,919	,923	,934	,913	,922
Average Variance Explained (AVE)			,774	,801	,785	,501	,569	,740	,669	,825	,679	,747

***p<0,001 **p<0,01 *p<0,05.

Note: The values shown in parentheses are square root values of the AVE calculated for the scale.

The analysis revealed the mean entrepreneurial passion (mean= 4,09), the mean entrepreneurial growth intention (mean= 3,86), and the mean political skill level (mean= 4,03). Entrepreneurs were found to have high levels of political skill, passion, and growth intention; however, the reliability values (α) of all scales were found to be of high reliability ($>0,7$).

According to Table 1, there is a significant and positive relationship between the inventing sub-dimension of entrepreneurial passion and the networking ability ($r=,600^{**}$) and sincerity ($r=,689^{**}$) sub-dimensions of political skill, and a negative relationship between the social alertness ($r= -,604^{**}$) and interpersonal influence ($r= -,609^{**}$) sub-dimensions. There is a positive relationship between the Establishment sub-dimension and the network ability ($r=,730^{**}$), sincerity ($r=,639^{**}$), social alertness ($r= ,630^{**}$), and interpersonal influence ($r= ,641^{**}$) sub-dimensions. There is a negative relationship between the development sub-dimension and sincerity ($r= -,603^{**}$), social alertness ($r= -,653^{**}$), and positive relationship between the development sub-dimension and interpersonal influence ($r= ,670^{**}$), the network ability ($r= ,733^{**}$) sub-dimensions. There is a positive relationship between the technological development sub-dimension of entrepreneurial growth intention and network ability ($r=,114^{*}$), and social alertness ($r= ,105^{*}$) sub-dimensions. There is a positive relationship between the resource gathering sub-dimension of entrepreneurial growth intention and the networking ability ($r=,106^{*}$) and social alertness ($r= ,118^{*}$) sub-dimensions, and a negative relationship with the sincerity dimension ($r= -,121^{*}$).

Since the AVE and CR values of the variables are higher than the correlation value, convergence and divergence validities are ensured. Since the variables were within the normal distribution limits, regression analysis was performed using the Maximum likelihood method for model parameter estimation in structural equation analysis.

As a result of the analysis, since x^2 : 2473.11 and x^2/df (2.623) were obtained, it was seen that the mediating role of political skill in the effect of entrepreneurial passion on entrepreneurial growth intention was significant ($p < 0.05$). Hypothesis H4 was supported. The fit values of the model are within acceptable limits (GFI: ,927; CFI: ,964; SRMR: ,0702; RMSEA: ,0755). In the research model in which the mediating role of political skill (PS) in the effect of entrepreneurial passion (EP) on entrepreneurial growth intention (EGI) is valid, the mediating effects of sub-dimensions were also examined. Hypothesis H4a was supported.

The effect of the variable of inventing, one of the sub-dimensions of EP on the variables of network ability ($\beta = 1,124$; $p < 0,05$), sincerity ($\beta = ,222$; $p < 0,05$), interpersonal influence ($\beta = ,262$; $p < 0,05$), one of the sub-dimensions of PS was found to be positive and significant. In addition, the effect of the variable of inventing on the variables of technological development ($\beta = ,493$; $p < 0,05$) and resource gathering ($\beta = ,216$; $p < 0,05$), which are the sub-dimensions of EGI was determined to be positive and significant.

The effect of the establishing variable, one of the sub-dimensions of EP, on the network ability ($\beta = ,682$; $p < 0,05$), intimacy ($\beta = ,900$; $p < 0,05$), social alertness ($\beta = ,988$; $p < 0,05$), and interpersonal influence ($\beta = ,952$; $p < 0,05$) variables of PS was found positive and significant. Additionally, the effect of the variable of establishment on the variables of technological development ($\beta = ,726$; $p < 0,05$), resource gathering ($\beta = 1,142$; $p < 0,05$), market expansion ($\beta = ,845$; $p < 0,05$), which are sub-dimensions of EGI was detected to be positive and significant.

The effect of the development variable, one of the sub-dimensions of EP, on the network ability ($\beta = ,758$; $p < 0,05$) and interpersonal influence ($\beta = ,221$; $p < 0,05$) variables, one of the sub-dimensions of PS, was found to be positive and significant. In addition, the effect of market expansion ($\beta = ,680$; $p < 0,05$), one of the sub-dimensions of EGI, was again found to be positive and significant. According to the findings, hypothesis H1 was supported. The effect of entrepreneurial passion sub-dimensions on entrepreneurial growth intention sub-dimensions was examined and significant ($p < 0.05$) effects were indicated. Within the scope of hypothesis H1a, 6 effects out of 9 direct effects tested were found to be significant and, in this respect, the hypothesis was largely supported. According to the research results, hypothesis H2 was supported. The effect of entrepreneurial passion sub-dimensions on political skill sub-dimensions was examined and significant ($p < 0.05$) effects were indicated. Within the scope of hypothesis H2a, 9 effects were found to be significant out of 12 direct effects tested and, in this respect, the hypothesis was largely supported.

The effect of the network ability variable, one of the sub-dimensions of PS, on the technological development ($\beta = ,364$; $p < 0,05$) and resource gathering ($\beta = ,294$; $p < 0,05$) variables of EGI was found positive and significant. The effect of the sincerity variable, one of the sub-dimensions of PS, on the technological development variable ($\beta = ,372$; $p < 0,05$) and the resource gathering variable ($\beta = ,586$; $p < 0,05$) was determined to be positive and significant. The effect of social alertness, one of the sub-dimensions of PS, on technological development ($\beta = 1,859$; $p < 0,05$), resource gathering ($\beta = 1,361$; $p < 0,05$), market expansion ($\beta = 1,192$; $p < 0,05$) variables were found both positive and significant.

Accordingly, hypothesis H3 was supported. The effects of political skill sub-dimensions on entrepreneurship growth intention sub-dimensions were examined and significant ($p < 0,05$) effects were indicated. Within the scope of hypothesis H3a, 7 effects were found to be significant out of 12 direct effects tested and, in this respect, the hypothesis was largely supported.

Bootsrap method ($n = 5000$) was used to test the mediating roles of the sub-dimensions of PS in the effect of EP on the sub-dimensions of EGI. Of the 36 mediation hypotheses tested within the scope of the H4a hypothesis, 17 mediation hypotheses were found to be significant ($p < 0,05$ and in this respect, the hypothesis was largely supported.

Table 2. Significance Test of Mediator Hypotheses in the Model

	Coefficient	Min	Max	P	Hypothesis
IE → NA → TD	,325	0,026	,733	,014*	Accepted
IE → NA → RG	,284	,099	,537	,025*	Accepted
IE → NA → ME	,051	-,095	,800	,570	Rejected
IE → SI → TD	,091	,0013	,363	,045*	Accepted
IE → SI → RG	,240	,019	,389	,049*	Accepted
IE → SI → ME	,0911	,004	,245	,127	Rejected
IE → SA → TD	-,156	-1,507	,178	,617	Rejected
IE → SA → RG	-,181	-2,064	,195	,567	Rejected
IE → SA → ME	-,190	-1,719	,221	,613	Rejected
IE → II → TD	,052	,019	,177	,433	Rejected
IE → II → RG	,018	,009	,0301	,779	Rejected
IE → II → ME	,101	,045	,207	,046*	Accepted
ES → NA → TD	,220	,165	,392	,012*	Accepted
ES → NA → RG	,192	,062	,972	,039*	Accepted
ES → NA → ME	,035	-,070	,287	,585	Rejected
ES → SI → TD	,296	,007	,517	,038*	Accepted
ES → SI → RG	,506	,306	,772	,024*	Accepted
ES → SI → ME	,192	,084	,371	,041*	Accepted
ES → SA → TD	1,619	,648	2,171	,001**	Accepted
ES → SA → RG	1,686	,740	2,697	,005*	Accepted
ES → SA → ME	1,197	,815	2,428	,004*	Accepted
ES → II → TD	,212	,445	,843	,021*	Accepted
ES → II → RG	,074	0,06	,540	,928	Rejected
ES → II → ME	,393	,665	,913	,018*	Accepted
DV → NA → TD	,279	,268	1,808	,018*	Accepted
DV → NA → RG	,244	,105	1,870	,018*	Accepted
DV → NA → ME	,044	,011	,541	,473	Rejected
DV → SI → TD	-,043	-,375	,055	,355	Rejected
DV → SI → RG	-,074	-,495	,107	,415	Rejected
DV → SI → ME	-,028	-,363	,044	,399	Rejected
DV → SA → TD	-,567	-2,209	1,357	,413	Rejected
DV → SA → RG	-,658	-2,446	1,535	,399	Rejected
DV → SA → ME	-,690	-1,236	1,530	,382	Rejected
DV → II → TD	,056	-,068	5,322	,366	Rejected
DV → II → RG	-,020	-,742	,183	,597	Rejected
DV → II → ME	,104	-,040	5,493	,216	Rejected

***p<0,001 **p<0,01 *p<0,05.

IE: Invention, ES: Establishment, DV: Development, SA: Social Alertness, II: Interpersonal Influence, NA: Network Ability, SI: Sincerity, TD: Technological Development, RG: Resource Gathering, ME: Market Expansion

Holmbeck (1997) defined the non-significance of the relationship between the dependent and independent variables in the model where the direct path is added to the analysis as “full mediation”. However, if the relationship between the variables is significant, but there is a decrease in the amount of the standardized value for this path, then “partial mediation” is the case.

According to Table 2, the indirect effect of IE on TD through the NA variable ($\beta=.325$; $p<0,05$) was found to be positive and significant. Accordingly, there is a positive partial mediation effect of network ability on the effect of the invention variable on technological development. The indirect effect of IE on RG through the NA variable ($\beta=.284$; $p<0,05$) was found to be positive and significant. The statistical significance of the indirect effects was tested with bootstrap analyses performed at a 95% confidence level. It was observed that the relationship in question was significant since the lower (LL) and upper (UL) limits of the bootstrap confidence intervals obtained in the path models did not include the zero value.

Accordingly, there is a positive full mediation effect of network ability on the effect of invention variables on resource gathering. The indirect effect of IE on TD through the SI variable ($\beta=.091$; $p<0,05$) was found to be positive and significant. Accordingly, there is a positive full mediation effect of the sincerity variable on the effect of the invention variable on the technological development variable. The indirect effect of IE on RG through the SI variable ($\beta=.240$; $p<0,05$) was found to be positive and significant. Accordingly, there is a positive full mediation effect of the sincerity variable on the effect of the invention variable on the resource gathering variable. The indirect effect of IE on ME through the II variable ($\beta=.101$; $p<0,05$) was found to be positive and significant. Accordingly, there is a positive full mediation effect of the interpersonal influence variable on the effect of the invention variable on the market expansion variable.

The indirect effect of ES on TD through the NA variable ($\beta=.220$; $p<0,05$) was found to be positive and significant. Accordingly, there is a positive partial mediation effect of the network ability variable on the effect of the establishment variable on the resource gathering variable. The indirect effect of ES on RG through the NA variable ($\beta=.192$; $p<0,05$) was found to be positive and significant. Accordingly, there is a positive partial mediation effect of the sincerity variable on the effect of the establishment variable on the technological development variable. The indirect effect of ES on TD through the SI variable ($\beta=.296$; $p<0,05$) was found to be positive and significant. Accordingly, there is a positive partial mediation effect of the sincerity variable on the effect of the establishment variable on the technological development variable.

The indirect effect of ES on RG through the SI variable ($\beta=.506$; $p<0,05$) was found to be positive and significant. Accordingly, there is a positive partial mediation effect of the sincerity variable on the effect of the establishment variable on the resource gathering variable. The indirect effect of ES on ME through the SI variable ($\beta=.192$; $p<0,05$) was determined to be positive and significant. Accordingly, there is a positive partial mediation effect of the sincerity variable on the effect of the establishment variable on the market expansion variable. The indirect effect of ES on TD through the SA variable ($\beta=1,619$; $p<0,05$) was detected to be positive and significant. Based on this, it is determined that the social alertness variable has a positive partial mediation effect on the effect of the establishment variable on the technological development variable.

The indirect effect of ES on RG through the SA variable ($\beta=1,686$; $p<0,05$) was found to be positive and significant. Accordingly, the social alertness variable is a positive partial mediator in the effect of the establishment variable on the resource gathering variable. The indirect effect of ES on ME through the SA variable ($\beta=1,197$; $p<0,05$) was found to be positive and significant. In this respect, there is a positive partial mediation effect of the market expansion variable on the effect of the establishment variable on the social alertness variable. The indirect effect of ES on TD through the II variable ($\beta=.212$; $p<0,05$) was also found to be positive and significant. This indicates that there is a positive partial mediation effect of the technological development variable on the effect of the establishment variable on the interpersonal influence variable. The indirect effect of ES on ME through the II variable ($\beta=.393$; $p<0,05$) was found to be positive and significant. In this regard, there is a positive partial mediation effect of the market expansion variable on the effect of the establishment variable on the interpersonal influence variable.

The indirect effect of DV on TD through the NA variable ($\beta=.279$; $p<0,05$) was detected to be positive and significant. In this respect, the network ability variable has a positive full mediation effect on the effect of the development variable on the technological development variable. The indirect effect of DV on RG through the NA variable ($\beta=.244$; $p<0,05$) was detected to be positive and significant. Accordingly, there is a positive full mediation effect of the network ability variable on the effect of the development variable on the resource gathering variable.

3. Results and Discussion

It is evident that the number of entrepreneurial enterprises in a country is critical to the development of its economy. It is not enough to only establish enterprises, but to also grow and develop these enterprises in a sustainable manner. Ostgaard and Birley (1996) argue that entrepreneurship should not only be limited to the start-up phase but the growth and development processes of enterprises should also be emphasized at the completion of the entrepreneurial cycle. Therefore, the factors affecting the growth processes of entrepreneurial enterprises need to be comprehensively known.

The individual characteristics (such as self-confidence, honesty, commercial ethics, risk-taking, innovative, creative, and social skills) that enable the formation and growth of entrepreneurial activities have been investigated by many researchers (Bozkurt et al., 2012). It has been observed that there is a limited number of studies examining the impact of political skill, which is an individual skill that can be learned later on entrepreneurs' growth intentions. Entrepreneurs with strong and effective social networks gain access to potential customers, partners, and investors and gain valuable knowledge and experience by interacting with them. Political skill is a capability that has the potential to offer entrepreneurs these advantages. Therefore, entrepreneurs' political skill plays a supportive role in operationalizing their growth intentions.

It is important to transform the motivational energy in entrepreneurs into passion. Entrepreneurial passion stands out as a key dynamic in entrepreneurs' growth decision-making (Murnieks et al., 2018). Shepherd and Patzelt (2018, 204-206) define entrepreneurial passion as entrepreneurs constantly thinking about new business opportunities and business issues, even in their free time, even while spending time with their family and friends. However, in order for this passion to translate into growth intentions, it is important to have individual strategic competencies such as political skills. Ultimately, the intention to grow the business is an individual decision and is directly influenced by the skills and abilities of the entrepreneur (Cortes and Herrmann, 2021). Politically skilled individuals are flexible and adaptive in dealing with environmental uncertainties and use their ability to influence others effectively (Ferris et al., 2005). Therefore, entrepreneurs will need good networking and interpersonal skills to deal with uncertainties in the external world in order to realize their growth intentions.

In this research, it is hypothesized that entrepreneurs' political skills and passion have a positive effect on the formation of growth intention. In the literature review, it has been observed that most of the studies on the growth intention of the enterprise are on the examination of the relationship between company characteristics and growth. There is no study investigating the relationship between the variables in the research model, and it is clear that the results obtained will make a significant contribution to the literature. In line with the findings obtained in the research, a perspective model is presented for entrepreneurs and future researchers to grow their businesses. This situation adds authenticity to the research.

As a result of the research analysis, the first hypothesis of the study, that entrepreneurial passion has a significant positive effect on entrepreneurial growth intention (EGI), was supported. The result obtained is consistent with previous studies (Dhakal et al., 2022; Anjum et al., 2021; Akinboye, 2020; Biraglia & Kadile, 2017; Drnovsek et al., 2016; Baum & Locke, 2004). Moreover, among the sub-dimensions of entrepreneurial passion, the effect of the invention variable on the technological development and resource gathering variables and the effect of the development variable on the market expansion variable was found to be positive and significant. Lastly, the effect of the establishment sub-dimension on the variables of technological development, resource gathering, and market expansion, which are among the sub-dimensions of GBN, was found to be positive and significant.

Entrepreneurial passion acts as a factor that encourages and supports entrepreneurs to overcome obstacles to business growth.

The challenging goals that entrepreneurs set for themselves to deal with environmental uncertainties may be a source of motivation in the short term, but they do not lead to growth. Therefore, entrepreneurial passion is considered to be important for business growth.

The second hypothesis of the study, that entrepreneurial passion has a significant positive effect on political skill, was supported. The result obtained is consistent with previous studies (Heupel et al., 2024; Vallerand, 2015; Murnieks et al., 2014). The effect of invention and establishment, which are the sub-dimensions of entrepreneurial passion, on the variables of network ability, sincerity, and interpersonal influence, which are the sub-dimensions of political skill, was found to be positive and significant. In addition, the effect of development sub-dimensions on the variables of networking ability and interpersonal influence, which are sub-dimensions of political skill, was determined to be positive and significant.

Political skill refers to the ability to positively influence the behavior of others for one's own benefit. Moreover, individuals passionate about entrepreneurship can aim to acquire political skills, which include skills such as mitigating the negative effects of interpersonal conflicts on business, fostering a positive image and network, demonstrating sincerity, and establishing good relations with stakeholders.

The third hypothesis of the study, that political skill has a significant positive effect on entrepreneurial growth intention, was supported. The result obtained is consistent with previous studies (Davidsson, 1991; Hsu et al., 2017). The effect of network ability and sincerity variables, which are sub-dimensions of political skill, on technological development and resource gathering variables, which are sub-dimensions of GBN, was found to be positive and significant. The effect of the social alertness variable on technological development, resource gathering, and market expansion variables was detected to be positive and significant.

It is known that individuals with political skills have an advantage in finding financing and support as a result of promoting themselves effectively in their social circles, and they also contribute to the growth of businesses by bringing together competent investors within the business. In addition, individuals with political skills not only take strategic steps in the growth process such as procurement of equipment and resources, market expansion, and creating a new brand or image, but also create a strong network that can eliminate all negativities and obstacles. In this process, these entrepreneurs will appear sincere and genuine, providing a competitive advantage in the growth of their businesses.

The fourth and final hypothesis of the study, that political skill mediates the relationship between entrepreneurial passion and entrepreneurial growth intention, was supported. The 17 mediation hypotheses between the sub-dimensions of the variables supported within the scope of the research are given in Table 2. In the literature review, it was observed that there was no study in this direction that included all of the variables. Passion in entrepreneurs was found to have a positive effect on effective negotiation with stakeholders and individuals who contribute to entrepreneurial business growth. It is known that politically skilled entrepreneurs do not have difficulties in obtaining financial support and funding by effectively introducing themselves to their social environment, and also make a significant contribution to growth by incorporating qualified investors into the business. It is evident that political skill is a positive factor in triggering entrepreneurial passion to trigger the growth of entrepreneurial business.

It is obvious that entrepreneurs' growth intentions will gain positive momentum if they are strengthened with political skills. The research offers many contributions to managers, entrepreneurs, government, and private organizations with its recommendations and the gaps it fills in the literature.

At this point, research makes an important contribution in terms of shaping the future, achieving higher enterprise performance, and providing guidance to both government agencies and researchers. Some recommendations are offered to development agencies, public institutions, organizations, investors, and organizational managers:

- The study underlines that political skill plays an important role in the emergence of entrepreneurship and that this skill should be provided to entrepreneurs. Organizations such as KOSGEB, MUSIAD, KUDAKA, DAP, chambers of commerce, and industry can look at whether entrepreneurs have political skills when providing them with investments. These organizations can create an appropriate platform to offer political skills training for entrepreneurs. Thus, entrepreneurs can be provided with the necessary competencies to support their growth intentions and improve their enterprise performance.
- While angel investors and venture capitalists provide financial investments to entrepreneurs, they can assess whether they have political skills. It is recommended to measure entrepreneurs' growth intentions and political skills in order to make more informed investment decisions. This recommendation will enable angel investors and VCs to make more informed and strategic investments.
- Within the framework of entrepreneurship programs carried out by research and incubation centers established within universities, it is recommended to develop the political skills of entrepreneurs and to establish training programs in this direction. In particular, political skills and entrepreneurial passion can be among the important topics that can be addressed in entrepreneurship courses at universities. In remote education centers at universities, training on topics that include research variables for entrepreneurs can be created.
- Moreover, remote learning and online courses can be considered effective tools for entrepreneurs to strengthen their political skills. These methods would provide entrepreneurs with a flexible learning process, allowing them to acquire the necessary skills without the limitations of time and space. Such training can assist entrepreneurs in navigating the hurdles encountered in the business world more effectively. The research results demonstrate that entrepreneurs should pay attention to these variables. Entrepreneurs should realize that they need to give importance to these variables in order to be more effective in the business world and to cope with the challenges they face more successfully.
- In the literature study conducted within the scope of the research, it was observed that women entrepreneurs deliberately choose slow growth in their businesses (Catalyst, 2019; Güler & Gaipova, 2023). The finding that women suppress their intention to grow their businesses in order to balance their desire to grow their businesses with their private lives has been observed in studies conducted in the literature. Gaining political skills, especially for women employees, will enable them to manage their work faster and use their time and energy more efficiently. While this situation will increase productivity for businesses at the micro level, at the macro level, it will have positive consequences for the country's economy and welfare.
- One of the important factors affecting entrepreneurship is advisory and support services. In this regard, awards and financial support can be provided by governments or various organizations to help entrepreneurs overcome the challenges they face and grow their businesses successfully. Such programs can contribute to the entrepreneurship ecosystem by increasing the economic independence of entrepreneurs.
- Furthermore, mentoring programs can also be an important support mechanism in this process. Mentoring by experienced entrepreneurs or business professionals can help entrepreneurs build and develop passion, political skills, and the will to grow their business.

Research Limitations and Suggestions for Future Researchers

- The fact that the study was limited to a specific region limits the general validity of the results obtained. Therefore, future researchers are advised to conduct similar studies in different provinces and various geographical regions.
- Maximizing enterprise growth is the main goal of every entrepreneur. Although political skill has a significant impact on entrepreneurs' development, it alone may not be sufficient to achieve this goal. Accordingly, it is suggested to examine the impact of other positive skills from the literature on entrepreneurs' growth intentions. Such examinations will contribute to determining the skill sets that entrepreneurs should possess.
- Qualitative methods can reveal in more detail how entrepreneurs develop their political skills and the impact of these skills on entrepreneurs' growth intentions. Future researchers are advised to conduct qualitative research.
- Due to the time constraints of the researcher, the effects of demographic variables could not be fully analyzed. Accordingly, it is suggested that future research should measure the effects of demographic factors such as age, gender, and education level in the research model. In addition, it is also recommended to examine company information such as year of operation, number of employees, sector of operation, etc. Such examinations will contribute to a better understanding of the relationships between variables.
- Many factors such as entrepreneurs' values, attitudes, motivational characteristics, the influence of the leader in the organization, and leadership styles are important variables that affect the growth of entrepreneurial businesses, passion, and political skill. Studies addressing the role of these factors in entrepreneurial growth are also recommended.
- Cross-sectional method was used in this study. Future researchers are recommended to conduct different studies with the research variables using the longitudinal method.

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