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ABSTRACT

The objective of this work was to specify a model for the study of entrepreneurial migratory flows. Documentation, exploratory and meta-analytical work was carried out with sources indexed to international repositories, considering the period of publication from 2000 to 2020, as well as the search by keywords. The prevalence of categories related to remittances, seed capital, and microfinance and resource optimization was found, although the research design limited these results to the research scenario, suggesting the extension of work towards other categories of analysis such as sexism and empowerment in entrepreneurial sectors, but violated in their economic rights.

INTRODUCTION

Migration flows defined as entrepreneurial displacements for local development, when interacting with native communities in host countries generate an observable enterprise subsystem in the generation of job opportunities, resource optimization and process innovation (Adams, 2020).

At the local level, strategic alliances between micro, small and medium enterprises generate a spillover of projects in which migratory flows are central actors considering the aging of native communities, or the skilled labor of the sectors Labor in receiving countries (Garcia, 2020).

In this way, entrepreneurship is developed in a social and labor framework focused on values, norms and traditions (Korstanje, 2020). These modes of employment and hiring involve training habits that are transferred from generation to generation, as well as learning strategies in which resource optimization and process innovation prevail.

Theory of migrant entrepreneurship

The theory of migratory flows warns three cultural relations between migrant communities and native towns (Garcia et al., 2014). It is about acculturation that consists in adapting and assimilating the values and norms of a dominant culture with respect to migrant cultures. This is the case of workers who do not always learn a language but contribute their labor to the developed economy.

The multiculturalism approach highlights talent selection because of developed economies by incorporating competitive management systems that only the most capable can meet the quality of the processes and products required (Mejía, García and Carreón, 2014). This is the case of developed countries with high specialization and production of science and technology.

Criticisms of the multicultural approach lie in the exclusion of talents in the political representation of migrants, since government structures and systems do not contemplate talent selectivity for minority governance (Garcia et al., 2015).

It will be the intercultural approach that, through representative management, will propose the discussion, agreement and co-responsibility between dominant cultures and migrant cultures (García, Valdés and Sandoval, 2016). This is the case of governments that disseminate equity and co-responsibility in their institutions.

The intercultural approach does not warn about the identity processes that link the migrant with their community of origin.
(Garcia, Morales and Carreón, 2013). In the case of return, none of the three approaches anticipates possible management and social entrepreneurship scenarios based on the differences between migrant workers and ex-fellows.

The Theory of Labor Adaptation, the one that raises a difference between the labor conditions of the expelling country with respect to the receiving country, only explained the departure and arrival of migrants, but the reasons why they went to spaces inhabited by other migrants, even from their own places of origin, were not fully explained, since labor adaptation implies a pragmatic process of choice that contradicts peripheral decision making to costs and benefits (Rivera et al., 2015).

The Theory of Migration Assimilation by stating that the countries that expel or guarantee a quality of life and social welfare of their workers, determine an excessive supply of labor in the receiving countries (Aguilar et al., 2016). In this scenario, migration is a catalyst that tries to balance labor supply and demand, but in the case of migrants and expatriates, the difference was due to the relations between family and friends, social capital defined access to resources and supports.

The Theory of Migratory Selectivity argues that only a small group of talents will be willing to migrate in order to obtain a better job and income that allows them to develop their abilities. In this conceptual logic, migration is a process that goes from freedoms to responsibilities in which the opportunities offered by the State for its management will be determinants of individual capacities (Carreón et al., 2014). However, migrants, having a high level of education and especially having learned an innovative process among their group, developed an identity that rather explains their differences.

The Theory of Migratory Identity when considering that the differences between sending and receiving countries lie in the propensity for the future, observes asymmetries among their civil groups that not only develop entrepreneurial networks, but civic virtues that differentiate them from other sectors (Garcia et al., 2016). In this way, the migratory identity is a process that goes from the opportunities promoted by business promotion policies to citizen responsibilities that would explain the remittances, although it is a complex process in which the political and social actors are immersed.

**Studies of migrant entrepreneurship**

Within the framework of the relations between migratory flows and native communities, the construction of cultural systems focused on the assimilation and adaptation of the dominant culture, the distribution of sectors around the dominant native cultural values and the political representativeness of these migrant sectors or minorities create entrepreneurial subsystems (Garcia et al., 2013). These are diversified learning modes regarding the management and administration of resources for local development.

The relationship between migration and entrepreneurship makes sense in local development (Carreon, 2013). That is to say, the migratory flows are constructed from the rupture, crossing, stay and return from the sending of remittances to their places of origin, activating the entrepreneurship and the development of communities.

The migrant seed capital that activates retail trade is associated with the internal migratory flows of other neighboring communities to the receipt of remittances (Carreon, 2016). In this way, processes of acultural, multicultural, intercultural and transcultural entrepreneurship that the present work set out to address are gestated.

As for entrepreneurship for local development, the dimensions of opportunity, optimization and innovation of both resources and processes generate expectations, needs and perceptions around trust, commitment, and empathy or job satisfaction. In other words, the interrelationships between migratory flows and native communities depend on emotional and intentional factors to build a subsystem of social entrepreneurship (Carreon, Hernández and García, 2016).

**Specification a model of migrant entrepreneurship**

The differences between resident and ex-migrant migrants who returned with respect to the assumptions of 1) assimilation, 2) adaptation, 3) selectivity and 4) identity in the United States have been developed following Karl Popper's contrasting principles which argues that a theory It is a provisional explanation of phenomenal reality.

The literature local venture out; 1) to migration of talent from universities and emergent, stay in universities and developed talents return to his alma mater; 2) acculturation, multiculturalism and interculturality as management systems for the expulsion and reception of migrants; 3) the adaptation of migrant workers and the assimilation and selection of talents, as well as the identity in both; 4) the inexorability between community worker entrepreneurship and academic talent entrepreneurship.

Studies concerning the establishment of an agenda, the formation of human capital, the migration of academic talents and local development warn; 1) the influence of the quality of life in the EU and the EU disseminated in the media on vocational training; 2) the establishment of an agenda in education, health and employment with emphasis on opportunities and job skills; 3) the crossing, stay and return of academic talents to state universities.

The objective of this work was to specify a model for the study of entrepreneurial migratory flows, considering a review of the literature on the subject, as well as the findings reported in a period of documentary research. Specifying a model of local entrepreneurship based on a review and discussion of theoretical, conceptual and empirical frameworks related to the migration of workers and talents. The model specified included after hypothesis of correlational trajectories between the assimilation, selectivity and identity variables reviewed in the state of knowledge.

**Formulation.** Will there be significant differences between the axes, themes, dimensions and categories reported in the literature with respect to entrepreneurial migratory flows? **Nullhypothesis.** There are significant differences between the axes, themes, dimensions and categories listed in the literature consulted from 2000 to 2020, as well as established by the search for keywords.
METHOD

Design: An exploratory study was conducted with a non-probabilistic selection of indexed sources. A documentary study was conducted with a selection of indexed sources during the period from 2010 to 2020 in repositories in Latin America.

Instrument: Matrices of content analysis, opinion and consensus were used. It includes columns and rows of categories related to migratory flows and entrepreneurship.

Process: Based on the state of knowledge, the present work specified a model for the study of the transformational leadership of ex-fellows in local economies. The information was processed in content analysis matrices to select the variables reported in the state of knowledge. The logical trajectories that explained the dependency relationships between the variables reported in the state of the art were elaborated. The qualitative data analysis package version 3.1 was used as well as a comprehensive metaanalysis version 3.0.

Content Analysis: From the advanced search of information in Google Scholar, the works published from 2015 to 2020 were selected, as well as the keywords of migratory flows; rupture, crossing, stay and return, considering the entrepreneurial dimension.

Opinion Analysis: It is established through the Delphi technique in three phases related to content ratings, feedback from judges and consensus among stakeholders.

Contingency Analysis: The chi-square parameters were estimated to test the null hypothesis of significant differences between axes, dimensions, themes and categories related to entrepreneurial migratory flows.

Proportion Analysis: The confidence intervals of the parameters of the proportions of probability were estimated, as well as of the probable risk related to the decision-making regarding entrepreneurship.

RESULTS

The percentages between the dimensions of entrepreneurship (35% opportunity in migrants and 30% in native countries; optimization: 30% in migrants and 35% in native countries; innovation: 35% in migrants and 35% native) according to the type of culture (acculturation: 35%; multiculturalism: 40% and interculturalism: 25%), notice significant differences between migratory flows and native communities in the literature consulted from 2015 to 2020.

The contingent relations between the categories of entrepreneurship and in relation to the types of culture warn significant differences between migrants and natives [ϰ]. This is because the system of values [$\chi^2 = 19,21 (14 df) p < .05$], norms [$\chi^2 = 18,21 (14 df) p < .05$] and traditions [$\chi^2 = 10,21 (14 df) p < .05$] that support the relationships between the parties involved implies differences depending on the management [$\chi^2 = 18,21 (14 df) p < .05$] and administration [$\chi^2 = 14,23 (10 df) p < .05$] of resources.

In relation to decision-making in permissible thresholds, both sectors, migrants and natives are linked in cultures dedicated to the imposition of values [$\text{OR} = 15,23 (12,34 to 21,34)$], norms [$\text{OR} = 15,43 (12,23 to 19,20)$] and traditions [$\text{OR} = 18,23 (13,21 to 21,24)$], as well as in the dimensions of opportunity [$\text{OR} = 10,23 (10,01 to 15,21)$], optimization [$\text{OR} = 17,24 (12,34 to 20,13)$] and innovation [$\text{OR} = 16,21 (12,13 to 21,35)$].

DISCUSSION

The contribution of this work to the state of knowledge lies in the specification of a model in which three hypotheses of correlation trajectories between the processes and migratory flows reviewed in the literature are included. From the approaches of acculturation, multiculturalism and interculturality, the inclusion of explanatory variables of equitable relations between economic, political and social actors is noted.

In relation to studies of migratory flows that highlight remittances as a factor of local development. The present work has proposed that a systematic review in which this dimension was related to seed capital, a factor of local entrepreneurship. Regarding social entrepreneurship research that opposes microfinance with migrant seed capital. The present work has highlighted the studies in which the acultural, multicultural, intercultural or transcultural relationship of the State with migratory flows defines a microfinance complementary to the seed capital of local entrepreneurs.

In relation to work on microfinance in which vulnerable sectors optimize resources to achieve self-management. This study has systematized the work that highlights this competitive advantage among the beneficiary groups of microfinance policies.

Research lines concerning remittances, microfinance, seed capital and optimization of resources will allow the relationship between migratory flows with respect to social achievement to be approached from acultural, multicultural, intercultural and cross-cultural approaches.

CONCLUSION

The objective of the present work is to specify a model for the study of transformational leaderships, considering the migratory flows of talents that return to their place of origin with capacities and resources that encourage endogenous development.

The specification of the model can only be checked if it is possible to observe inter-culturalism in the public policies of micro-financing of entrepreneurial projects for local development.

Regarding the construction of a public agenda and the design of sectoral policies, this paper recommends the emergence of an external and internal resources management system based on the sectors that optimize resources.

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