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Haitian Informal Entrepreneurs' Ability and Motivation to Formalize Their Microbusinesses

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Walden University
2020

Abstract

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by

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MBA, University of Phoenix, 2015

BA, Florida International University, 2007

Dissertation Submitted in Partial Fulfillment

of the Requirements for the Degree of

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Abstract

Microbusiness owners or informal entrepreneurs in developing countries make up 40 to 60% of the informal economy. With a steady increase in unemployment in rural areas of developing countries, individuals live under poverty levels and start microbusinesses as a mean to survive. The purpose of this qualitative study was to explore the factors that contribute to Haitian informal entrepreneurs' ability and motivation to transition into the formal sector. A narrative inquiry approach was used for this study to bring in-depth meaning to the experiences of informal entrepreneurs in Haiti. For this study, 18 individual interviews of Haitian or Haitian descendant microbusiness owners who resided in rural areas of Haiti were selected through purposeful random sampling. Seligman's theory of learned helplessness, Maslow's theory of motivation, and Lewin's theory of change were used as the framework to analyze the data. The findings of this study revealed that funding/financing, higher profit margins, stability, and the perception of success are factors that motivate informal entrepreneurs in rural areas of Haiti to formalize. The findings also indicated that Haitian informal entrepreneurs have the capability to transition but lack the ability to remain motivated. Security issues, uncertainty, lack of support, and competition are barriers experienced by all participants that hinder the ability to remain motivated. This study has the potential to influence government policies and create adequate support to informal entrepreneurs by understanding motivation factors and barriers. The findings of this study may also raise awareness on informal entrepreneurs in the context of least developed countries to encourage future studies.

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Dedication

This accomplishment is dedicated to my parents, Celine T. Lacroix Jacob and Lewys Jacob. Their journey in life has taught me to always aim higher and never give up, and it continuously encourages me to give back whenever possible by being a catalyst of change. Thank you for your courageous nature, your words of wisdom, and your constant reminders that all things are possible.

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Chapter 1: Introduction to the Study

Introduction

Forty-nine percent of Haiti's population live under poverty levels and rely on less than $1.23 (U.S.) per day to survive (The World Bank, 2019). With unemployment in rural areas as high as 75% (Williams, 2016), individuals use available resources to operate a business as a means of survival, thus adding to the existing informal economy. These business owners referred to in this study as *informal entrepreneurs* do not adhere to state laws or report incoming revenue (Williams, 2015) and are often distinguished as illegitimate (Jimenez, Puche-Regaliza, Jimenez-Eguizabal, & Alon, 2017). Informal entrepreneurs are Haiti's greatest strength in human capital, as they possess the skill, knowledge, and experience that may help economic growth (Diallo & Daniel, 2016).

A current trend exists where informal entrepreneurs are resisting any efforts made to help them transition into the formal sector and are aiming to remain invisible to the country's economy (Kasipillai, Lee, & Mahenthiran, 2018). In low-income countries, entrepreneurs in rural areas do not recognize their work as a business, but rather a chore or a last resort to survive (Dolan & Rajak, 2016; Williams, 2015). In this chapter, I discuss the foundation of the study, which includes the background, purpose of the study, research questions, conceptual framework, and the nature of the study. The definitions of terms, assumptions, scope and delimitations, limitations, as well as the study's significance are also integrated in this chapter.

This study has the potential to influence low-income communities in least developed countries (LDCs) by understanding the factors that may help overcome

barriers that hinder entrepreneurial growth. Understanding these strategies reinforces positive social change, as it may help recognize what tactics informal entrepreneurs in rural areas of LDCs could take to promote economic growth; improve the well-being of self, their families, or their community; and possibly break through poverty periphery.

Background

In 2016, Gowreesunkar and Seraphin put into perspective the current situation of informal entrepreneurship in Haiti. They not only discussed the barriers that sourced learned helplessness, which prevents potential growth, but they also presented grounds for future exploration on informal entrepreneurs in LDCs. Other researchers, such as Williams (2015), gave insight on informal entrepreneurs' motives to remain in the informal sector. These efforts were geared toward finding solutions on how to alter public policies to successfully formalize these hidden enterprises. Although Gindling and Newhouse (2014) argued that all entrepreneurs have the potential to grow, Eijdenberg (2016) noted that some may encounter barriers beyond their control, and some may be intentionally resisting formalization, which coincides with Williams as well as Gowreesunkar and Seraphin's views on the hidden enterprises or the blind spots.

Informal entrepreneurs in LDCs have been legitimized and proven to have the ability to successfully transition to the formal sector and may want to formalize, but find it difficult in hostile environments where political crisis and corruption thrives (Jimenez et al., 2017; Williams, Martinez-Perez, & Kedir, 2017). Although other researchers, such as La Porta and Shleifer (2014), believe that informal entrepreneurs are not able to compete successfully in the formal sector due to low productivity, they do establish the

superior longevity these microbusinesses have without the necessity of growth in comparison to formalized businesses. In knowing this, it then raises questions on the motivation and rationale of informal entrepreneurs to operating microbusinesses. Recent studies are presenting more vital information on the motivation of informal entrepreneurs in LDCs; however, other researchers still express the need to compare the motives of informal entrepreneurs in other LDCs because this phenomenon is not a "one size fits all" situation (Adom, 2014; Eijdenberg, 2016).

Problem Statement

The general problem is that despite the steady increase of informal entrepreneurs, they are frequently devalued or experience powerlessness, economically and socially, which encourages them to remain invisible to the country's economic system, thereby stifling their growth potential (Crush, 2017; Facca-Miess & Santos, 2014; Warnecke, 2016). Spatial and societal systems establish margins such as high costs of formalization, social risks, cultural inequalities, and government detections to exclude informal entrepreneurs in rural areas from opportunities that alter their circumstances (Azari, Allahyari, & Abedi, 2017; Fallah, 2014; Gatzweiler & Baumuller, 2014). The specific problem is that informal entrepreneurs in rural areas of Haiti cease to grow, demonstrate minimal motivation to transition to formal entrepreneur status, and avoid taxation, thus keeping them in a cycle of survival and maintenance (Gowreesunkar & Seraphin, 2016; Gupta, Maltz, Sridharan, & Viswanathan, 2014; Williams, 2015).

Currently, there is minimal information on the motives of informal entrepreneurs engaging in business in the informal sector (Eijdenberg, 2016). Informal entrepreneurs,

although marginalized, are now recognized as entities with social legitimacy, but their rationale or motivation to formalize is still in question (Eijdenberg, 2016; Williams et al., 2017). This study has the potential to fill in the gap of knowledge in the field of entrepreneurship by shedding insight on informal entrepreneurs' ability and motivation to transition into the formal sector in context of LDCs.

Purpose of the Study

In Haiti, there is an urgent need to close the economic gap between informal entrepreneurs and formal entrepreneurs. Informal entrepreneurs, particularly in developing countries such as Haiti, should not be neglected, undervalued, or remain invincible to the country, as entrepreneurship is a key factor to economic growth (Gowereesunkar & Seraphin, 2016). The purpose of this qualitative study was to explore the factors that contribute to Haitian informal entrepreneurs' ability and motivation to transition into the formal sector.

Research Questions

Research Question: What factors motivate informal entrepreneurs in rural areas of Haiti to transition into the formal sector?

Subquestion 1: How is the perception of entrepreneurial success associated with the motivation to transition into the formal sector?

Subquestion 2: Do informal entrepreneurs have the ability to remain motivated to successfully transition into the formal sector?

Subquestion 3: What are the potential barriers that hinder informal entrepreneurs in rural areas of Haiti from entrepreneurial success?

Conceptual Framework for the Study

Informal entrepreneurs in Haiti are currently starting and maintaining microbusinesses with minimal assistance, knowledge, or guidance. The notion that informal entrepreneurs in rural areas of Haiti are able to successfully start and maintain a business to sustain basic needs may indicate a unique potential these individuals possess. Informal entrepreneurs in rural areas may have the ability to successfully transition into the formal sector, but they may not have the right mindset or motivation to desire change due to extreme circumstances stemming from marginalization. I used three theories as the basis for this study to explore this phenomenon: Seligman's (1972) theory of learned helplessness, Maslow's (1943) theory of motivation, and Lewin's (1958) theory of change. Through these theories, this study may help uncover the factors that may influence informal entrepreneurs' ability, perception, and motivation to successfully transition to the formal sector in rural parts of Haiti.

In recent studies, informal entrepreneur rationale and motivation have been a point of interest, particularly in LDCs. Current literature has pinpointed learned helplessness as a factor that prevents informal entrepreneurs from excelling beyond poverty periphery (Diallo & Daniel, 2016). Such behaviors may also affect informal entrepreneurs' perception of success, their motivation, and the ability to successfully transition to the formal sector. Informal entrepreneurs in rural areas of Haiti, a country that is recognized as an LDC, may experience powerlessness as they are constantly in unmanageable and stressful environments (Maier & Seligman, 2016). According to Seligman (1972), learned helplessness is a condition that may be prevented based on the

level of importance to the individual and their willingness to believe that they are able to control their situation.

Other studies have indicated that informal entrepreneurs have the capability to survive the formalization process and have social legitimacy (Williams et al., 2017). The intent, desire, rationale, or motivation of informal entrepreneurs' growth still remains as the main concern because they have longevity without the need to grow or improve and do not require high productivity, which is needed to survive in the formal sector (La Porta & Shleifer, 2014). For this study, to help understand entrepreneurial behaviors that encourage motivation to transition to the formal sector, Maslow's (1943) theory of motivation was used as a determinant to recognize basic life necessities as a foundation to foster growth potential beyond survival (see Germak & Robinson, 2014). Lewin's (1958) theory of change was also used to help clarify the halt in entrepreneurial progression through the different stages of change, unfreezing changing, and freezing.

Nature of the Study

The nature of the study was qualitative, narrative inquiry. Choosing a qualitative method to execute this study helped gain a deeper understanding of the lived experiences of the informal entrepreneurs in rural areas of Haiti by interpreting their behavior and actions through observation (see Lewis, 2015; Rosenthal, 2016). A narrative inquiry approach allowed me to reflect on how informal entrepreneurs in rural areas of Haiti experience the world by extracting their lived stories in their own description through individual interviews (see Connelly & Clandinin, 1990).

Although the narrative inquiry is a relatively new approach, it does create a format to answer crucial questions pertaining to the participants such as why, what, how, and their importance, which may lead to further understand elements of change, time, and challenges on issues they face socially and culturally (DeLong, 2014). Using a narrative inquiry may also offer a different perspective than phenomenology and case studies. Phenomenology and case studies tend to focus on experiences and success stories that demonstrate effectiveness, whereas the narrative approach gives an overview of real people with intentions of creating something for themselves, in turn offering a personalized touch where individuals offer their stories in their own words (Lewis, 2015; Williams, Ammetlle, Rodriguez-Ardura, & Li, 2016). Challenges faced by informal entrepreneurship in low-income marketplaces vary according to the specified population, culture, and experience and should be interpreted within the context of the participant's environment and circumstances.

For this study, the criteria for inclusion were voluntary participants who were of Haitian nationality or of Haitian descent and who had an established microbusiness in a subsistence environment in Haiti. Through purposeful random sampling or purposive sampling of microbusiness owners in rural areas of Haiti, information rich cases may be accumulated through guided questions in one-on-one interview sessions, which underwent a transcribing process to prepare the information for manual coding (see Choy, 2014).

Definition of Terms

Informal entrepreneur: An individual who operates a business and does not report incoming revenue to the state or complies with state laws (Williams, 2015).

Learned helplessness: An individual's uncontrollable situation or environment that prevents them to succeed, and eventually results in an overwhelming sensation of powerlessness (Seligman, 1972).

Least developed countries (LDC): Countries that are considered by the United Nations as low-income with fragile structures that are not able to uphold development. Currently, there are 47 countries that are considered LDCs; Haiti is Number 19 on the list of countries that show economic and environmental vulnerability (United Nations, 2018).

Low-income economies: Countries that have a gross national income per capita of less than $995 per year and a high population. Haiti is on the list of the top 42 countries in the Latin America and Caribbean region for low-income economies. (The World Bank, 2018).

Microbusiness owners: Owners of companies that are generally run by family members, have less than nine employees, and use an informal management style (Lussier & Sonfield, 2015).

Rural areas: Areas with sparse population, minimal construction, and located far away from dense areas (Ratcliffe, Burd, Holder, & Fields, 2016).

Assumptions

One assumption in this study was that informal entrepreneurs would want to participate to help build their community. This may not be the case in every community

because the majority of informal entrepreneurs may be in survival mode. I also assumed that informal entrepreneurs would be truthful and compliant during the interviews and that their trust would be easily attained. These assumptions were meaningful to the study because they affected the recruitment process as well as the data collection process.

Scope and Delimitations

The scope of the study was to gain a better understanding of Haitian informal entrepreneurs' ability and motivation to transition into the formal economy. Understanding the motivation and rationale of Haitian informal entrepreneurs is important because it may help define entrepreneurial success in rural areas of LDCs and create a platform for future studies to continue exploring tactics that informal entrepreneurs may use to increase the success rate for themselves and for their community.

The delimitations for this study included relying on a certain population and locality, which included Haitian citizens or descendants who lived in rural areas of Haiti and who had personal experiences as informal entrepreneurs. This group included individuals who had been in business for more than 5 years. The number of years selected reflected the make it or break it point of any business, which is usually 3 years, and it helped me determine if the business was successfully operating. The group was specifically narrowed to a particular environment or set of individuals to provide an opportunity for other researchers to duplicate this study (see El Hussein, Jakubec, & Osuji, 2016).

Another aspect that could make this study transferable to a larger population is the type of information gathered. As Eijdenberg (2016) stated, one size does not fit all when it pertains to business; each informal entrepreneur's circumstance and environment should be taken into consideration and then analyzed accordingly. Using a transparent approach in providing descriptive details on each participant's story and location enhances the topic of interest without claiming that each individual situation is the same (Connelly, 2016). Additionally, the triangulation approach used for validity was used as a tool to assess transferability (see Leung, 2015). Having proper documentations such as field notes, journals, and debriefing sessions may help narrow the phenomenon to an ethnic group or locality (Leung, 2015). In this study, I focused on the poorest nation in the Western hemisphere. This study may be used as a foundation to analyze the rationale and motivation of informal entrepreneurs in rural communities around the world in context of LDCs.

Limitations

A potential limitation for this study was not having enough participants to obtain an adequate sample size. Haiti is a developing country that faces security and political crises on a regular basis. The second limitation considered the transparency of the participants, their willingness to share detailed information, and the level of truth behind the information shared. The third limitation involved establishing success rates of the participants because many informal entrepreneurs do not keep accurate financial records. Lastly, and most importantly, was my ability to maintain an impartial stance during the data collection process because there was a personal attachment to the study.

To help minimize the limitations listed above to increase this study's credibility and reliability, I employed the following methods. To start, keeping a journal throughout the process was crucial to the study because it helped me monitor the current emotion each step of the way. Additionally, acquiring the assistance of an impartial party to oversee the data collected and the results helped minimize bias. Creating a safe and comfortable atmosphere to interview each participant was a necessary tactic to allow participant transparency. Building trust with each participant was also crucial when collecting the data, and it was necessary to have interviews in the individual's environment to enhance security and obtain as much information as possible. This strategy also included building trust with the community so that good candidates would forward or could be referred.

Significance

This study is important because it focuses on understanding Haitian informal entrepreneurs' ability and motivation to transition into the formal sector. Identifying barriers that may hinder Haitian informal entrepreneurs' motivation and their ability to grow may help further knowledge on their rationale behind starting, operating, and sustaining a business. According to Chitrakar (2017), learned helplessness is described as consistent uncontrollable circumstances that redefine a person's motivation to try even after these circumstances are stabilized. Lengthened effects of powerlessness, poverty, and constrained growth reinforce learned helplessness, which suppresses entrepreneurial growth (La Porta & Shleifer, 2014). Although informal entrepreneurs in Haiti may have adopted a mindset of learned helplessness, they are also innovative, creative, resourceful,

and resilient enough to establish a business, manage it, and make more than expected despite existing economic and social barriers (Gowreesunkar & Seraphin, 2016; Singh & Barton-Dock, 2015). Focusing on an under researched country such as Haiti may give insight into informal entrepreneurs' motivation to formalize and their ability to flourish in a challenging environment (see Eijdenberg, 2016).

Significance to Theory and Practice

Researchers emphasize the need to explore, expand, and gain more insight on the concept of informal entrepreneurship, as this is a growing concept, and there is minimal information in the field (Williams & Shahid, 2016). It is also implied that the elaboration of an entrepreneur's intention, rationale, and motivation to operate in the informal economy could be essential to understanding measures to take toward poverty alleviation (Eijdenberg, 2016; Shahid, Imran, & Shehryar, 2018). These measures include encouraging informal entrepreneurs to take risks by creating ventures that employ others to promote growth (Bruton, Ahlstrom, & Si 2015; Gau, Ramirez, Barua, & Gonzalez, 2014). Gowreesunkar and Seraphin (2016) indicated that informal entrepreneurs, particularly in Haiti, are showing resistance to taking risks, formalizing, and growing by identifying the blind spots that foster learned helplessness. Informal entrepreneurs in rural areas of Haiti display signs of Seligman's (1972) theory of learned helplessness where there is a mindset of powerlessness to negative outcomes due to previous uncontrollable experiences. For this reason, this study may fill the gap of knowledge in the field of entrepreneurship by using Seligman's theory of learned helplessness to shed insight on

informal entrepreneurs' ability and motivation to transition into the formal sector in context of LDCs (see Eijdenberg, 2016; Williams et al., 2017).

Significance to Social Change

The outcome of this study may provide insight into informal entrepreneurs' rationale to operate a business that may help promote economic growth in rural areas of Haiti. It may also uncover factors that hinder informal entrepreneurs' ability and motivation to successfully transition into the formal sector. Understanding the ability and motivation behind these shared experiences may be relevant to positive social change as it may increase awareness on what best practices informal entrepreneurs in challenging environments need to adopt to improve the well-being of self, their family, and their community.

Summary

In conclusion, despite the consistent rise of informal entrepreneurs in rural areas around the world, there is minimal information on informal entrepreneurs' ability and motivation, particularly in the context of LDCs. The increase of informal entrepreneurs of microbusinesses is a result of a lack of educational and job opportunities. Researchers have indicated that informal entrepreneurs start their businesses as a means of survival and specify that financial and social restrictions prevent potential growth. The main concern is that entrepreneurial growth is vital to a country's economic growth, yet minimal effort is made to help informal entrepreneurs break through poverty periphery.

This study's primary focus was on understanding the factors that motivate informal entrepreneurs to transition into a formal status and highlights their ability.

Through this discovery process, defining what entrepreneurial success was for informal entrepreneurs in a rural area and understanding their rationale to resist growth may give insight to their ability and motivation. To understand this concept, Seligman's (1972) theory of learned helplessness, Maslow's (1943) theory of motivation, and Lewin's (1947) theory of change were used as a guide to determine the hindrances of informal entrepreneurs' potential growth. In Chapter1, I discussed the issue, its importance, and the intended approach to execute the study. Chapter 2 will provide details on what the current literature in the field is focusing on that depicts the importance of this study.

Chapter 2: Literature Review

Introduction

As stated previously, the general problem was that despite the steady increase of informal entrepreneurs, they are frequently devalued or experience powerlessness, economically and socially, which encourages them to remain invisible to the country's economic system, thereby stifling their growth potential (Crush, 2017; Facca-Miess & Santos, 2014; Warnecke, 2016). The specific problem was that informal entrepreneurs in rural areas of Haiti cease to grow, demonstrate minimal motivation to transition to formal entrepreneur status, and avoid taxation, thus keeping them in a cycle of survival and maintenance (Gowreesunkar & Seraphin, 2016; Gupta et al., 2014; Williams, 2015). The purpose of this qualitative study was to explore the factors that contribute to Haitian informal entrepreneurs' ability and motivation to transition into the formal sector.

In Chapter 2, I examine the current literature and the importance to continue research on the motivation and rationale of informal entrepreneurs in rural areas of LDCs. Throughout the literature review, understanding the importance of growth for informal entrepreneurs, despite society's pressures to devalue them economically and socially, is acknowledged. Additionally, understanding the need for informal entrepreneurs to transition into the formal sector to get out of the vicious cycle of survival and maintenance is analyzed. Recent researchers have specified the intent for an informal entrepreneur to start a business, while others have specified the need for growth and the success rates or their ability to transition into formal entrepreneurial status. To date, there

is limited information on factors that motivate informal entrepreneurs to grow beyond poverty periphery in the context of LDCs.

In this chapter, I first discuss the literature search strategy, followed by the conceptual framework, then the literature review. Within this section is an overview on informal entrepreneurs in LDCs, rural areas, Haitian informal entrepreneurs, entrepreneurial motivation and growth, formalization, and the barriers they face to formalize. These barriers consist of limited resources, marginalization, and deviance. Lastly, the knowledge gap is discussed to justify the importance of understanding informal entrepreneurs' ability and motivation to transition into the formal sector.

Literature Search Strategy

To properly analyze this research topic, I conducted a comprehensive search on peer-reviewed articles, books, and government documents within the past 5 years. Google Scholar, the ABI/INFORM Collection, ProQuest Central, SAGE Journals, Academic Search Complete, and the World Bank Group were used to locate these recent documents. The search was comprised of a variety of keywords that were associated with informal entrepreneurship. At first, very few peer-reviewed articles were revealed. To improve the search tactics, a list of keywords that were mentioned within the current literature review as well as themed phrases from articles beyond the 5-year limitation were used. *Informal entrepreneur motivation, informal entrepreneur ability, informal entrepreneurs in LDCs, informal entrepreneurs in rural areas, informal entrepreneur marginalization, entrepreneurial intention, informal entrepreneurs formalization,*

informal entrepreneur deviance, and *informal entrepreneurs in Haiti* were a few keywords that I used for this search.

The used keywords and databases were chosen due to the credibility of the sources they provided, the consistency in content, and the variety it provided. Throughout the research process, applicable peer-reviewed articles were entered in a taxonomy template that was adjusted to meet the needs for this research. Within this template, there were several sections, including the article reference, the problem that motivated the study, the knowledge gap, the objective, the research method, design and question, and, most importantly, the key findings, limitations, the call for future research, as well as why it would be important to this study.

Conceptual Framework

Informal entrepreneurs in rural areas of LDCs are growing in numbers but cease to expand once engaged in business activities. By definition, these entrepreneurs are not recognized as legal entities and the lack of growth beyond poverty periphery, whether formalized or not, brings new concerns to scholars within the field. Several debates within the literature have indicated that the cessation of growth for informal entrepreneurs stems from marginalization, whether economically or socially, lack of motivation, or lack of resources. From those topics of discussion, few studies have managed to pinpoint what motivates informal entrepreneurs from starting their businesses and the ability of informal entrepreneurs to expand by crossing over to the formal sector. The results of these studies have revealed that more research is required to expand

knowledge on the intent, rationale, and motivation of informal entrepreneurs in the context of LDCs in various environments, as one size does not fit all.

Seligman's (1972) Theory of Learned Helplessness

One of the conceptual frameworks for this study was Seligman's (1972) theory of learned helplessness. Seligman presented the notion of behavioral effects of both men and animals when the consequences, whether good or bad, could be controlled by the participant. This concept and series of experiments started in 1967, with Overmier and Seligman, which indicated that subjects with previous negative experiences would result in accepting the negative consequences by avoidance, despite having an escape option (Maier & Seligman, 1976). In 1976, Maier and Seligman added to the three effects of uncontrollability: cognitive, motivation, and the emotional. Due to heavy critiques from other scholars, Seligman (1976) reviewed his concept of learned helplessness by justifying how it applies to humans who indicated learned helplessness was a result of a cause (as cited in Abramson, Seligman, & Teasdale, 1978).

As more researchers started to explore the concept of learned helplessness, within the next 2 decades, it crossed over to other fields. Recently, a study on informal entrepreneurs in rural areas of Haiti introduced the concept of learned helplessness as a hindrance and emphasized that by definition these individuals are in a constant state of powerlessness, which they have adapted to (Gowreesunkar & Seraphin, 2016; Maier & Seligman, 2016). Gowreesunkar and Seraphin (2016) argued that informal entrepreneurs in Haiti are not only a blind spot to the country's economy but are purposely attempting to remain invisible to the country due to learned helplessness. By associating the effects

of the external environment that causes a constant state of powerlessness with informal entrepreneurs' motivation to grow beyond poverty periphery, Seligman's (1972) theory of learned helplessness may be able to help close in the gap on informal entrepreneurs in the context of LDCs.

Maslow's (1943) Theory of Motivation

The second conceptual framework for this study was Maslow's (1943) theory of motivation. In 1943, Maslow revolutionized the concept of human motivation by suggesting a positive spin to the theory of motivation, which would include theories from previous research. As a result, Maslow deduced that motivation was inspired by basic needs, goals set by a hierarchy system, and basic threats or emergencies (Maslow, 1943). In 1966, Herzberg (1966) presented the two-factor theory of motivation, which indicated that there are factors that trigger job satisfaction and dissatisfaction that are not codependent of each other. Other researchers such as McGregor (1960) and McClelland (1961) were in agreement with Maslow's theory of motivation where self-actualization, the need for achievement, self-direction, and maturity are congruent to one another when requiring motivation. The various interpretations of the sources of motivation are all conducive for analyzing the work environment; however, when dealing with informal entrepreneurs in rural areas of LDCs, the work environments vary. In this study, the use of Maslow's theory of motivation was preferable because it gives an overview of the basic needs that informal entrepreneurs need to start a business. It may also give insight on the level of importance or hierarchy need that informal entrepreneurs require to motivate them to transition into the formal sector and grow beyond poverty periphery.

Lewin's (1947) Theory of Change

The last conceptual framework for this study was Lewin's (1947) theory of change. Lewin (1958) indicated that there are three steps to change: unfreeze, change, and refreeze. Although Lewin's theory simplified the process of change, researchers still respect the foundational work that was presented. In a recent study, Cummings, Bridgman, and Brown (2016) indicated that there are various ways to interpret Lewin's theory. The concept of unfreezing, changing, and refreezing evolved over the years to include other factors, such as creating the need or motivation for change in the unfreeze state, developing a plan, communicating, as well as committing in the changing state and practicing new concepts learned in the refreeze state (Cummings et al., 2016). This conceptual framework helped guide this study into understanding in which stage informal entrepreneurs cease to grow, or if there is a need for an additional cycle of change because these informal entrepreneurs have already accomplished the 3-step process when initially engaging in business as a means of survival.

Literature Review

In this section, I discuss the informal entrepreneurship in the context of LDCs, Haitian informal entrepreneurs, entrepreneurial motivation and growth, as well as the barriers that hinder the growth process. These barriers included lack of resources, marginalization, and deviance.

Informal Entrepreneurs in LDCs

Informal entrepreneurship in the context of LDCs in the last decade has become a topic of interest in the field. Current trends have shown that the formal economy is

declining while the informal economy is increasing in developing countries (Adom, 2016). Some researchers believe that entrepreneurship is the key to economic growth for developing countries and have executed studies to highlight its importance. Adussei (2016) recently conducted a study that addressed economic growth for developing countries, where he analyzed 12 countries in Africa and concluded that human capital, a sturdy infrastructure, trade policies, and recognizing the value of agricultural products to international prices are key elements to economic growth.

Adom (2016), in his study in Ghana, also confirmed that small-scale or microbusinesses are at the core of a developing country's economy for growth and development. Other researchers such as Hart, Sharma, and Halme (2016) pointed out that there are several studies on entrepreneurship, but very few are conducive to developing countries. They presented the urgent need to explore poverty alleviation that should be addressed without the use of a westernized approach (Hart et al., 2016). As globalization and technology increases, management practices are evolving, and the untapped market of informal entrepreneurs remain the same (Hart et al., 2016).

In the past decade, there has been an attempt to centralize a definition for informal entrepreneurs and the informal sector. According to Mukorera (2018), the informal sector is still not properly defined particularly in the context of LDCs, which leaves researchers to depend on various interpretations. Although there are many variations of what the informal sector represents, there are now more concise definitions of the informal entrepreneur. Williams (2015) defined informal entrepreneurs as individuals who engage in entrepreneurial activities but do not adhere to state laws or report their

financial status. Other researchers have recognized these entities as illegal or unregistered instead of illegitimate (Jimenez et al., 2017; Williams et al., 2017).

Adussei (2016) disagreed with the idea or labeling informal entrepreneurs as illegal or illegitimate, but rather legal in retrospect and unregulated, particularly if the country like Africa is entrepreneurship driven. Babalola and Agbenyegah (2016) in their study claimed whether illegal or unregulated, they are the entity that does not contribute to easing a countries unemployment rates or contribute to the country's GDP. Microbusinesses tend to employ family-members and they do not use formal planning or management styles for growth, which may affect a country's economic statistics (Lussier & Sonfield, 2015).

Apart from defining what categorizes an informal entrepreneur, researchers also struggled with classifying the type of work informal entrepreneurs indulge in. Siqueira, Webb, and Bruton (2016) stated there are two main types of informal activities, those who are labeled as street vendors or have small shops that provide service work, and medium sized businesses such as manufacturing. Generally, informal entrepreneurs engage in business activity without acknowledging their entrepreneurial status, but rather claiming it is a chore that allows them to survive (Williams, 2015). Whereas, Adom (2016) stated that in the case of street vendors or streetpreneurs, they believe they are employed and are in a better situation as they no longer have to consider stealing or becoming a thief to survive.

Lately, researchers also included a criteria to qualify and establish the identity of a business apart from the entrepreneur. There are large businesses, which generally steer

away from informal status since they operate legally and have a formal infrastructure (Siqueira et al., 2016; Lussier & Sonfield, 2015). Medium-sized business and small-businesses who tend to engage in illegal activity by choosing to avoid taxes (Siqueira et al., 2016). Then the microbusinesses who generally consist of the lower class, are mainly family operated and have less than nine employees (Lussier & Sonfield, 2015). Additionally, there are also types of informal workers, self-employed with employees, generally less than 10 workers, self-employed without employees, where the owner participates in trading or selling small goods and the employed, which provides a service for wages (Adom, 2016). For this study, Adom's definition of informal entrepreneurs will be utilized, where informal entrepreneurs are classified as unregulated by formal systems and small in terms of employees.

In 2016, Eijdenberg (2016) pointed out that not only there were inconsistencies in defining the informal sector and informal entrepreneurial status, but the entrepreneurship motivation and direction needed clarification as well. By suggesting the inclusion of entrepreneurship motivation and direction to explore informal entrepreneurship and breaking poverty periphery, Eijdenberg provided a clear description of informal entrepreneurs in context of LDCs by establishing the differences between opportunity and necessity driven entrepreneurs. The orientation and motivation were deemed critical to growth, which insinuated the need for more research in the field in context of informal entrepreneurs located in LDCs (Eijdenberg, 2016; Eijdenberg, Paas, & Masurel, 2015).

Despite the recognition, LDCs have been receiving in the literary body, a section known as rural areas within these developing countries remain overlooked. Throughout

the years, rural community attained various definitions. According to Ratcliffe et al. (2016), a rural community is determined by evaluating population threshold, density, land use, and distance. Babalola and Agbenyegah (2016) characterize rural areas through a generic overview where minimal landscaping and geographical differences are the main points of reference. These researchers may have had a broad impression on rural areas, but they recognized the different challenges informal entrepreneurs in these areas have in comparison to those in urban areas (Babalola & Agbenyegah, 2016).

By definition of a rural area, minimal landscaping and density alone may explain why there is a lack of expansion (Babalola & Agbenyegah, 2016). Another reason is due to lack of access to education to increase knowledge and the lack the information, which are two important factors for growth success (Babalola & Agbenyegah, 2016). Entrepreneurial growth is already a challenge under regular circumstances and with the addition of restricted finances, access to markets, technology, higher cost of infrastructure due to the challenging environment, and lack of social networks, it is evident why entrepreneurial activities in rural areas have high failure rates (Babalola & Agbenyegah, 2016). It is suggested that entrepreneurs specifically in rural areas should receive guidance, advice, knowledge, and coaching in business management (Babalola & Agbenyegah, 2016). The issue is not necessarily the lack of willingness informal entrepreneurs in rural areas face, but rather the lack of resources. Despite the information unveiled throughout the years about informal entrepreneurs, the intent or motivation to pursue growth beyond poverty periphery still remains a mystery, as they have been labeled as legitimate entrepreneurs with basic knowledge to start and operate a business.

Haitian Informal Entrepreneurs

In 2017, Haiti's Gross Domestic Product (GDP) increased from 7.97 billion to 8.41 billion, this includes 21.9% of agriculture (sugar cane, cocoa, rice, mango, coffee, vetiver, and wood), 20.8% of industry (textiles, cement, flour milling, and sugar refining), and 57.3% of services, yet unemployment rates remain the same (Central Intelligence Agency, 2018; Trading Economies, 2018). As a result, to lack of employment and education, informal entrepreneurship thrives in developing countries as a last resort to survive (Gowreesunkar & Seraphin, 2016; William, 2015). Entrepreneurship is a key factor to economic growth particularly in developing countries, therefore informal entrepreneurs should not be neglected, undervalued, and remain invincible to the country, as they make up 47% of the labor market (Gowreensunkar & Seraphin, 2016; Financial Times, 2015).

After the earthquake in Haiti on January 12, 2010, development steadily increased, but it did not include the lower classes that lived under poverty levels (Steckley & Weis, 2017). To survive the peasant class, individuals in poverty-stricken areas started microbusinesses as a means to survive. Informal entrepreneur activity was mainly caused by a country's lack of economic development, bad governance and symptoms of underdevelopment (Loayza, 2018). In Haiti, a country that faces consistent economic struggle, informal entrepreneurship is growing in number, but remains small in entrepreneurial growth and is not helping the country's economy (Gowreesunkar & Seraphin, 2016). In LDCs, the informal sector makes 70% of the labor force of which only 30% is accounted for in the country's GDP (Loayza, 2018).

This lower class, although consistently marginalized has the power to make changes, as they are the revolutionary class, but this change would need to come from them (Steckley & Weis, 2017). According to Gowreesunkar and Seraphin (2016), this change was not happening because this group is remaining invisible to the country and is a result of learned helplessness. Haiti being a post-colonial country and the poorest country in the Western hemisphere experiences on-going power struggles, insecurity, poverty, and natural disasters, which all lead to powerlessness (Gowreesunkar & Seraphin, 2016). Powerlessness in association to learned helplessness could be something that can justify Haitian informal entrepreneurs' motivation to grow and formalize.

Entrepreneurial Motivation and Growth

Motivation is a psychological state that drives an individual to a certain goal (Munyoro, Chikombingo, & Nyandoro, 2016). Entrepreneurial motivation is the transformation of an ordinary person to someone who is business savvy with the intent of financial gain based on unfavorable needs (Eijdenberg et al., 2015). Recently there is a focus on entrepreneurial motivation in context of LDCs to gain insight on the intent of an individual in hopes of making changes to a country's policies. In LDCs, policies may tend to overlook factors that affect entrepreneurs, such as; poor trade policies, minimizing agricultural products to international prices, and a lack of a solid infrastructure geared to success (Adussei, 2016).

Throughout the years, the literature highlighted two main sources of motivation, opportunity motivation where individuals make a choice to start a business based on a

need or desire, and necessity driven where the individual starts a business since there are no other options (Eijdenberg et al., 2015). Adussei (2016) in his study indicated that some countries could be entrepreneurship driven, which may alter the outcome of the motivation or intent of the entrepreneur. In a recent research, there was a positive correlation between entrepreneurial growth with opportunity motivation and motivation that is mixed with necessity and opportunity, but a clear indication that due to lack of reliability, necessity motivation are less likely to grow because there is a need for survival (Eijdenberg et al., 2015). These findings suggest that individuals in rural areas of LDCs have minimal chances to grow solely on the pre-notion of the origin story, which is based on survival. Granted these individuals may have needed to survive, but as Eijdenberg (2016) states one size does not fit all. The idea that every business, whether formal or informal faces the same challenges, or have the same outcome despite the varying internal and external factors that it may encounter is not realistic (Eijdenberg, 2016).

Munyoro et al. (2016) in their study discussed the various sources of motivation an entrepreneur may encounter, which may alter the outcome of their journey. Apart from internal and external factors that motivate individuals, such as personal independence, achievement, personal growth and status, psychological factors play a major role as well (Munyoro et al., 2016). Psychological entrepreneurship theories included personality trait, locus of control, and the need for achievement (Munyoro et al., 2016). The personality trait theory enhances entrepreneurial motivation, as individuals

naturally possess entrepreneurship characteristics that may allow them to excel in business (Munyoro et al., 2016).

The need for achievement theory also promotes entrepreneurial motivation since the individual has a natural desire to succeed or achieve (Munyoro et al., 2016). Another psychological entrepreneurship theory is the locus of control, where an individual relies on their perception on the series of events that happen to them (Munyoro et al., 2016). Meaning, individuals that may have started a business out of necessity, may not necessarily fail, if they possess one or more of these psychological entrepreneurship mindsets or characteristics, which may help them propel to want more, achieve more, or expect more.

Sutter, Bruton, and Chen (2019) did a literature review on over 200 articles, which focused on entrepreneurs facing adversity and extreme poverty alleviation. Through their search, they classified extreme poverty as life threatening and analyzed entrepreneurial activities within these conditions using three perspectives (Sutter et al., 2019). The first is the remediation perspective, where this point of view insinuates the existence of poverty due to minimal resources (Sutter et al., 2019). The remediation perspective inclines that even through barriers are removed for small or microbusinesses facing extreme poverty, growth does not occur (Sutter et al., 2019). Next, is reform perspective, which viewed poverty due to social exclusion, and recognized that entrepreneurial growth may have empowering outcomes, but may also have unlikely consequences (Sutter et al., 2019). Lastly, the revolution perspective aims to include the poor and challenge capitalism and power, which required a criteria apart from economics

for growth to occur (Sutter et al., 2019). The last criteria may be suitable for the growth process of informal entrepreneurs in rural areas of LDCs, as inclusion and innovative ideas may be required to assist developing or emerging economies in the policies toward microbusinesses.

Formalization

Currently, LDCs are encouraging informal entrepreneurs to formalize to help stabilize the country's economy. According to Adom (2016), formalization is dependent on economic development and advancement. Depending on what the definition of formalization is, it may not be feasible for all LDCs. Formalization is broadly defined as the transition process of businesses in the informal sector transitioning to the formal sector by contributing to the country's GDP, paying their taxes, and remains regulated by formal authorities (Williams et al., 2017). In an LDC such as Ghana, formalization meant decent work, rights for employees, and social protection (Adom, 2016). Since informal entrepreneurship is not one-size fits all, the circumstances in a LDC like Haiti may differ as well, where formalization may mean regulated work or documented work (Eijdenberg, 2016).

Despite the different views on what the formalization process may look like, there is also an on-going debate in the literary body pertaining to the success rates of informal entrepreneurs' process to formalize. Williams et al. (2017) concluded that informal entrepreneurs are able to transition successfully into the formal sector and have the ability to operate within this sector successfully, due to their innovation and strong work ethics. Conversely, La Porta and Shleifer (2014) agreed that informal entrepreneurs would be

able to successfully transition into the formal sector, but would not be able to survive because their productivity is too low. Then Adom (2016) argued that the issue is not with the process, but rather with the condition of the country. Attempting to formalize a developing country without taking into consideration the current environment of informal entrepreneurs may be counter-productive, where countries like Ghana attempted to formalize and informalization increased (Adom, 2016). Lastly, Jimenez et al. (2017) added that the process of formalization decreased due to the uncertainty, risks, and hostile environment such as political and corruption, which make it hard for informal entrepreneurs to want to formalize.

Barriers to formalization. In context of LDCs, various factors may affect the formalization process for informal entrepreneurs. Azari et al. (2017) argued there are seven barriers that hinder entrepreneurial growth, but only five are crucial. "Lack of skill, fear of failure, high costs, social risks, traditional forms of thinking, and the attractions of urban life" (Azari et al., 2017, p. 351). In another study focusing on the lack of rural businesses developing in LDCs four barriers were identified. Operational challenge, workforce challenge, lack of support, and personal factors (Babalola & Agbenyegah, 2016). Babalola and Agbenyegah's (2016) study indicated operational challenge, lack of support, workforce challenge and personal factors are the key factors to growth in context of LDCs. Then Adom (2016) during his research on informal entrepreneurship and government policies in Ghana labeled the barriers of informal entrepreneurs as size, daily operation, form, and basic understanding in society.

Although each study describes the barriers slightly different from the next, the main concept remains when pertaining to informal entrepreneurs in LDCs. These concepts include, lack of resources, which entail, education, financial support, employees, to marginalization, and personal growth, such as developing skills, and deviance that stem from insecurity and political instability. These factors will be the focus of this study to gain insight on informal entrepreneurs' motivation and ability to formalize. The need to understand the barriers is crucial as it may help find viable solutions to assist the formalization process of informal entrepreneurs. Informal entrepreneurs have the ability to survive the formalization process; they have better sales outcome, employment and productivity (Williams et al., 2017).

Limited resources. Munyoro et al. (2016) in their study recognized several resource based theories that may help narrow factors that influence an entrepreneur's motivation to grow as financial theory of entrepreneurship, human capital entrepreneurship theory, and social capital entrepreneurship theory. The financial theory of entrepreneurship is where an individual interested is starting and operating a business has the financial backing to support the business opportunity (Munyoro et al., 2016). In entrepreneurship, whether formal or informal, all businesses struggle with financial constraint. Mukorera (2018) indicated in a recent study that one of the main constraints small businesses face is financial restriction. Apart from lack of finances to grow a business, an informal entrepreneur also faces the challenge of bookkeeping, because any profit made must remain a secret to avoid the authorities (Babalola & Agbenyegah, 2016).

Finance is an area that requires the entrepreneur to use available resources, innovation, and strategic skills to overcome this challenge. In most cases, lack of knowledge and knowhow result in having this operational challenge, as there is a lack of opportunity and these informal entrepreneurs strive to achieve more financial stability because they are opportunity driven (Babalola & Agbenyegah, 2016). For an informal entrepreneur that is in survival mode, an opportunity to start a business using the available resources is all that is needed to start and operate a venture. Informal entrepreneurs in LDCs mainly depend on natural resources for business, as distant marketing and declining population are challenges they face due to lack of resources (Babalola & Agbenyegah, 2016). In these cases, lack of knowledge and knowhow may not be the barriers, as these individuals are necessity driven, and are in need to survive (Eijdenberg et al., 2015).

As stated previously, several resources are required for a business' success. Munyoro et al. (2016) included in their list of resource based entrepreneurship theories, human capital entrepreneurship theory where individuals have the experience, skill, and education, as well as social capital entrepreneurship theory, where an individual is well connected socially and has a network to assist the business. Njaramba, Chigeza, and Whitehouse (2018) through their research confirmed that these resources along with cultural and family help entrepreneurial growth. Culture and network are important due to the nature of the entrepreneurial spirit. Entrepreneurship is based on the ability to use "opportunities to bring them into existence 'future' goods and services are discovered, created, and exploited" (Kirzner, 2015, p. 120). Entrepreneurship may also be identified

as the entrepreneur's ability to recognize the value of the resource and willingness to take risks (Munyoro et al., 2016; Sentosa & Ariusni, 2018).

The basis of entrepreneurial success depends on complex concepts that lead to business growth, which requires strategy, process, and business performance (Babalola & Agbenyegah, 2016). While operating a business it is important to have access to a good network system, have a good understanding of the country's cultural environment, and have access to financial support if needed. For microbusinesses, which are identified as businesses with less than nine employees, human capital is often a struggle (Lussier & Sonfield, 2015). Although the owner has more influence in the business, the owner must also wear many hats to compensate for the lack of manpower (Lussier & Sonfield, 2015).

Additional limited resources include lack of guidance and technology (Mukorera, 2018). Without proper training and the right tools, the growth of a business may slow down the growth process and for informal entrepreneurs; these resources are not readily available. Informal entrepreneurs in rural areas not only face internal challenges, but they also face external barriers. Mukorera (2018) distinguished political instability, lack of security high fees, corruption, excessive competition and gender discrimination as external factors that act as potential barriers for growth and is dependent on the LDC. Whether an entrepreneur's resources are influenced by internal or external factors Sentosa and Ariusni (2018) argued that all resources need to be managed properly for a business to succeed.

In some countries, the option for attaining resources particularly finances and man power, primarily emerge from family or friends, then venture capitalists or investor, and

as a last resort government assistance (Baron, Tang, J., Tang, Z., & Zhang, 2018). For instance, small businesses or microbusinesses in need of assistance particularly after a major disaster, may not receive the necessary help, if they are marginalized, thus requiring them to partake in corrupted activities to receive either assistance or information (Morish & Jones, 2019). Some of these corrupted activities may result in bribing in exchange for financial gain, security, and information from the government or any form of authority within the community (Baron et al., 2018). Marginalized groups whether by race, family, background, religion or ethnicity often lack resources such as funding, human capital, network or information, which are the factors that will be analyzed for this study (Baron et al., 2018).

Marginalization. In context of LDCs, marginalization and inequality are still in existence (See Bako & Syed, 2018). Discrimination due to gender, age, and social status are barriers informal entrepreneurs must face. Despite the evidence presented by current studies proving that informal businesses have social legitimacy, economic and social marginalization still affect the growth process of these microbusinesses (Williams et al., 2017). In Westernized and developed countries, researchers point out that unplanned urbanization and economic liberalization leads to informal businesses to formalize, in spite of marginalization (Thieme, 2015). In reality, informal businesses in LDCs may not have the same effect. Marginalization exists within the informal sector through lack of support, minimal income, minimal output and devalued physical well-being of workers (Adom, 2016). As of now, there is minimal information in the field in context of LDCs

growth rate and to generalize that all informal businesses operate in the same manner would not be appropriate.

Generally, in LDCs the formal sector consists mainly of the middle class, where the informal sector consists of the lower middle class or marginalized (Suhaimi et al., 2016). Informal entrepreneurs displayed a trend where they are changing from starting a business out of survival needs to opportunities, and more small businesses are choosing to exit the formal economy Adom (2016). This would explain why the informal sector is expanding at a rapid rate and the formal sector is decreasing in LDCs. To start a business, informal entrepreneurs succumb to operating under extreme circumstances and at times are deterred from growing due to these challenges.

Loayza (2018) argued that poor working conditions, minimal access to legal rights or social protection are a few consequences informal entrepreneurs face. Adom (2016) added apart from unsafe working conditions, informal entrepreneurs take a high risk of not having formal contracts and are often classified as all have the survival mindset, so the focus is primarily on their misery. Marginalization through lack of support exists within this group because they are necessity driven entrepreneurs, without the realization that this mindset may change from necessity driven to opportunity driven (Adom, 2016). Although these factors are unfair, demeaning and inhumane at times, informal entrepreneurs rather deal with these challenges instead of remaining unemployed or stealing (Adom, 2016; Loayza, 2018). With constant political and social marginalization, uncontrollable environments are created. According to Chitrakar

(2017), uncontrollable situations leads to learned helplessness and is directly linked to motivation.

Deviance. Deviance is defined as behaving unethically (Mertens, Recker, Kohlborn, & Kummer, 2016). At times deviance is considered a negative character trait in context of organization behavior, but in context of informal entrepreneurs in LDCs it could be seen as a positive trait. In their study, Mertens et al. (2016) introduced the concept of positive deviance, where intentions that are not considered normal behavior are used in a respectable manner.

Informal entrepreneurs in rural areas of Haiti purposely want to remain invisible to the country (Kasipillai et al., 2018).This could be seen as a negative trait, but depending on the rationale of the informal entrepreneur, it could mean security for the family thereby making it a positive trait. Gowreesunkar and Seraphin (2016) debated that this resistance to grow stems from learned helplessness. They used the Blakely Model (2007) to tackle how Haitian informal entrepreneurs are resisting growth by refusing to learn the basic cues to change their behavior.

This type of deviance can happen for several reasons. Informal entrepreneurs may choose to remain in the informal sector because they have more freedom and flexibility (See Adom, 2016). Informal entrepreneurs in Ghana are prime examples of resistance increasing when faced with reality. When an attempt was made to help formalize 80% of the working population through employment or assistance, informalization increased and became more resilient (Adom, 2016). It was evident that this type of LDC was not conducive to the formalization process. Another option is the

informal entrepreneur's belief of having longevity in the informal economy since he or she is able to sustain without having to grow or improve, and still meet basic needs (La Porta & Shleifer, 2014). Societal pressure could also be an indicator as to why informal entrepreneurs resist. Society often labeled this group as resistant since research tend to focus on the misery of these individuals and analyzed their reaction or behavior to their circumstance through post-structuralism, as in lacking structure socially (Adom, 2016).

Jimenez et al. (2017) did a study on political discretion and corruption on formal and informal entrepreneurship. In this quantitative study, 93 countries were assessed and the results indicated those government opportunists are making it harder for entrepreneurs to formalize, by increasing risks and insecurity (Jimenez et al., 2017).In 2018, Jimenez and Alon (2018) confirmed that corruption also hinders businesses and their creations by reducing growth aspirations. Additionally, having a hostile environment that involve both political discretion and corruption, makes it more challenging for informal entrepreneurs to want or remain motivated to formalize.

Although a country's environment may have an astounding affect on an individual's motivation or resistance, a researcher by name of Rotter (1954) presented to the literary body an internal and external locus of control, which highlights motivation on an individual basis. People with an internal locus of control either praised or blamed themselves for series of events that happen to them, whereas, those with an external locus of control praised or blamed others (Rotter, 1954). Though each informal entrepreneur's situation may vary, if the individual has an internal or external locus of control, this may

affect the choice to pursue growth for their business and bypass barriers that foster a deviant attitude.

Informal entrepreneurs because of their internal locus of control may not blame external factors such as, marginalization and oppression, but rather conclude internally that they do not need to go further than what they have accomplished. An informal entrepreneur in a rural area may have a different perception of what success may look like and may not conform to Westernized practices of what a successful business is. Individuals who are motivated to start a business may have done so to meet basic needs. Then once engaged in entrepreneurial activities, economic and social marginalization drives learned helplessness, which may then stifle their motivation and create a sense of deviance.

Knowledge Gap

Understanding what factors motivate informal entrepreneurs to transition into the formal sector has the potential to influence low-income communities in LDCs to overcome barriers that may hinder entrepreneurial growth. In previous years, researchers in the field of entrepreneurship debated how a breakthrough in poverty periphery could be achieved. The first challenge was to define entrepreneurship. As of 2019, researchers are still finding inconsistencies in defining the term of entrepreneurship in the literature (Sutter et al., 2019). The second challenge was recognizing the major differences between formal entrepreneurship and informal entrepreneurship. Although informal entrepreneurs presently have social legitimacy, it is still considered inferior to formalized entrepreneurship (Williams et al., 2017). Another challenge reflected on establishing

outcomes that pertained to developing countries. Some researchers indicated that the field of entrepreneurship was expanding, but very few studies were relevant to developing countries (Adussei, 2016; Hart et al., 2016). The most recent challenge is focused on determining the motivation and rationale of informal entrepreneurs. In recent years, researchers stress the need to understand the motivation of informal entrepreneurs in various communities located in an LDC, since it was stated that the combination of motivation, necessity, and opportunity is needed for successful growth (Eijdenberg et al., 2015).

This study has the potential to fill in the gap of knowledge in the field of entrepreneurship by shedding insight on informal entrepreneurs' ability and motivation to transition into the formal sector in context of LDCs. Currently, informal entrepreneurs are growing in numbers in developing countries and could be a major part of improving communities, personal welfare or a country's economy. The informal sector in developing countries employs 70% of the labor force, which may or may not be reported to the country's GDP (Loayza, 2018). In the past decade, more information on informal entrepreneurs on their importance, value, and potential have been released, but there is still a need to explore this phenomenon in different environments, as one size does not fit all (Eijdenberg, 2016).

A study in South Africa, indicated that rural environments in developing countries have different challenges than what can be found in an urban environment (Babalola & Agbenyegah, 2016). While another study in Ghana presented a counter affect on the outcome of formalization, where informalization not only increased as the government

was implementing policies to assist informal entrepreneurs to formalize, but they also became more resilient to change (Adom, 2016). Through the revision of these recent studies, it became more apparent that an explanation on the intent, motivation or rationale of informal entrepreneur is needed to properly assess if a country or community is suitable for formalization. As stated previously, the need to expand knowledge on informal entrepreneurship in LDCs is a growing concept in the field (Williams & Shahid, 2016). By exploring an informal entrepreneur's intention, rationale or motivation new opportunities to discuss proper measures to take toward poverty alleviation could be initiated (Eijdenberg, 2016; Shahid et al., 2018).

Summary and Conclusions

In Chapter 2, Seligman's (1972) theory of learned helplessness, Maslow's (1943) theory of motivation, and Lewin's (1947) theory of change were discussed. This section also included a literature review, which evaluated what is known in the field about informal entrepreneurs in LDCs, Haitian informal entrepreneurs, entrepreneurial growth, formalization, marginalization, limited resources, deviance as the potential barriers, and the knowledge gap. In the field of entrepreneurship, there is minimal information on the motives and rationale of informal entrepreneurs in rural areas of LDCs (Eijdenberg, 2016). Researchers in the past five years have recognized informal entrepreneurs as legitimate entities that are crucial to the success of a country's economy. The barriers that hinder the growth potential of informal entrepreneurs in LDCs were also identified as economic and social marginalization, lack of education, financial resources, technology,

and in some cases deviance (Babalola & Agbenyegah, 2016; Baron et al., 2018; Kasipillai et al., 2018).

With the development of technology and globalization, entrepreneurship and management practices are changing. Understanding informal entrepreneurship in context of LDCs may help increase knowledge on best practices to use to support the formalization process of microbusinesses. This study has the potential to fill in the gap of knowledge in the field of entrepreneurship by shedding insight on informal entrepreneurs' ability and motivation to transition into the formal sector in context of LDCs. The information collected may also extend knowledge in the field on the misconception of the intent, motivation and rationale of informal entrepreneurs to grow beyond poverty periphery in developing countries.

In Chapter 3, the qualitative narrative inquiry method that will be used to execute this study will be discussed. Using a qualitative method will help bring in depth understanding of informal entrepreneurs' behaviors in rural areas of Haiti through their lived experiences. Understanding the behavior of the informal entrepreneurs in rural areas of Haiti, may give insight as to what the rationale or motivation to start, operate and grow a business in context of LDCs could be.

Chapter 3: Research Method

Introduction

The purpose of this study was to explore the factors that contribute to Haitian informal entrepreneurs' ability and motivation to transition into the formal sector. In Chapter 3, I break down the methodology that I used to investigate this phenomenon. These include the research design and rationale, the role of the researcher, data collection and analysis plan, and the issues of trustworthiness.

Research Design and Rationale

In this study, a qualitative narrative inquiry approach was used to analyze informal entrepreneurs in rural areas of Haiti. Using this approach helped give insight on lived experiences by analyzing informal entrepreneurs' behaviors and actions extracted from lived stories in their own description though individual interviews (see Connelly & Clandinin, 1990; Lewis, 2015; Rosenthal, 2016). Although the narrative inquiry is a relatively new approach, it does create a format to answer crucial questions pertaining to the participants such as why, what, how, and their importance, which can lead to understanding elements of change, time, and challenges on issues they face socially and culturally (DeLong, 2014). Using a narrative inquiry may also offer a different perspective than phenomenology and case studies. Phenomenology and case studies tend to focus on experiences and success stories that demonstrate effectiveness, whereas the narrative approach gives an overview of real people with intentions of creating something for themselves, in turn offering a personalized touch where individuals will offer their stories in their own words (Lewis, 2015; Williams et al., 2016).

Informal entrepreneurs, particularly in developing countries, are usually neglected undervalued and remain invincible to the country even though they are entrepreneurs and a possible key factor to economic growth (Gowreesunkar & Seraphin, 2016). Challenges faced by informal entrepreneurs in low-income marketplaces vary according to the specified population, culture, and experience and should be interpreted within the context of the participant's environment and circumstances. In Haiti, despite the potential informal entrepreneurs present, another phenomenon is surfacing where these entrepreneurs may have the ability to operate and maintain a microbusiness in the formal sector but are showing minimal signs of motivation to grow. For this reason, I posed four questions to explore this phenomenon.

Research Questions

For this study, the research questions were as follows: what factors motivate informal entrepreneurs in rural areas of Haiti to transition into the formal sector? The first subquestion related to understanding how the perception of entrepreneurial success is associated with the motivation to transition into the formal sector. The second subquestion took a closer look at the informal entrepreneurs' ability to remain motivated to successfully transition into the formal sector. Lastly, the third subquestion addressed the potential barriers that hinder informal entrepreneurs in rural areas of Haiti from entrepreneurial success.

Role of the Researcher

The primary role of a researcher in a qualitative study is to monitor, collect data, report credible results and minimize bias (Collins & Copper, 2014). Throughout this

study, my role was to recruit participants, execute the interviews, take adequate notes, collect data, transcribe the data collected, analyze the data, code the data, and report accurate information with minimal influence on the data. To collect data, I had to travel to Haiti and stay in the areas of interest to recruit the participants. The nature of my relationship with the participants was professional. Prior to executing the study, I did not have access to the participants but I had to build a trust level with each participant throughout the recruiting and interview process. By increasing trust levels with the participants and remaining in their environment, there was an increase in the reliability and validity of experiences shared.

To ensure the quality of the study, I played a major role. Individual interviews and documented work such as field notes, self-reflections, and journals assisted me in exploring the phenomenon of informal entrepreneurs' motivation to transition into the formal sector. To minimize bias and influence from the participant's responses, journaling my thoughts, self-reflection, and peer debriefing were extra avenues that assisted in increasing credibility. Although implementing individual interviews may have left room for bias, they are still considered the best way to collect rich data with meaning behind the lived experiences of the participant (see Moser & Korstjens, 2017). Additionally, the institutional review board (IRB) guidelines and protocols were followed to ensure the protection of participant rights. Through consent forms and basic ethical principles of research, respect for one person, beneficence, and justice to maintain the study's integrity were honored (Humbyrd, Hutzler & DeCamp, 2019).

Methodology

Participant Selection Logic

In this study, individual interviews were used to better understand the meaning behind the lived experiences of informal entrepreneurs. To accomplish this, the criterion for inclusion entailed volunteer individuals with Haitian nationalities or of Haitian descent with a current microbusiness who were active in the informal sector or who have successfully transitioned into the formal sector. The goal was to execute 16 interviews, with the hopes of having four participants in each rural area. According to Hennink, Kaiser and Marconi (2017), 12 individual interviews reach saturation if aiming to collect codes or themes. The goal for this study was to interview as many participants as possible without reaching oversaturation, which is recognized when the information collected becomes redundant or when new information is not revealed (see Boddy, 2016; Fusch & Ness, 2015).

To increase diversity in this study, participants were randomly selected from four cities, each located in a different region in Haiti. Lived experiences of informal entrepreneurs from a semirural city in the Western region, located near the capital of Haiti, may differ from individuals from a rural area located in the Central region of Haiti, with little access to supplies. Whereas informal entrepreneurs' experiences in the Northwest region of Haiti, located near the main import/export station, may also differ from informal entrepreneurs located in the Southern region, which is still recovering from mental, emotional, and financial trauma as a result of Hurricane Matthew in 2016 (Robinson & Su, 2017).

Once approval from the IRB was received, I started the recruitment process, which included visiting rural communities in designated areas and talking to potential participants. The recruitment process consisted of networking and word of mouth. This recruiting strategy may not be considered a traditional recruitment process, but it was the most impactful approach considering the participant criterion for this study. Trust is vital in the Haitian culture, and the first impression is crucial when approaching individuals who are not acquainted using the proper channels (Cox, Brawner, & Echard, 2016).

As of 2015, 61% of Haitians were illiterate; therefore, the process of distributing flyers to spread the word in the community may have been an act in futility (see Central Intelligence Agency, 2019). Although very hospitable and friendly, the Haitian culture also struggles with trust, and certain topics are tabooed. For this reason, it was important to make a good first impression, one that the participants could relate to, could understand, and did not present a threat. Because the majority of the participants may not have been able to read and write and had minimal access to societal norms, using a humble and friendly approach as well as referrals opened avenues of trust to discuss personal life, politics, and finances.

Through personal encounters and word of mouth, once potential participants engaged in an initial conversation, the purpose and procedure of the research was explained. Individuals who were interested were then guided through the process to meet IRB standards. The next step of the sampling strategy was to create a list of potential participants who fit the criterion. Using purposeful random sampling or purposive sampling of microbusiness owners in rural areas of Haiti, selected informal entrepreneurs

had to meet the IRB requirements as well as follow protocol to ensure their safety and rights. Using a purposeful random or purposive sampling method not only minimizes bias in the selection process but also increases credibility, particularly when dealing with minimal resources and limited time (Choy, 2014; Palinkas et al., 2015). When the selected participants were finalized, I delivered a personalized invitation letter to each potential participant, which was translated in their native language (Creole).

When confirmation from the participant was received, an informed consent form, which was also translated in the participant's native language (Creole), was given to the participant to confirm their acceptance. As soon as consent was received from participants, a closing statement in the participant's native language (Creole) was given to each participant to thank them and inform them about the next step, which was to set individual interviews. The selected informal entrepreneurs took part in an in-person interview to initiate an informative dialogue to increase understanding of their lived experiences. Due to the severity of literacy issues in rural areas of Haiti, the invitation letter, informed consent form, and the closing statement were read to the selected participants to ensure they fully understood the process. Throughout the preparation of the individual interview sessions, I also revisited the option of requiring a peer or an advisor knowledgeable in the field to be a debriefing partner. Peer debriefing along with journaling and field notes are tools that may be used to increase the study's confirmability or validity (Connelly, 2016).

Instrumentation

Using a narrative inquiry approach through individual interviews to explore informal entrepreneurs' motivation to transition to the formal sector in rural areas of Haiti helped extract meaningful experiences. Through the use of key concepts in the literature such as informal entrepreneurship, deviance, organizational change, and entrepreneurial success, I was able to establish interview questions for the interview guide. Other tactics that can help develop the interview questions consist of examples from previous researchers within the field with similar concepts. Once I created the list of potential interview questions, I completed a process of elimination to depict which questions would the best fit based on ethical practices and alignment.

In 2017, Hollomotz (2017) suggested that a successful interview adjusts the depth of questions and creates a concrete frame of reference in addition to being open-ended, neutral and non-leading. Open-ended, neutral and non-leading questions promote a therapeutic or sensitive interview session and are a few characteristics to uphold when creating the interview guide to minimize pre-determined responses (Dempsey, Dowling, Larking, & Murphy, 2016). Due to my level of awareness of the targeted population, with cultural differences, minimal education, and potential lack of trust, developing acceptable interview questions was crucial.

To help maneuver through the individual interviews successfully, an interview protocol was used as a guide for the interviewer (See Appendix A). Each interview consisted of 18 questions, which were translated in the participant's native tongue (Creole), and embodied information pertaining to informal entrepreneurs' ability and

motivation to transition into the formal sector (See Appendix B). This list of questions, allowed room for follow up questions, to extract detailed information and maximize allocated time with each participant. Each interview session was recorded using a voice recorder and did not exceed an hour, to not exasperate the participant, but still allocate enough time to collect information rich data. All interviews were executed in the participant's native language (Creole). When the interview was finalized, prior to stopping the recording, there was a debriefing session with a closing statement to notify each participant what the next step would be and the timelines of accessibility to the research (See Appendix C). Due to the sensitive timeframe of this study, there were no follow up interviews.

To uphold rigor and credibility each question was reviewed and analyzed prior execution. To maintain the integrity of the interviews I included reflection notes after each interview and journaling sessions. Through these documentations, I revealed my personal thoughts, reactions, the participant's reactions, intonation, technical difficulties and interruptions. This portion of the data collection process was crucial, as it provided insight on what the circumstance was when it became time to analyze and interpret the data.

Data Collection

The data collection process of this study consisted of 16 interviews, which were done within the participant's environment. Each interview lasted no more than an hour (60 minutes) and was recorded on a voice recorder. An additional voice memo recording system on a Samsung cellular phone was used as back-up in the event of a power outage

or technical issue. It was important to have the interviews in a location where the participant would be in their own environment with minimal interruptions, to increase trust, openness, and maintain a controlled environment. At the beginning of each interview, each participant were greeted with a brief description of what to expect during the interview and a quick reminder of his or her rights, such as withdrawal, confidentiality, and privacy. All of the interviews were executed in the participant's native language (Creole) then translated for coding. Prior to starting the interview questions, each participant was asked to confirm their consent, as some participants may not be able to write their signature on a consent form. Once the interview session was completed, each participant was debriefed with a closing statement to depict what to expect next (See Appendix C).

Maintaining the privacy of each participant was critical. To respect each participant's privacy, interviews were held behind closed and locked doors. With the data collected, each interview file was coded with a pseudo name that correlated with a master code list, which was kept secure. Upon completion of the interviews, the triangulation method between the data collected, the reflection notes, and feedback from a third party with expertise in the field, were used to help analyze the information (see Choy, 2014). After collecting the data, each interview was transcribed. All information pertaining to this study was kept in a locked personal laptop in coded files and can only be accessed after validating a password. Although the interview process would be completed, a participant would still have the option of withdrawing from the study, as he or she was a volunteering participant. Participants who wish to withdraw would be able

to do so by calling me directly (See Appendix C). My direct contact number was provided to each participant since in rural areas of Haiti, there may be a lack of technology to email, electricity issues or literacy issues.

Data Analysis Plan

Qualitative data analysis (QDA) is a useful tool for organization and data analysis. A few top quality QDA's include, NVivo, Atlas.ti, and Coding Analysis Toolkit (C.A.T.). These systems prove to be reliable, reduce time, and in certain cases are free, but they do not interpret data (Predictive Analysis Today, 2016). For this study, instead of using QDA I opted to manually analyze data through Microsoft Word and Excel. This process was more time consuming, but it did present an advantage of closeness to the data, and helped me extract more in depth interpretations. Transcribing interviews verbatim was the most efficient way to make qualitative data reliable, meaningful, and valid (see Anderson & Kirkpatrick, 2015).

Using Microsoft Word as a foundation for each transcription, the bracketing system was used, which emerging codes were depicted as first descriptive cycle. Then, raw data were transferred with the first cycle descriptive code to analyze the data and translate these codes into a 1st cycle concept code. Next, to formulate the second cycle pattern, my interview notes and reflection documents were used. This process helped identify repetitive behaviors and patterns. This approach to analyze the data collected may have been time consuming, but was the most reliable method for this study. To minimize error, bias, and stabilize credible data, an accurate reflection that address the my limitations prior to executing this study was also done.

Issues of Trustworthiness

Trustworthiness is often related to a study's credibility, dependability, transferability, and confirmability (Connelly, 2016). To ensure credibility in this study, purposeful random sampling method in the participation selection process and added field notes were used. The added field notes included observations of the interviews, the researcher's reflection, and journal notes. By taking extra measures, the data collected would be viewed as genuine and free of bias. Additionally, member checking, debriefing sessions with a peer or a superior to widen my perception, along with my reflective journals helped reinforce my study's internal validity (see Connelly, 2016).

In terms of transferability, narrowing the research to a specific environment or set of individuals provided an opportunity for other researchers to duplicate this study (El Hussein et al., 2016). The recruited participants were selected from four different rural communities in Haiti and demonstrated unique circumstances that stemmed from an LDC with an unstable environment. Each participant had a unique experience based on the individual's circumstance and environment, as one size does not fit all (see Eijdenberg, 2016). I planned to use a transparent approach and the triangulation method with proper documentation, such as field notes, debriefings, and journal notes, to provide an accurate description on participant's unique experiences and locations (Connelly, 2016; Leung, 2015). This study could be used as a foundation to analyze the rationale and motivation of informal entrepreneurs in other rural communities in Haiti or in other LDCs around the world.

For dependability, I described each step of the strategy used to develop this research, as well as gave an outline of the process that was executed in the field. The stability of the data along with the nature of the study depicted how dependable the results of the study were (see Connelly, 2016). Lastly, to enforce confimability, ample details throughout the study were included, and strategies to minimize the infiltration of my perception in the results were implemented. These included journaling, field notes and peer or mentor debriefing sessions. Confirmability is the neutrality or the objectivity of the researcher (Connelly, 2016).

Ethical Procedures

To conduct an ethical study, it was important to follow proper protocol set by the IRB. Prior to collecting data, it was crucial to receive an approval from the IRB by submitting the required documentations requested by the institution. By following this procedure and awaiting IRB approval, I was able to proceed with the research and collected data with minimal to no risk. Once in the field, it was vital for me to consistently document self-reflection notes, field notes and remain in communication with peers or mentor for debriefing. This was done daily while in the field to minimize bias, due to the closeness to the topic and the level of awareness I had on the country.

Summary

The qualitative narrative inquiry approach used may help acquire information-rich cases through guided questions in an individual interview session. The individual interviews were held in the participant's environment and were conducted in their native language (Creole). These interviews were then analyzed through a manual coding

process formulated on Microsoft word and Excel. Using various tactics, such as peer debriefing, field notes and journals, this study was aiming to collect valuable data while maintaining, credibility, dependability, confirmability, transferability, and meet ethical standards. Chapter 3 focused on the research design and rationale, the role of the researcher, methodology, issues of trustworthiness, and ethical procedures. In Chapter 4, the results will be analyzed and discussed.

Chapter 4: Results

Introduction

In this chapter, I present and discuss the results of the research. The findings from the 18 in-depth interviews that were executed for this study focused primarily on informal entrepreneurs in rural areas of Haiti. The purpose of this study was to explore the factors that contribute to Haitian informal entrepreneurs' ability and motivation to transition into the formal sector. Currently in the literary body, other researchers have emphasized the reason why informal entrepreneurs enter the informal sector, but very few have identified the intention, rationale, and ability of these microbusinesses to remain in the informal sector or transition to the formal sector.

In this study, there was one overarching question and three subquestions that guided the research. The first question was geared to finding out what factors motivate informal entrepreneurs in rural areas of Haiti to transition into the formal sector. The first subquestion was based on gaining a better understanding on how the perception of entrepreneurial success is associated with informal entrepreneurs' motivation to transition into the formal sector. The second subquestion aimed to clarify if informal entrepreneurs have the ability to remain motivated to successfully transition into the formal sector. The last subquestion focused on identifying the potential barriers that hinder informal entrepreneurs in rural areas of Haiti from entrepreneurial success. In Chapter 4, I explain in detail the setting of this study, the demographics, data collection process, data analysis process, and the evidence of trustworthiness.

Settings

For this study, four rural areas of Haiti were selected: Cap-Haitian, Hinche, Croix-des-Missions, and Cayes. The research was limited to these areas for various reasons. Cap-Haitian was selected because it is located near the main port for import and export in the country, and it is in the Northwest region. Hinche is located in the Central region and is considered the provinces. Croix-des-Missions is the closest to the capital and is in the Western region, while Cayes is in the Southern region. I decided to conduct this research within these four locations as participants' experiences may vary.

At the time of the study, several factors may have influenced participants' experiences and their decision to participate in the study. This included current devastations, such as the pandemic, natural disasters, security, and communication issues. These issues presented during the collection process of this study may have influenced the interpretation of the outcome because it not only affected the areas, but in some cases it affected individuals nationwide and worldwide.

Pandemic (COVID19)

The COVID19 virus was a pandemic that shook every country across the world. With strict guidelines of social distancing and travel restrictions, I was not able to travel to Haiti to meet with each participant for an in-person interview. Instead, I had to result to alternatives, which included telephone or Whatsapp interviews. Although the conversations respected the pandemic protocols, some participants were reluctant to participate, particularly in Hinche and Croix-des-Missions. Throughout the data collection process, I had several interviewees cancel at the last minute, and a few others

were interested but did not want to share their personal contact information because they did not know me. In addition, during some interviews, participants appeared to be hesitant by asking questions like how the community would benefit and who would have access to their personal information. The lack of trust that was presented during the interviews appeared to stem from previous experiences. Some potential participants doubted that a change would come from this research, they feared being reported to the local government, and they did not know my intention, despite the multiple attempts to explain what the research entailed.

Additionally, the pandemic had an effect on the participants' regular business activities, which was also an issue. For this research, a total of 18 interviews were conducted, out of which the majority of the participants primarily sold either food provisions or cooked food. The remainder of the participants worked in cosmetics/beauty shops, used clothes, cell phones, and a motorcycle taxi service, which the pandemic did not affect as much, according to their answers. Participants who were involved in activities that were vastly affected by the pandemic on top of their current environment expressed extreme hardship. Scenarios included potential clients who would rather eat at established restaurants because they were afraid to eat from the streets or when they were not able to afford anything due to additional employment restraints. Lastly, participants who were affected by the pandemic also insinuated that the country's closure, which limited import and export, prevented them from accessing merchandise to sell to their clients. This added hardship to the participants' experience may have also affected the research results.

Natural Disasters

While conducting this study, several natural disasters occurred in the four locations, but mainly affected two areas, Cap-Haitian and Cayes. While interviewing in Cap-Haitian, a tornado and heavy rains affected the participants' daily activities. Although the tornado did not make it on land, it did have an impact on the community where clients and participants stayed home for safety reasons. In the Cayes area, a hurricane crossed over Haiti, which caused issues and businesses had to shut down. Once the hurricane passed through the country, many participants indicated a shortage of electricity as well as floods, which prevented from functioning regularly. The additional challenges of an electricity shortage were apparent within all the locations, which could have also altered the results of the research.

Security

Security was a clear issue throughout the country. Some participants indicated that they were unaffected by the pandemic or natural disasters but rather troubled by the security issues within the country. This was the case in the Croix-des-Missions area. During the interviews, it was extremely difficult to connect with participants, as there was an outburst of violence and lack of security. Participants were not only afraid to talk because they were unsure of whom I was and what my intentions were, but they were also afraid of theft, bandits, and their businesses or homes being burned down.

Within this situation, once an interview was granted, it was hard to push for answers on particular topics. There also appeared to be a concern of what would be shared within the interview even though the consent letters clearly indicated that their

information would remain confidential. When participants in this area were reluctant to share information, it seemed inappropriate to continue investigating without damaging their trust. In those cases, I had to leave the question, move on to the next, and attempt to reintroduce the question in another format. In doing so, the outcome of the research may also be skewed because there may be more to the participant's experiences then what was revealed during the interviews in Croix-des-Missions.

Communication Issues

Lastly, communication was a major concern during the interviews. The main telephone company in Haiti would drop calls during the interviews, and there was also a shortage of electricity, so participants could not charge their phones, and the connection was at times unbearable. These factors may also have affected the results. In some conversations, certain answers were inaudible, and even when asking for clarification, the clarifications were inaudible, and the participant would start to get frustrated, so the question was put to the side in an attempt to continue the interview. When the telephone company would cut the conversation, it would be hard to get the participant back on the phone, and when the participant was back on the phone, they may have lost track of their thought process. In some cases, the phone would lose charge during or after the telephone company disconnected the phone line, which then became a challenge to contact the participant again to continue the natural flow of the conversation. These occurrences may have possibly affected the responses of participants on their experience.

Demographics

This study's research criterion for inclusion entailed volunteering individuals with Haitian nationalities or of Haitian descent with an active microbusiness in the informal sector. By having individuals from different locations and various backgrounds, their experiences help gain a better understanding of the meaning behind the lived experiences of informal entrepreneurs. Originally, I aimed for four volunteering participants in each area who met the criteria, totaling 16 interviews. Although Hennink et al. (2017) indicated that when collecting codes or themes, 12 individual interviews would reach saturation, I still attempted to collect as many as possible. At the end of the data collection process, I was able to execute 18 interviews from volunteering participants who met the criteria. The additional two interviews were collected in hopes of attempting as many interviews as possible because I was having a hard time recruiting participants from the Hinche area. Because I was able to complete the four interviews for Hinche, which resulted in two additional interviews overall, the extra data collected did not show signs of oversaturation as new information was revealed (see Boddy, 2016; Fusch & Ness, 2015).

The demographics for this study included males, females, individuals with a wide range of experience, diverse industries, and one individual who successfully transitioned to the formal sector (see Table 1). Despite their various differences, they all had two things in common: They were either Haitian or of Haitian descent, and most importantly, they all started in the informal sector. For this study, I attempted to get a wide variety of participants to obtain different points of views in hopes of having a bird's eye view on

this topic. In addition to the participant's background, they also varied in age, education, years of experience, and support, whether financial or mentorship. Each of these participant's experiences add value to the research and are relevant to the study.

Table1

Participant Demographics and Characteristics

Area	Gender	years in business	Status
CH1	Female	9+	Informal
CH2	Female	19+	Informal
CH3	Male	20+	Informal
CH4	Female	7+	Informal
H1	Male	5+	Formal
H2	Male	5+	Informal
H3	Female	5+	Informal
H4	Female	6+	Informal
CM1	Female	a long time	Informal
CM2	Male	20+	Informal
CM5	Female	5+	Informal
CM6	Female	16+	Informal
CM7	Female	10+	Informal
CM9	Male	5+	Informal
C1	Female	20+	Informal
C2	Female	10+	Informal
C3	Female	37+	Informal
C4	Female	12+	Informal

Data Collection

Prior to collecting data and after IRB approval (approval number 07-21-20-0603362), I had to create a backup plan to maneuver through the COVID19 pandemic issue and the restrictions of traveling. The original plan was to fly to Haiti, go to each

location to start the recruitment process, and then have the interviews in person. This included talking to individuals, networking, and word of mouth. Within the initial conversation, information about the research would be given to see if individuals would be interested in participating. The next step would be to collect the contact information from individuals that would like to volunteer. Then, after going through the list of volunteers, potential participants who met the criteria of the research would be invited with an invitation letter.

Once the invitation letter is received, the consent form along with the closing statement would be read to the participant, then a date and time, along with the designated location of their preference will be set for the individual interview. The plan was to achieve 12 interviews between the four areas, Cap-Haitian, Hinche, Croix-des-Missions, and Cayes. Each individual interview would be executed in person for no more than 60 minutes. These interviews would be a onetime interview and the participant would select the location. Unfortunately, due to the COVID19 pandemic, these plans had to be altered and the following steps to recruit were administered instead.

Recruitment Process

Instead of traveling to Haiti, the recruitment and interview processes were done over the phone, either through a direct line, or through Whatsapp, an online service. The first step was to reach out to friends and family who are located in Haiti for referrals and potential leads. The next step was to reach out to any lead given and introduce myself. Through the introductory conversation, I would read the invitation letter and gauge if the individual would meet the criteria. Some individuals were happy to give referrals; others

were reluctant to share personal information of either family or friends without approval. Even with the challenges that were presented throughout the recruitment process, I was able to interview 18 participants who fit the criteria.

Selection Process

For the selection process, purposeful sampling was used to engage with participants who were eligible for this study. The criteria included individuals who were currently in business, over the age of 18, and started business in the informal sector. Once the individual stated they would be interested, the closing statement was read and the participants were given the option to choose when they would want to set the interview. The majority of the participants wanted to do the interview immediately, but a few wanted to set a day and time to do the interview. At that point, the participants were given an option if they would like to be contacted directly on their phone, or use the telephone system through Whatsapp. If a participant decided they wanted a direct call, a calling card was used to contact the individual, so they would not incur any cost.

During the recruitment process, I did have two individuals who did not meet the criteria and two that I spoke to that were not interested after reading the invitation letter. In those situations, I thanked the individual and asked if they would have any referrals. Prior to starting the interview, I would start the recording device and read the consent letter confirming that the participant fit the research criteria and consent to doing the interview. For each interview, a secondary smart phone was used to record the conversations. After the interview was done, I read the closing statement specifically for the interview and asked participants if they had anything else they would like to share or

any questions, before stopping the recording device. The closing statement reminded participants of what to expect, my plans on transcribing and analyzing the data, as well as how the results will be shared once my research is completed.

Each interview was coded according to the participant's location, demographics, dates, and times to keep their identity confidential. The recorded interviews were coded along with these same codes so they would coincide. The majority of the interviews lasted between 30 to 47 minutes, however, for one interview it lasted the full 60 minutes. There was one incident, where the interview ended and I realized one answer was not recorded during the interview. I reached out to the participant asked for their permission to restate their answer, so I could properly record it. The participant was more than willing to assist.

Out of the 18 interviews, 16 were done in the participant's native language (Creole) and two were done in English. The English interviews were participants who returned to Haiti from the United States to establish themselves. Most of the participants had access to Whatsapp and requested the consent letter to be sent to them in that fashion so they could have it immediately. Each participant received a copy of the consent letter on his or her Whatsapp messages. Throughout the interviewing process, I kept a journal as my field notes, to capture the emotions and behaviors of individuals I interviewed. As I was waiting to complete my interviews, I started the coding process.

Data Analysis

The first step to the data analysis process was to translate each interview to English, then create a Microsoft Word document to transcribe them. Next, I used the In

Vivo coding approach, which allowed me to focus on the meaning behind the participant's words. In Vivo coding method is mainly used for interview transcripts as a way to capture the participants' point of view (Saldana, 2015). This meant transferring the answers of each participant line by line to code the intention, emotion, and concept. Each interview was transcribed verbatim, however, due to the communication issues throughout the data collection process; all the interviews have areas that are inaudible.

After transferring the transcriptions into an Excel spreadsheet, I did the first cycle descriptive coding. According to Saldana (2015), a first cycle coding is the initial coding process of the data that are simple and direct. The descriptive approach was also used so that I can include my field notes and journal entries. After the first cycle coding was done, I reviewed the interviews along with the descriptive coding and developed the first cycle concept coding. This is where the main thought processes in correlation to my journal notes were recorded. Once the data was analyzed, to extract the first cycle concepts, I reviewed each interview along with the previously recorded coding to create the second cycle patterns. Second cycle patterns, are explanatory codes that help provide an explanation or identify emerging themes (Saldana, 2015).

The following is an example of my coding process. When asked about entrepreneurial success, a participant stated the following "well to describe a success there is in life, it will be able to help me, if I'm sick, I can take care of myself." From the interview, the statement was transcribed then transferred into an excel spreadsheet, which then revealed the intent of the participant through the first cycle descriptive code "success means to take care of herself". Next, the first cycle concept was materialized as "Success

equals not depending on others," which reflected the main thought process of the participant. From there, "independent" emerged as a pattern through the second cycle pattern.

To help me stay focus through this process, I kept asking myself the same questions, with every coding attempt. The main two questions I asked myself were what the content referred to and what the main intent behind this concept was. I used this method to help me be consistent, avoid definitional drift and remain unbiased. Since I was doing the coding process manually, keeping track of the codes was critical to remain consistent and accurate. I also used a simultaneous coding approach as some codes may have double meanings (Saldana, 2015). This method was useful, since the transcriptions had to be translated from Creole (participants' native language) to English.

Next, I did another spreadsheet to track the patterns and categorized the patterns into themes. An inductive coding system was used for this process. This allowed me to create themes based on the data I was extracting from the interviews in hopes of answering my research questions. The next step was to review my research questions and align the thematic categories for each question to transfer the final codes, which quantify the experiences and emotions of the participants. Subsequently, I cross-referenced the data collected to Maslow's (1943) hierarchy of needs to depict the motivation ability. I also cross-referenced the data collected to Seligman's (1972) theory of learned helplessness to detect the ability. Lastly, I created a chart to explore the association of entrepreneurial success to informal entrepreneur's motivation to grow and transition.

Discrepancies

To analyze the data was a long and tedious process, but it made a difference, as I did feel a level of closeness to the data and it allowed me to understand each participant's point of view. Although, I was able to exceed my expectations of the total number of participants, there were discrepant cases that could have affected my results. One participant appeared to have someone in the background and was holding a conversation with them throughout their interview. Another appeared to be disconnected within the interview, as it seemed like the participant was at work. Noticing these tendencies, I continued the interviews, but made every effort throughout the interview to ask follow up questions when necessary, as well as ask for clarification. Even though these participant's interviews were a little more detailed than the other interviews, in using this approach I was able to extract pertinent information that were relevant to answering this study's questions.

Themes

After extracting my codes from the raw data that was collected, several themes emerged. Funding/financing, higher profit margins, and stability where the main themes for the overarching question. While self-reliant/independent, increase, helping others, and assurance were revealed as themes referring to the first sub-question. Business management/damage control, adaptation, meeting obligations, increase profits, no dependency/independent, creating opportunities, and influencing others surfaced while analyzing the second sub-question. Lastly, the third sub-question revealed security, uncertainty, lack of support, and competition as recurring themes. The next section

addresses and explains the common themes that emerged through the collected data, which will be interpreted in Chapter 5.

Results

The main objective of this study was to collect data from open-ended interviews to answer the following four questions. The first question was to discover what factors motivate informal entrepreneurs in rural areas of Haiti to transition into the formal sector. To answer this question, I took a subtle approach within the interview questions (see Appendix B) to gain a better understanding of informal entrepreneurs' concept of transitioning to the formal sector.

Table 2

Formalization Intention

Status	*n*	%
Transitioned	1	6
Attempted	1	6
Desire transition	4	22
Not worth it	1	6
Not ready	1	6
Little intention	11	61

All 18 participants were asked where they saw their business five years from now, what they would need to help their business grow and what would motivate them to grow. This strategy was done to allow the mindset of participants to flow naturally and discover if formalization was a natural intention or goal in the near future. The results reflected one participant who successfully transitioned from the informal sector to the formal sector. Four participants who either attempted to transition or desire to transition,

two that were aware of the possibility of transitioning, but decided they were either not ready, or it is not worth it, and 11 who had little to no intention to transition (see Table 2).

The data also indicated that although some participants thought of transitioning to the formal sector naturally, out of the 18 participants 67% vocalized their desire to grow (see *figure 1*). This is a clear indication that growth for informal entrepreneurs in rural areas of Haiti is desired, but has two different meanings. The first interpretation for growth is to transition into the formal sector, and the more popular explanation is to grow in merchandise or clientele. Despite the intention of each participant, the data reflected three emerging themes as motivation to grow that recurred from both mindsets; funding/financing, higher profit margin, and stability.

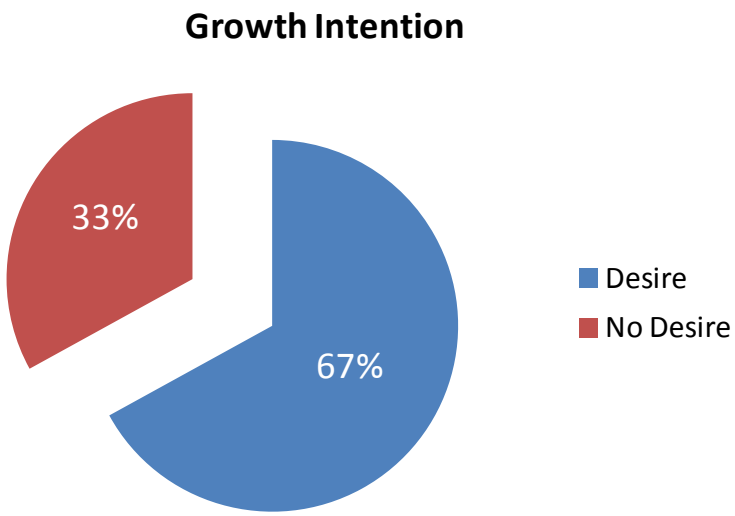

*Figure 1.*Participantgrowth intention

Funding/Financing

Throughout the data collection process, all the participants had the fundamentals of business management, whether self-taught or formally trained. The majority claimed

their business as a legitimate business, a few saw it as an opportunity for employment, and two participants expressed that they did not recognize it as a business. Those participants saw it as something to do to make money until their real business gets started. Each response from the 18 participants varied, but the main concept remained the same. Their main motivation to grow or transition was to make more money to take care of obligations, have peace of mind, gain more access to merchandise, as well as receiving better loans with lower interest rates.

CH3 expressed that "the benefit of having this business is, it pay my rent, send my kids to school and I'm living a comfortable, I'm not living a rich life, but I am comfortable." While CH4 indicated "my motivation is like, it's like it's money that I need like, it's why I say I need the job, if I was doing the job I would be able to make the business bigger." C2 also vocalized that growth comes with having more means by saying "so what would motivate the person, is if only the person has, they have more means to make uhm, to grow the business." Having more means or another type of money was a recurring theme as CM6 reiterated in the interview "I would like it to advance, I would like to grow, I would need another money." However, the reality remains that resources are still limited as CM9 stated, "don't forget that you are in the informal sector, you can't really go to a bank to go borrow…even if they lend you some money the interest will be a lot, very high."

Higher Profit Margin

Another factor that motivates the participants to either transition to the formal sector or grow is having a higher profit margin, which also translates into more clientele

and sales. CH3 confirms that "yes, it's the profit" that is a source of motivation, while CM2 believes otherwise by saying "for the business, business to grow uh, it's the clients you need." CH1 also believes the clients are important for several reasons by expressing:

> If I have the means, I will have more clients and I will service more clients, so I will need time, and it's for this reason why I need, that is motivating me to have larger means so that I can serve more.

Although some participants believe that "everyone is motivated to grow to make more money" like CM9. The majority of the participants indicated that transitioning to the formal sector or growing would be a disadvantage, if they do not have a higher profit margin. Having a higher profit margin motivates them to wanting more and possibly transitioning.

Stability

Gaining stability was another motivation factor that varied in participants' answers. Whether they wanted to stabilize an establishment or stabilize their finances to secure their future or their kid's future, the ability to stabilize their future was a top priority for some participants. C4 expressed the need for stability and how it affects comfort levels when stating:

> I feel that I sell my stuff better and I'm more comfortable, I am selling faster, and then, I feel, then I feel my business, I have a stable business, I'm not into running around, right or left, to go to the market to enter money little by little. Everyone has that objective"

CM9 stated that stability is not only having the ability to take care of one's needs, but to have a steady location as well:

> Ok, uh, first, I think it's for me to handle my troubles. My finances, handle my family and plan a good future…so that people can come see my products, so that I can take pictures and advertise on social media, so that people can see and they can come"

Subquestion 1

The first subquestion explored how the perception of entrepreneurial success is associated with the motivation to transition into the formal sector. During the interviews, each participant was asked how he or she perceived a day of success in their business, as well as what a successful business means to them. Previously, I presented two mindsets that were uncovered when analyzing the first question. There are participants with intent to transition into the formal sector (n=5), and participants with little intent to transition, but desire to grow (n=12). Taking into consideration the two mindsets uncovered, the perception of entrepreneurial success was analyzed from two points of views then crossed referenced for similarities. Throughout this process, three primary emerging themes were revealed for participants with little intent to transition, but desire growth; self-reliant/independent, increase, and helping others (see *Figure* 3).While the answers of the participants with intent to transition, had an additional theme of assurance, apart from the three themes that emerged (see *Figure* 2). The next few themes reflect experiences from participants with both mindsets.

Self-Reliant/Independent

Feeling independent and not relying on the mercy of others to assist with daily necessities or obligations was the prevailing theme. Participants expressed their experiences in receiving help to start their businesses, but also reiterated that their debts were repaid within a timely manner. According to the participants being independent and self-reliant means the business is running itself, they were debt free. It also means they are able to provide for themselves and their family, pay school fees to receive formal training, are self-employed, and do not rely on others to create opportunities for them. C1 described independence as "if I'm sick, I can take care of myself". H3 also stated that "everything that I need to handle, with the business I handle it. Not that I have to suffer, to ask someone." In CM5's case there was no other source of help, so this was the only option. CM5 vocalized:

> My family is not helping me, it's me that's helping myself, all of that is a success, and then it's everything I need to do, I do it by myself as well, all of that is success for me. And then my child also needs, and so I help myself, I help my child, all of that is success for me.

CM2 on the other hand, expressed independence as "not only does it put me where I can work with people, but I can work for myself.

Increase

In addition to perceiving success as self-reliant and independent, participants also viewed increase as success. Participants referred to increase as higher profit margins, more money, more merchandise, better quality, and more venues. C3 vocalized that

success comes from having a nice profit by saying "but when you do a nice profit, you make a nice profit, you sell for a good amount, you say you've succeeded for the day, because you made good money." H4 also agrees that success is in the profits by stating "success for me, it's, it's the profit, for me, the profit that I do something with it, like I do something with the profit." For CM7 and CH1 success means more than just the profits. CH1 emphasizes success as multiplying locations when saying "a successful business is when the business is multiplied, you have a business, it grows to two, three, four, that is what a business, success in a business is, when it multiplied and you have multiple locations." CM7 on the other hand, expresses success as moving merchandise:

> The people come in front of you that is true, you may not have people, if you don't have people that come and buy from you, you cannot find the success, your commerce it will not be able to sell.

Helping Others

Within this theme, the topics of creating jobs, mentorship, inspiring others, as well as the desire to help others within the community as a good neighbor were topics of interest. Informal entrepreneurs with intent to formalize focused more on creating jobs, inspiring others and mentoring. H1 states:

> When you are going to open a business, opening a business, or the respect that you get from within the community…in doing that you know you have purpose, you are trying to make something work, to find work for some people in the community.

CM9 also confirms a sense of purpose by stating:

> As soon as I reach a result that is positive for me, and it's positive for people that are around me, I feel that there I was successful. I didn't do an individual success, I did a group success. Because if I were to satisfy my success, people around me need to be satisfied as well. I can't satisfy my success and not others.

While informal entrepreneurs with little intent to formalize, but desire to grow, expressed the need to assist others, in a humanitarian approach so that no one around them suffers. For C2 this is the case "and so a day of success in my business is when I have the means, a person comes to me and I can serve them." For CH4 it is mainly to help the family:

> It's the business that I'm doing yes, that sent this child to (inaudible) that sent him to be a doctor, that sent him to (inaudible) whatever he would want, I would do it for him, because, that is why I am doing this business, to help my kids, to help myself, that success I found in it."

Assurance

This theme was only recurring amongst the participants that have intent to transition. The concept of assurance developed from participants perceiving success as a secure future, or as a business that does not require external support or is self-sufficient. C2 expressed success through assurance as the business taking care of itself:

> Ok, uh, success in business how would I explain it, uh, it's when the business can take care of itself…You don't have a loan to recharge, you don't have a loan that you are paying, it is that it is functioning on its own. You are bringing in profits

that would take care of all of your personal activities that you are supposed to do. That for me is a success.

Whereas CH1 identified success as longevity:

But for me, success if a big thing in business, because to do a business you have to succeed, if you do a business, and it does not work, it does not work well, there is no success. Meaning, success in a business is the longevity of the business, (inaudible) meaning if you do a business and there is no success than you might as well not do the business.

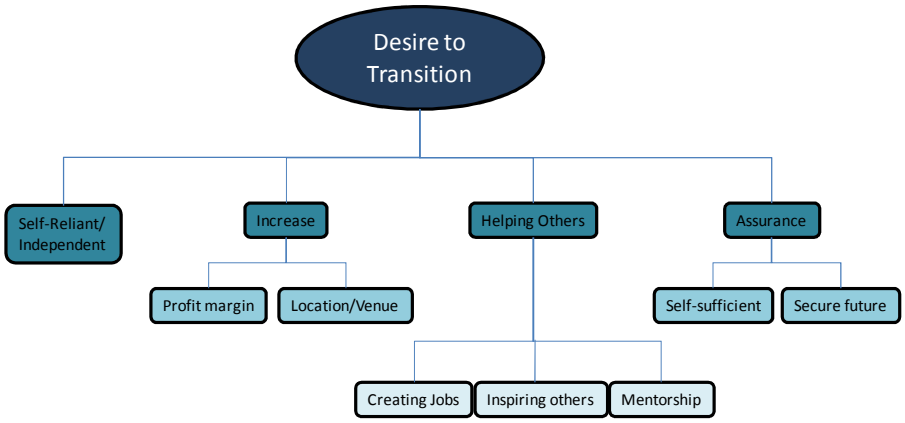

Figure 2. Entrepreneurial success perception of participants with intent to transition

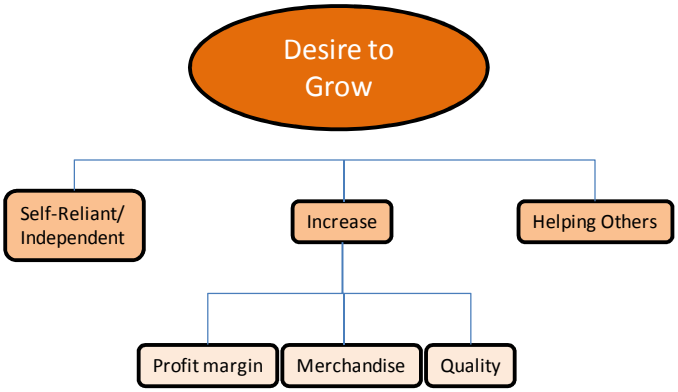

Figure 3. Entrepreneurial success perception of participants with intent to grow

Perception of Success Versus Motivation

Although the themes were similar, the participants' intentions were at different levels. For example, increase for a participant with the mindset of transitioning focused on an increase in profit margin on a bigger scale, as they wanted an increase not only in merchandise, but in venues as well (see *Figure* 2). Participant with intention to transition also considered assurance, which included self-sufficiency and a secure future as a form of success. Meaning, the perception of success is beyond basic growth for these individuals. Additionally, when a participant with little intent to transition addresses helping others as entrepreneurial success, the intent is to be a good neighbor (see *Figure* 3). Whereas a participant with the intent to transition addresses success as helping others, with the notion of mentorship, inspiration to others, creating jobs, and fulfillment (see *Figure* 2). By understanding this thought process, it indicates that the perception of success does have an influence on an individual's intent to formalize. For this reason, the next sub-question was also critical to explore, in hopes of understanding the motivation and intent of informal entrepreneurs.

Subquestion 2

The second sub-question investigated if informal entrepreneurs have the ability to remain motivated to successfully transition into the formal sector. To gain a better understanding of the participants' experiences, I asked several questions that would indicate participants' abilities and motivation to start a business, remain in it and potentially grow beyond the informal sector. Questions that related to the reason they started their business included, what they would do if they were not doing this business,

and how they handle clients. As well as, how they handle challenges in business, how crises are dealt with, and most importantly, what would motivate them to grow. From asking these questions, the following themes emerged, which referred to two factors, their ability and their motivation.

Ability

Although the majority of participants were open to share their experiences, when asked the interview questions, it was clear that there was a sense of hopelessness and helplessness. In knowing the current challenges each area was facing during the data collection process, I attempted to ask follow up questions pertinent to their experiences, while remaining sensitive to their current situation. Business management and damage control, along with adaptation were the recurring themes when discussing challenges. Through their experiences, each participant displayed a level of resilience driven by survival, which allowed them to control and adapt to their situation.

Business management/damage control. When participants were asked how they handled various situations that would present uncontrollable situations, such as, financial restraints, political issues, natural disasters, and security issues, 89% of participants were confident in saying they manage the situation through damage control (see Table 3). C1 expresses this by saying "you have to do all that you need to do, and it becomes a work for you." Whether, they minimize their sales unit, adjust their prices accordingly, or take extra precautions, all the participants learned to endure, manage their circumstances, or create other opportunities, instead of falling victim to learned helplessness. Participants like CM1 refuse to sit and no nothing "but you can't stay like that and not do anything,

you understand. You can have two, three months you don't do it, and after that you restart again." Participants also foster the spirit of anything is possible. This is the case for CH2 "there is nothing a person cannot do, there is nothing that you cannot do here."

Adaptation. Despite the overwhelming feeling of helplessness, 61% of participants adapted to their new environment instead of adapting to their situation (see Table 3). CH2 stated:

> I was supposed to make no less than 400 dollars on it, but everything is so pricey, the oil is pricey, everything is pricey, I am forced not to make a lot of money on it, but you manage anyway to bring in the money anyways.

The notion of adaptation, which may lead to feelings of helplessness and hopelessness, did not prevent informal entrepreneurs from continuing business, mainly as a result of survival. Participants adapted to their surroundings to sustain or overcome the situation. For example, even through bad weather conditions participants still adapt, just like participant H2:

> If rain is falling, I may not have an umbrella, but have a, how do you say that, a rain, a raincoat. I could go and take behind, I would settle, since I need the money, I will settle and get wet.

Table 3

Informal Entrepreneurs' Ability to Transition

	n	%
Business Management/ Damage Control	16	89
Adaptation	11	61

Motivation

To best analyze participants' motivation ability, they were asked what would motivate them to grow and what advantages they find in the business. When asking questions referring to the participants' motivation, there also was a sense of feeling helpless, unsupported and uncertain about the future. What was interesting was that the majority of the participants were still driven to grow in spite of these overwhelmed feelings. Meeting obligation or needs (survival), no dependency on others, creating opportunities, increased profits, and influencing others were recurring themes. Each of these themes were categorized under Maslow's (1943) theory of motivation to gain insight on the motivation intent of the participants.

Physiological. Based on the data collected 61% of participants expressed meeting obligations or needs, and 22% agreed that having more profits or money was the main source of motivation when it comes to doing business (see Table 4).

Meeting obligations/needs. Participants who felt the need to start business or continue to do business, had similar responses where the motivation relied mainly on survival. Their answers reflected they either needed to do something as there were no opportunities for employment, or if employment was offered, the salary was not enough to cover their basic needs. C4 provided an example of how the salary given did not suffice:

> I entered in a normal school, after schooling, I saw that, I started working, after working, I saw that it wasn't enough what they were giving me each month, and then I saw the importance to enter, to start a business so at least support my needs.

CH3 also expressed that apart from salaries not being enough, it is also hard to find a job "you know there aren't really no jobs down here so, you got to create one, you can do, you buy, you buy stuff, you resell it, at a price"

Increased profits. Participants whose motivation focused on making profits also reflected survival needs when starting the business. As mentioned previously, the answers collected indicated that increased profits are a motivation factor for informal entrepreneurs. CM5 indicated that the advantage in business is the profit, which is generally used to take care of meeting current needs:

> The advantage that I find in this business, like, when I buy, I analyze what I buy, and then, I see like, the profit that I'm making, the profits that I make and then I make it bigger, and it's in it also that I find, if I need.

CH3 also expressed that profit is the main source of motivation by stating "yeah, the motivation is there, once, once you see profit, once you see profit, you gonna stay motivated, when there's no profit, there ain't no benefit and you know, you ain't gonna be motivated."

One particular participant whose answer stood out, showed contentment within their situation, even though they were motivated to increase profits, the intent behind the motivation was not to grow, but rather to have money in hand. CM7 expressed contentment within the current situation by emphasizing that by having "smaller, you live better, when you make yourself bigger, you run into more challenges, do you understand what I'm telling you, I don't need, the way that I'm doing now, it's good for me."

Safety. The data of this study did not present any inclination of safety as a source

of motivation, but rather indicated that security issues and uncertainty were expressed as barriers and are discussed later on. Meaning, this is a stage that is currently challenged during this time period in Haiti, and this basic need is not met.

Belonging. In addition, a sense of belonging was not apparent as a motivation factor. Participants expressed lack of support from family, community, and the government, along with the feeling of helplessness as a barrier, which is also discussed later on. The sense of belonging is a psychological need that is currently not met according to the data collected.

Self esteem. This stage is also considered a psychological need, which according to the data, 44% of the participants articulated that this need is met as it is a source of motivation for them (see Table 5). No dependency/independent and creating opportunities whether for self or others were the two themes that emerged.

No dependency/independent. Not having to rely on others to provide basic needs is a top motivation factor for the participants, even if it meant making a smaller amount of money. CH2 states "the advantage you have when you do business, when you find something, so you don't have to ask, you don't have to call people." H3 another participant, expressed the same intention by stating "everything that I need to handle, with the business I handle it. Not that I have to suffer, to ask someone no, I find it in time so I can handle what I need." As long as the participants do not have to ask others for help and they could be self-reliant, this was enough to help them continue their business. For participant C4, independence is key "for me, I am more independent, I don't depend on people, if I need something, I can handle it with my business."

Creating opportunities. Another motivation factor for growth or potential transition is the ability to create opportunities for self and others. Out of the 18 participants, eight were motivated to grow to create jobs for others in the community, and establish employment for themselves, hence feeling a sense of purpose. CM1 was adamant on creating opportunities since the country doesn't offer any "you have a business, you create something to live because, the country doesn't offer you anything, the country, you do your business so you can live." While H2 expressed excitement when discussion potential growth to create opportunities for others "I would love to grow, so now that, so now that I'm working and there will be a time that others will be working with me also, you see what I'm saying"

Self actualization. According to Maslow (1943) this is a self-fulfillment need and once this stage is reached, an individual is able to reach their full potential. Although only 22% of the participant expressed their motivation as influencing others, it reflected why these individuals desired transitioning (see Table 4).

Influencing others. The answers that revealed this theme was primarily from participants who desire to transition to the formal sector. Within the participants, there was one individual who successfully transitioned to the formal sector and is enduring the challenges of the formal sector. H1 expressed what it means to endure the challenges:

> Now what you have done, me I may have had survived that situation or inspired somebody else, to get into business as well, to say wow, I can get into something like that too. Ok, so that is what business has (inaudible) it's like creating a chain

reaction of people…gotta stick it through so that is very fulfilling. A fulfilling uhm, a feeling.

The main reason the individual is still withstanding the hardship is because inspiring others, and creating a chain reaction makes it all worth it according to this participant.

Table 4

Hierarchy of Needs and Motivation Factors

Need	Motivation	*n*	%
Self-Actualization	Influencing others	4	22
Esteem	Independent	8	44
	Creating opportunities	8	44
Belongingness	n/a		
	n/a		
Safety	n/a		
	n/a		
Physiological	Meet obligations/needs	11	61
	Increased profits/funds	4	22

Subquestion 3

The last sub-question examined the potential barriers that hinder informal entrepreneurs in rural areas of Haiti from entrepreneurial success. For this question, all of

the participants expressed their challenges throughout the interview. Even though I had specific questions pertaining to the challenges participants would face in their line of business, participants did reflect additional barriers for transitioning to the formal sector and for business growth. The questions pertained to challenges they may face in their business, how the political, economical, security issues, and natural disasters affect their business, as well as how they manage to sustain through these challenges.

Security

The security issue in Haiti is a rising concern across the country. Security issues affected 72% of participants, the other 28% were mildly affected or used it as an advantage (see Table 5). Security issues included blocked roads, theft, bandits, fear and worry to go out due to violence in the streets, and protests or manifestations. One area in particular, Croix-des-Missions, has a serious issue with bandits, burning houses, theft, and shootings on a regular basis. This created a fear amongst the community, as there was no support to help them through the crisis, but merchants and business owners, adapted to the situation and worked through this time of crisis. For participant CM2 there is a certain protocol when dealing with security issues:

> Well, really, about this subject, we can say, the period that is, uh, we are missing, it's security, it's insecurity that is happening. When you are in an area, you are in the middle of the area and you hear (inaudible) there is always a way.

Participant CM9 expresses how security issues affects not only the business, but personal safety as well:

> Well it affects my business a lot, especially for the security issue. Imagine, the people, the people, they call you, in you are in such and such area, they tell you, they want a phone. Me I don't know the person really, I'm always scared to go, don't forget, I have a bag on my back, it's, the bag, has telephones in it. I don't know the person, I don't really know the person…and then also, there needs to be a stable political system in Haiti… and there needs to be a normal security.

As stated above, security issues affected the majority of the participants, but few claimed it did not affect their business. CH1 is a prime example:

> Well, for me, the issue of security does not affect my business, because the business I am doing is not involved in politics. But the only thing is when the country is blocked or closed, and the disease, that closes customs that gives issues, because I cannot go buy, I cannot go buy products, I have a lot of orders…even though for my business, when there is manifestation/protests, I still go to work…it's more money for me…the people that do not go to work, they get a day off, it's them that come during the day to get service for their body, their hair, you understand.

Participant C4, who was part of the majority that are affected by security issues vocalized a different experience:

> Yes, a lot because, I would go and buy products, I am in route, the road is blocked. I was already on the road to go, the road is blocked and I have to return. To go to the market place, there are times that I go to the market place, I leave to get a car so I can go, when they come, they tell you that there is no market place it

> is blocked. There are burning tires, there is no road, there is not a place for the car to pass, that's way for the day, I can do one week, I can do two weeks, you cannot go sell, you cannot go buy.

In some cases, security issues such as blocked roads, could be used as an advantage. Participant H2 expressed this type of security issue as an advantage:

> Because insecurity, the issue with insecurity there are in these things, the difficulties there is again, there may be, you know there may be protesting because of electricity, they may not give electricity…and then they are protesting they need electricity, so they cut the road…at times also, this is an advantage for us, there are others that were in cars, and they say ah, I will take the motorcycle to go.

Then there are few cases where security affects future investments. C3 states:

> Even when you have someone that is interested in investing in the country to create jobs, so they can have a business, but as long as there are security issues, it will not interest them, because they know when they come to put a business on the ground they will break it, they will steal the money.

In the case of participant H3, insecurity occurs within established venues:

> Yes, they tax people in the market place, and at times it is not the person that is organizing the market place, at times it is bandits. That runs the market place, that taxes, to give them money each day.

Uncertainty

A common theme that prevailed in participants answers was the notion of uncertainty. All the participants had a level of uncertainty that stemmed from inconsistencies in fluctuating prices and profit margins, country closure, country stability, price gouging, and basic necessities to name a few (see Table 6). CM9 experienced inconsistencies in profits and issues with basic necessities:

> The profits, does not allow you to transition from the informal to the formal…that is in the informal market place. The informal market place is a market that is, very sensitive…you cannot have a budget on it. You can't really plan anything on it, really…plus, don't forget that you pay the state…don't forget that you have employees, you have to respect the salary date of the people, you have to…you have rent to pay…well there is an electricity issue in the country so now you are forced to buy gas. At times, there is a gas problem, what do you do, you are forced to buy solar panels, solar panels are more expensive, they sell really high, and you must keep your products fresh.

Participant CH3 had a different experience with price gouging:

> So when, when there's no gas, they sell it either double, triple, people sometimes quadruple their money. A gallon of gas like 20, for example a gallon of gas that you buy 45 to 50 dollar a gallon, 45 something dollar on the street… a gallon down here, and we are buying for like 1000 gourdes, that's like 200 dollars… yeah, there's nobody to regulate and say no that's illegal…cause the people that

> have it in stock is just, they know what they have in stock it ain't coming in. So, they know what they already have, they sell it at a higher price.
>
> Participant C4's experience dealt with industry inconsistencies:
>
> The challenges that I know, me, it's like when I buy a bag of pepe (used items) you find big clothes in it, big pants, those kind of things, they don't have an advantage, they cannot sell. That means if I buy a bag of pepe (used items) for 2,500 dollars, and that is what I find in it, there, there is no place, there is no way for me to make this money, there I'm on my own.
>
> Whereas as participant H3 expressed hardship with country closures:
>
> Like now, for example when the country is locked there are problems. You as a seller, you have difficulties to go buy and to resell. And then at that time all of the products they go up, you can't sell them at the price you would sell them …all that I want, it is a store that I would like to have, but, since I don't know life, there are a series of things, and how the country is also.

Lack of Support

Another emerging theme was lack of support, which included mentorship, community support, and government support. For mircrobusinesses to desire to transition into the formal sector support from the government and their community is crucial. Seventeen percent of participants claimed they had no support from the government, and 44% expressed if they had extra support they would be able to progress faster (see Table 5). H1 reiterated throughout the interview that government and community support were not existent:

> You have the local government, that are not supportive of, of small businesses, they don't know how to handle…yeah, we got to deal with those kind of challenges, you know the state, locals, uh the local government. Uh from xxxx who gives you a lot of hard times (inaudible) take gas money, they surcharge you for the business to get the patent, it goes up…we didn't have any support from the community as far as support from the local government in xxxx Hinche, Haiti.

Participant CH3 had similar experiences where there is no support from local government, "you ain't got no way to, no government that would help you (inaudible) that help you that lend you money, you know, you don't have running water everywhere." Even when there is a lack of support, participants do understand its importance, as C4 expressed:

> You know everyone in business if you find support, people who are supporting you, who are helping you, there you can grow, you can grow your business. Anyways, everyone needs that, support and accompaniment, the person who is accompanying you in business, and I mean in all senses, not just only in terms of money, in every way. As long as you found that person that helps you, that supports you there your business will move forward in big strides.

Although the importance of support is understood, some participants still vocalized that community support is not a normal occurrence in rural areas of Haiti. CM5 states support from the community or having a communal mindset is not something that is not common:

> For example, if I touch that, and I see that it is good for me, and then I do it, if it is not good for someone else, well, that doesn't concern me. And the other because it's good for me, they do it. You understand, you are supposed to think for yourself and for others also.

Competition

For this study competition did not appear to be a major concern for 61% of the participants, but 39% of the participants expressed that competition was fierce and in some cases ended in trauma (see Table 5). This was the case for CM2:

> Well in the first business I was in, it was construction Materials… and the area where I was doing business uh, it was burnt three times, three times, after that she said no, leave the business, and let me try over here.

CH1 experienced a similar situation when the participant's business started to be successful:

> I know how to treat my clients and then my business boomed, boom, and that is the reason why politics, jealousy came about, because they did a lot of things they saw they cannot take me out of here. When they were doing things (inaudible) and I said, I was not going to do anything with it, and so they plotted and burned it.

Although some participants were victims of sabotage due to their company's success, many participants indicated that competition was not a major concern. CM5 is a prime example:

> When I first had the boutique, it was mine that was the only, it's only my boutique that was in the, area, and then, other people in the area, they saw, they did also, but I do not have problems with that. Because everyone has their own clients.

Additional Barriers for Participants with Intent to Transition

Throughout the interviews, participants with the mindset of transitioning to the formal sector expressed additional barriers and gave the impression of discouragement or the feeling of transitioning as a disadvantage. The following are recurring themes that affect informal entrepreneurs with intent to transition to the formal sector.

Venue/property owners. Apart from the previous barriers mentioned, participants with intent to transition vocalized an issue with venues and property owners. To receive a patent and formalize in Haiti, a venue is required. The two participants who either successfully transitioned or attempted to transition pointed out that not only is it difficult to find a good venue with a good rate, but dealing with the property owner is also challenge. H1 a participant that successfully transitioned to the formal sector indicated increased hardship once transitioned:

> We are closed right now due to electricity problems. Cause the owner of the house owed, what you call it, uhm the meter, and in Haiti they will not allow you to start a new meter on top of the meter owed, so we had to, we had to go to the water company, we had to pay, bring it down to zero, we had to pay all the money that the owner owed on the house for water…and then we were functioning, and then we were like the power, we were not having power, we were like woah, what the, what was, you know what that mean and then we found out that they had cut

> off the meter, we had to go pay, money, to bring it down the balance to zero of the meter again…when you ask him to fix things, they just tell you if you don't like it, be ready to leave…it is rare to find a place that is up to par, to the standards.

CM9 is a participant who attempted to transition to the formal sector but could not due to venue issues and high fees:

> When I asked for the price of the space, they told me that I will pay 15,000 Haitian dollars, 15,000 Haitian dollars, each month, for me to have the space only, for the space only, electricity is not in it…the space of the location is really expensive, when you look the little things you are bringing in, you can't really rent the space.

High fees. The next challenge participants with intent to transition face is the cost to formalize, along with high interest rate loans. Twenty-two percent of the participants emoted discouragement when discussing the requirements for formalization (see Table 5). C2 vocalized the desire to formalize but still faces the challenge of not having enough to cover all the requirements needed "even if you are in the informal sector and you want, well me I'm in the informal sector, I don't have a patent even with everything that I'm doing. To do a patent in Haiti is really expensive." Participant CM9 expressed the similar financial hardship when attempting to formalize:

> Going from informal activities to formal activities, it is not something that is easy, because if you didn't have money before, you have to go borrow, and when they loan you , they will give you at 20, 25%.

Lack of opportunities. Another disadvantage participants faced is the lack of

opportunities for microbusinesses, which translated into lack of investors, and the challenges of monopoly within their industry (see Table 5). Participant CH3 emphasizes the constant struggle of a monopolized industry:

> It's like most of the time, when you buy pepe (used clothes) you really be, you really be working for the owner…it just ain't worth it. They tax you every year and it's like it's just, just to pay, just to pay the rent.

Apart from a monopolized industry some participants feel that the country is not conducive to have businesses. H1 states:

> Haiti is actually, Haiti is actually not meant to open for business, uh, uhm, the affluent people, that have means, financially, are people from the private grid, sector, whatever, they may have the business, they may have the control, the monopoly, uhm, uhm, you know, of the economy of Haiti.

Participant C2 also expressed frustration when dealing with the state, where the state does not support small businesses, but rather fosters an atmosphere of employment for microbusinesses:

> Then the price of the products that are rising all the time, people are losing their little profits, and then to turn around and give it to the state again and it will not return back to them at all. It discourages the person to make them want to enter in the formal sector because it's like they are working for the state.

Employees. The last difficulty pertained mainly to the participant who successfully transitioned into the formal sector. Work ethic is a concern to this participant, as employees tend to have a nonchalant attitude when it comes to work.

Employee salaries are also seen as a concern, because it is an added responsibility as stated by the participants who either transitioned or attempted to transition. H1 who successfully transitioned to the formal sector indicated that employees appeared to be more of a burden rather than a help:

> For example to work, and they have a nonchalant way actually to, they expect you to understand, they don't see that you have a business for, that being late for a job, it depends on that finance that you bring in, every 15 days (inaudible) what we call quinzaine (every 15 days) or what we call it monthly. So whatever you agree to pay that person, on top of them not showing up early or on time.

Participant CM9 expresses the same concerns with the notion of employees being an added responsibility to worry about:

> Don't forget that you have employees, you have to respect the salary date of the people, you have to, if you see you can't, you are going to eat the formula…don't forget that when you are selling, when you are selling and the activities and you need to sit, you don't really work, you are to pay.

Additional Barriers for Participants with Intent to Grow

The following are recurring themes of participants with little intent to transition to the formal sector, but still desire to grow their business. The same questions were asked to determine the barriers of entrepreneurial success. Some of the themes are similar to that of the participants with the mindset of transitioning to the formal sector, however, the intent behind the responses varied.

Lack of funds. This barrier reflects a state of survival, where 67% of the

participants indicated they either did not have enough money to grow, or had no access to loans (see Table 5). In addition to this challenge, participants explained they were in constant deficit due to ongoing issues, such as the pandemic (*n*=7), which affected mainly participants in the food industry, family emergencies (*n*=5), lack of distributors that minimize profit margin (*n*= 6), and hurricane or earthquakes (*n*=5; see Table 6).

Through these barriers participants had to either use whatever financial resources to assist other family members. Such as participant CH2 who "had family that was affected by it[the earthquake] in Port-au-Prince, from time to time you have to send small amounts of money to them." Or in participant C4's case where:

> When Matthew passed I had a loss because I had products that got wet, there was no sun to dry them. I had to throw them, throw them away, I put fire on them, I couldn't, I couldn't make my money off of them.

The issue of lack of funds extended to transportation issues where double fares had to be paid, as CM5 stated "you pay for a car to come sell it, and then each time, you are paying for yourself, you are paying for the load, and so, when you finish analyzing it, you really aren't making anything off of it." In addition to transportation issues, participants such as H4 also faced product delivery issues during the pandemic, which contributed to the lack of funds issues:

> Because, everyday, when I wrote them they told me it's because of the corona, that's the cause of it being so slow, they cannot deliver products now. Now when I found the products, there are people who said they already spent their money, they did something else with their money.

Table 5

Barriers to Success

Theme	Barriers	*n*	%
Security	Safety issues	13	72
	Theft	2	11
Uncertainty	Price inflation/Price gouging	10	56
	Fluctuating profit margin	9	50
	Client/Business/Merchandise loss	9	50
	Country closure	8	44
	Inconsistent business days	7	39
	Pandemic	7	39
	Country instability	6	33
	Lack of basic essentials	6	33
	Family emergencies	5	28
	Hurricane/Earthquake	5	28
Lack of Support	Disadvantage/hardship	8	44
	Lack of government support	3	17
	Lack of unity	3	17
Competition	Competition	7	39
Marginalized barriers	Lack of funds	12	67
	Client credit	6	33
	Lack of distributors	6	33
	High interest loans	4	22
	High fees	4	22
	Financing/loan	4	22
	Lack of investors	4	22
	business closure	3	17
	Lack of education	3	17
	Monopoly/hierarchy	2	11
	Venues/property owners	2	11
	Employees	1	6

Client credit. The last barrier participants with desire to grow faced was client credit. With the added hardship all the participants had, client credit appears to affect33% of participants (see Table 5). H3 stated that:

> Yes, the credit is a problem. At times you sell it to someone, you are waiting for them to give you the money right away, they don't give it to you, : now, it's a problem, when you need to buy, the time you were supposed to go buy, you can't go buy during that time, so now it's the reason why the other clients are suffering.

The challenge is keeping track of the credit, knowing who to trust, and at times having mercy on the client who is requesting credit. One participant managed to properly track client credit because of a training that was provided to the community by a local bank. Participant C3 explained the experience:

> There is a bank that is called xxxx they did a training with us on how to manage our business. And then they give you a notebook, to see what I sell each day that I write it in my book, and then also, if I sell on credit, I write down the name of the person that I gave to, you understand.

Even though client credit is a normal occurrence in rural areas of Haiti, some participants vocalized the necessity to avoid it, but still succumb to it. C2 states:

> Even if you lose the business, you're not supposed to sell on credit, but you sell it on credit you have some doubtful clients in the business… why people do credit it's for food supplies so that they can find to eat…my conscious cannot be at peace because, when the person comes to you, they tell you that they have kids to give food to, they ask you for credit so you can give.

Evidence of Trustworthiness

As stated above, the issue of trustworthiness is dependent on the study's credibility, dependability, transferability, and confirmability (Conelly, 2016). The main objective of this study was to capture the real life experiences of informal entrepreneurs in rural areas of Haiti through individual interviews. However, due to various factors that may have affected the data collection process, the implementation of credibility, dependability, transferability, and confirmability of the study had to be adjusted to cope with the pandemic, security, and communication issues currently faced in the country.

Credibility

To make a credible addition to the field of entrepreneurship, several steps were added to the data collection process. Previously, the intention was to use field notes, and purposeful random sampling methods to ensure credibility. Unfortunately, due to the COVID19 pandemic, field notes were combined with daily journal notes to document the process and the encounters by phone with potential participants or participants. This step was added, because I was not able to recruit or have individual interviews in person. Instead of having observations of the interviews, observations of the initial interaction, interview process and the after math were recorded. This was done since participants were also reaching out to me after the interview, to follow up, share more information or just to touch bases.

The daily journals also included my reflection notes and were meticulous in reporting my thought processes before, during, and after interviews, to minimize bias. Due to the many frustrations that I experienced with issues of communication, security,

lack of electricity, and lack of trust from potential participants, this step was also necessary. My additional notes allowed me to reflect on the unstable environment participants were currently in when analyzing my data. In addition, throughout the data collection process, I was transparent and transcribed each interview verbatim to capture the participants' unique experiences. Unfortunately, I was not able to do member checking throughout this process, due to the restrictions, but by taking this extra measure of writing meticulous reflection journals, along with debriefing sessions with a peer after each interview, it helped reinforce the study's internal validity (see Conelly, 2016).

Dependability

This research proves to be dependable because of the detailed step-by-step process of this study's strategy on and off the field. The documents, such as the journal notes and transcriptions, as well as the recorded interviews were part of my triangulation method used as an added measure of dependability. The data collection process, from recruiting to interviewing, was used in the same manner for each participant, with exception of either usage of a direct phone line or a Whatsapp connection. By stabilizing the process, it also stabilizes the data, which depicts its dependability.

Transferability

The transferability of this research was verified as participants were selected from four different rural communities in Haiti, which highlight each individual's unique experience. By narrowing down the locations within an LDC, it reinforces the potential of duplication for future studies. Each participant had a unique experience, hence demonstrating that one size does not fit all (Eijdenberg, 2016). Throughout the data

collection process, I also kept records on how I was recruiting, interviewing and engaging with participants to maintain consistency.

Confirmability

The confirmability of this study is verified by the usage of detailed information. The daily journals were detailed, captured the emotions and the intentions of the participants, as well as monitored my personal perception of the results. To assure comfirmability, throughout the data collection process, I did keep in direct contact with my Chair to ensure that I was following the proper protocol, and not reacting out of fear of either last minute changes, or not meeting my set expectations. During the data collection process, I tried to remain neutral and objective.

Summary

This study's purpose was to explore the factors that motivate informal entrepreneurs in rural areas of Haiti to transition into the formal sector. Throughout this chapter the setting, demographics, data collection process, as well as the data analysis process were discussed. All participants were recruited and invited through purposeful sampling, were given a copy of the consent form and gave a verbal consent prior to participating in the individual interview. The data collected from the interviews were used to analyze the motivation and ability of informal entrepreneurs to transition into the formal sector in rural areas of Haiti.

There was one overarching questions and three sub-questions that were used to properly assess the data. The first research question was what factors motivate informal entrepreneurs in rural areas of Haiti to transition into the formal sector. The data

indicated that informal entrepreneurs in rural areas of Haiti had a primary mindset of desiring to grow with little intention to transition and a secondary mindset of desiring to grow with intent of transitioning. Even though there were two mindsets apparent, the motivation to transition or to grow related to funding or financing, higher profit margins, and stability. The data also presented the possibility of a third mindset that did not have a desire to transition or grow, because there was contentment within the current situation.

The first sub-question investigated how the perception of entrepreneurial success is associated with the motivation to transition into the formal sector. The majority of informal entrepreneurs expressed entrepreneurial success as being self-reliant/independent, having an increase, helping others, and having assurance. The recurring themes between the two mindsets were similar, but the intent behind the answers varied and presented different levels of ambition. The second sub-question explored the ability of informal entrepreneur to remain motivated to successfully transition to the formal sector. The majority of informal entrepreneurs presented the ability to transition. Participants expressed that despite their inconsistent environment, they would incorporate business management skills, do damage control, or adapt to their environment to control their situation. The data also reflected a gap between the different stages of motivation. This revealed that the majority of informal entrepreneurs are motivated on a physiological level to meet basic survival needs, and a small percentage have managed to reach the self-fulfillment need of self-actualization, leaving the other three stages in limbo since participants are currently experiencing barriers that affect them.

The third sub-question focused on the potential barriers that hinder informal entrepreneurs in rural areas of Haiti from entrepreneurial success. All the participants expressed security, lack of support, uncertainty, and competition as apparent difficulties. Additional challenges informal entrepreneurs with intent to transition faced consisted of venue/property owners, high fees, lack of opportunities, and employees. While informal entrepreneurs with desire to grow and little intent to transition, expressed that lack of funds and client credit as additional challenges. Lastly, evidence of trustworthiness was discussed to ensure credibility, dependability, transferability, and confirmability. In Chapter 5 the interpretation of the findings, the limitations of the study, the recommendations, and implications will be discussed.

Chapter 5: Discussions, Conclusions, and Recommendations

Introduction

The purpose of this study was to explore the factors that contribute to Haitian informal entrepreneurs' ability and motivation to transition into the formal sector. For this study, a qualitative narrative inquiry approach was used. This was the best approach to use to gain an in-depth understanding of Haitian informal entrepreneurs' lived experiences through the interpretation of their behaviors, actions, and lived stories (see Conelly, 1990; Lewis, 2015; Rosenthal, 2016). Currently, there is a growing concern on informal entrepreneurs in LDCs. Awareness on informal entrepreneurs' ability and social legitimacy is also increasing, yet there is still minimal information on their motives and intention to continue to engage in the informal sector (Eijdenberg, 2016).

Haiti is an LDC heavily influenced by Westernized approaches and has an overwhelming informal entrepreneur population. Previous studies still identify informal entrepreneurs in Haiti as marginalized, illegitimate, and having a mindset of learned helplessness with no intention of breaking the cycle of survival and maintenance. This study was done to comprehend Haitian informal entrepreneurs' ability and motivation for growth to lead to a successful transition into the formal sector. The study was also executed to reveal the current situation in rural areas of Haiti as well as the barriers that stifle their growth potential. Understanding Haitian informal entrepreneurs' intentions, motivation, and barriers may help increase informal entrepreneurs' transition rates and differentiate what best approaches to take to alleviate microbusiness growth potential.

In this study, I primarily focused on answering the following questions: what factors motivate informal entrepreneurs in rural areas of Haiti to transition into the formal sector? How is the perception of entrepreneurial success associated with the motivation to transition into the formal sector? Do informal entrepreneurs have the ability to remain motivated to successfully transition into the formal sector? What are the potential barriers that hinder informal entrepreneurs in rural areas of Haiti from entrepreneurial success? In short, the data collected from the individual interviews indicated that funding/financing, higher profit margins, and stability were main motivation factors to transition into the formal sector. The participants' answers also implied that entrepreneurial success demonstrates different levels of ambition.

In addition, the data revealed that informal entrepreneurs present a capability to transition, but only a small percentage may be able to remain motivated to successfully transition due to current barriers. Lastly, the answers participants shared through the interviews suggested that the top four barriers include security issues, lack of support, uncertainty, and competition. In Chapter 5, I present the interpretation of the findings, discuss the limitations of the study, make recommendations for future research, and review the implications of study.

Interpretation of the Findings

In this study, I focused on informal entrepreneurs in rural areas of Haiti, their motivation to transition to the formal sector, their perception of entrepreneurial success, their ability to remain motivated, and the barriers that hinder them from entrepreneurial success. Having a better understanding of these topics may help influence informal

entrepreneurs, their families, and their communities in a positive way. It is important to focus on the motivation and ability of informal entrepreneurs to gain a better understanding on their growth potential, as opportunity, motivation, and necessity are required for successful growth, according to Eijdenberg et al. (2015).

Research Question

The data collected reflected that funding/financing, higher profit margins, and stability were factors that motivate the participants to either transition to the formal sector or grow. All of the participants either were in the informal sector or started in the informal sector. The results reflected one participant who successfully transitioned into the formal sector, and four participants who either attempted or desire to transition into the formal sector. From the 18 participants interviewed, 67% desired to grow, whether there was intent to transition into the formal sector or not.

Participants with the mindset to transition into the formal sector expressed that financing was a source of motivation because peace of mind and better loan options were important to them. On the other hand, participants with the mindset to grow claimed funding was a source of motivation because it is important to them to have more money in hand to meet obligations or needs. Even though Williams (2015) indicated that informal entrepreneurs who engage in business activities do not acknowledge their status but rather recognize their activities as chores for survival, this did not appear to be the case for the majority of these participants. Out of the 18 participants, only two verbally stated they did not consider what they were doing a business but rather claimed it was something to do to bring in money.

Another recurring theme that was unanimous for all participants was higher profit margins so they can feel the benefit of the business. Lastly, all of the participants expressed stability as a source of motivation in terms of securing a future for either themselves or their families. Participants with intent to transition also stated stability with the objective of having a stable establishment or clientele.

Subresearch Question 1

Entrepreneurial success at times may be perceived in various ways. Through this study, entrepreneurial success was analyzed from the Haitian informal entrepreneur's point of view and then associated with motivation to transition into the formal sector or achieve entrepreneurial growth. In doing this, the data demonstrated different levels of ambition that reflected the participant's intent. This question was vital to the study because it gave insight on informal entrepreneurs' motivation to transition and depicted when entrepreneurial growth reached a halt. Based on what an informal entrepreneur in Haiti recognizes as entrepreneurial success, it may depict if they are entrepreneurship driven as Adussei (2016) expressed, which has an impact on their motivation or outcome.

Participants who had the intent to transition into the formal sector reflected self-reliance/independence, increase in profit margin or locations/venues, helping others, and assurance as entrepreneurial success, while participants with intent to grow reflected self-reliance/independence, increase in profit margin, merchandise, or quality, and helping others as success. The results highlight similarities between the two mindsets but with different objectives. Participants with intent to grow based their answers on necessities, while participants with intent to transition based their answers on opportunities. For

example, participants with intent to grow discussed helping others as being a good neighbor and not letting others suffer, while participants with intent to transition viewed helping others as a way to influence others or create opportunities for others, such as jobs.

If an individual's awareness of success is to meet the bare minimum requirements, the ambition at that point is not as high as someone's perception of success that is on a bigger scale or filled with purpose. In short, the more value an individual places on entrepreneurial success, the higher the ambition. Additionally, the higher the level of ambition combined with a need that is satisfied, whether basic, psychological, or self-fulfillment, the higher probability of growing beyond poverty levels.

For example, the participant who attempted to formalize but was not successful is still motivated to attempt formalization another time. In looking at this participant's response to success, the factors that motivate this participant, along with the barriers, the answers indicated that basic needs were met. The participant also reflected success as an attempt to reach self-fulfillment by displaying a sense of accomplishment, raising the level of ambition, and aiming for more to help others. According to Maslow (1943), the state of self-actualization is the final stage for growth for an individual to reach their full potential.

In hindsight, when analyzing the participant who was content with their status and had no desire to grow, the perception of success was linked to having any amount of money. There is contentment in keeping things small, having less problems, and having money in hand for necessities, and when combined with the basic needs not being met,

the potential of raising the level of ambition is almost nonexistent. For this reason, growth comes to a halt, even if the individual is fully capable and displays the ability to successfully transition.

One out of 18 participants who refused to grow was a minority in comparison to the 80% Adom (2016) stated who became resilient after attempts to formalize. It is possible that the reason the group would not conform to the assistance provided for formalization is due to their perception of success. The results of this study showed that informal entrepreneurs with the right motivation and perception of success, desire to grow, and desire to transition require a unique approach, one that fits into their vision of success. Gowreesunkar and Seraphin's (2016) approach to informal entrepreneurs in Haiti revealed that entrepreneurs are resisting growth and are purposely trying to remain invisible to the country. Again, this is based on the individual's perception of what success is, and the behavior cannot be altered until the need, the motivation, and the vision is met.

The combination of what success means to the individual and what needs are being met is what creates an opportunity through ambition and motivation. This idea is in alignment with a recent research of Eijdenberg et al. (2015), where entrepreneurial growth along with mixed necessity and opportunity had a positive association. The participants' perception of success reflects a source of ambition and motivation for either growth or transition. Participants with intent to grow and little intent to transition perceived success as meeting the necessities, which in turn is a need for survival and are less likely to grow beyond their status (Eijdenberg et al.,2015). This notion of necessity

motivation and opportunity motivation reflects why the perception between the two are mindsets have different outcomes.

Subresearch Question 2

Ability. The second subresearch question of this study revealed the informal entrepreneurs' ability to transition as well as their inability to remain motivated to successfully transition to the formal sector due to current challenges. When analyzing the data, business management/damage control and adaptation were recurring themes. According to Gowreesunkar and Seraphin (2016), informal entrepreneurs in Haiti have adapted to being in a constant state of powerlessness, which has resulted in learned helplessness. As a result of this learned helplessness, change is not occurring because informal entrepreneurs are showing signs of deviance by remaining invisible to the country and are refusing to grow (Gowreesunkar & Seraphin, 2016). In addition, researchers have also indicated that microbusinesses do not use formal planning or management styles for growth and that within the informal sector, there is more flexibility, hence why there is resistance to transition (Adom, 2016; Lussier & Sonfield, 2015).

The data from this study revealed that 89% of participants displayed knowledge of basic management skills, whether self-taught or formally trained, and used it to accordingly plan their uncontrollable situations to regain control. Although participants were in a state of powerlessness and expressed emotions of helplessness and hopelessness, they sustained through the challenges and did not succumb to learned helplessness. Learned helplessness is having an uncontrollable environment with the

option of remaining in the situation or choosing a better option (Seligman, 1972). Even though 61% of the participants adapted to their environment, the majority of the participants did not adapt to their circumstances. The 61% of participants choose to create new opportunities or sustain in hopes of achieving more and growing, thereby displaying the ability to have entrepreneurial growth or successfully transition into the formal sector. These results confirmed Williams et al.'s (2017) insinuation of informal entrepreneurs' ability to transition successfully due to their innovation and strong work ethics.

Motivation. The approach used for this question was based on Maslow's (1943) theory of motivation. Using this approach gave insight on the informal entrepreneurs' motivation to grow beyond survival need, which is used to initially engage in business. The results of the study revealed that the physiological stage, a basic need on Maslow's hierarchy of needs is met whether participants express the need to meet obligations/needs (61%), or having more profits (22%). These results highlight why informal entrepreneurs started and remained in business. However, despite the participants' desire to grow, not all of the basic needs and psychological needs were met.

Munyoro et al. (2016) discussed the importance of meeting the psychological need as a factor to motivate individuals, along with the other stages, which are depicted as internal and external factors that generally motivate individuals. Participants did not acknowledge safety or the need to belong, as a source of motivation, but rather as a barrier. Recent challenges in Haiti are affecting these needs and appear to have created a gap between the participants with intent to grow and the participants with intent to

transition. Meaning, Munyoro et al.'s (2016) perception of creating an importance on psychological needs reflects the status of motivation for informal entrepreneurs in LDCs.

The few participants who managed to grow prior to the recent challenges, expressed, self-esteem (44%) whether through feeling independent, or creating opportunities, as a source of motivation. The other 22% of the participants reached the stage of self-fulfillment according to Maslow (1943) hierarchy of needs and expressed influencing others as a source of motivation. The need to reach self-actualization by inspiring others and creating a chain reaction, confirms Maslow's hierarchy of needs. Participants who reached this stage display that they have met all other needs and are ready to go beyond the basic and psychological needs to reach entrepreneurial growth.

Change. After analyzing the data collected, it was apparent that informal entrepreneurs in rural areas of Haiti have the ability to grow and potentially grow into the formal sector. However, informal entrepreneurs' motivation level in rural areas of Haiti is still focused on survival needs, which would hinder them from reaching their potential. For this reason, Lewin's (1958) theory of change was used to determine if informal entrepreneurs are in the unfreezing, changing or refreezing state. Based on the results, the majority of participants are in the unfrozen state, where they are motivated to change (see Cummings et al., 2016). Few participants who are in the changing state are in the process of developing a plan and committing to change. However, due to the overwhelming barriers informal entrepreneurs face, no one has reached a level of stability to apply new concepts to reach the refreeze state (see Cummings et al., 2016). Through the analysis of the participants' answers, the study revealed that informal entrepreneurs in

Haiti primarily cease to grow in the changing state because of external factors.

Subresearch Question 3

Participants expressed several barriers throughout the interviews as hindrances; security issues, uncertainty, lack of support, and competition. In addition to these barriers, participants with intent to transition also expressed venues/property owners, high fees, lack of opportunities, and employees as barriers. Participants with intent to grow expressed lack of funds and client credit as added barriers.

Security and uncertainty. Security issues affected 72% of the participants, which included, protests, road closures, theft, and in some areas violence. Majority of the participants indicated security as a barrier because it affects not only their personal safety, but their clientele and their daily bread as well. The participants were also adamant on expressing that the increase of risk and insecurity does stifle their entrepreneurial growth, just as Jimenez et al. (2017) suggested; and if they could it would be the first thing they would change in the country. Security is one of the barriers that affected participants' basic needs on Maslow's (1943) hierarchy of needs. The inconsistencies participants also expressed through the interview, such as, fluctuating profit margins, country closure or instability, reflected uncertainty, which are also hindrances to informal entrepreneur's motivation.

Lack of support. Support whether financial or through guidance is an important factor to microbusinesses as it fulfills a psychological need of belonging. Participants with intent to transition vocalized a lack of support from the government and the community. According to Adussei (2016), policies reinforced by a country usually

overlook factors that aim to support entrepreneurs toward success. Participants with intent also mentioned high fees, difficulties with securing a location that is up to standard, and lack of opportunities as barriers to entrepreneurial success.

Apart from high costs, the literature body includes fear of failure, lack of skill or knowledge as barriers to informal entrepreneurs (Azari et al., 2017; Bablola & Syed, 2018). The results of the study indicate that the majority of the participants were fully knowledgeable on business techniques and industry skill. Participants expressed that their source of knowledge and industry skill emerged from previous experiences, familiarity to the industry through being self-taught and mimicking processes, as well as formal training to gain a basic understanding of business management.

Participants with intent to grow and limited intent to transition expressed additional barriers, such as lack of funds and client credit. Adom (2016) identifies marginalization as a form of lack of support. Informal entrepreneurs are necessity driven entrepreneurs and have the potential to become opportunity driven, but due to marginalization and inequality that are still in existence this group is impacted (Bako & Syed, 2018; Adom, 2016). When participants with minimal intent to transition, but desire to grow, were asked about challenges, the answers reflected higher interest loans, and inflated prices as result of their status, thereby confirming societal intent to marginalize informal entrepreneurs is still in existence in rural areas of Haiti.

Competition. This last barrier is an additional theme that 61% of the participants expressed as a hindrance. Although some participants were unaffected by neighboring competition, 39 % expressed trauma from competition as a sabotage to prevent them

from succeeding. Burning shops, sabotaging businesses, and damaging property were a few occurrences participants expressed.

Limitations of the Study

Throughout the data collection process, there were several limitations, which include COVID19 pandemic, communication issues, security issues, participant transparency, and potential bias. The first limitation entailed a worldwide crisis that affected every nation across the world. Through the pandemic, travel restrictions were enforced and the individual interviews were done by phone instead of in-person. In dealing with the particular topics discussed during the interviews, the results may have been influenced since in person behaviors and reactions were not able to be recorded. The second limitation was a communication issue, which affected several interviews due to the numerous interruptions throughout the conversation. The interruptions may have impacted the participants comfort levels, train of thought process, and patience during the interview.

The third limitation was security, particularly in one area, which may have affected the participants' honesty during the interviews. Potential bias may also have affected the results, as more leniencies were given to those participants within that particular area, and certain questions were avoided to not break trust levels during the interview. Lastly, it was hard to recruit participants from a remote location. Many recruits were dependent on referrals and meeting the participant by phone for the first time. This could have impacted or influenced the study's results due to participant transparency and potential bias.

Recommendations

This study's main purpose was to explore the factors that contribute to Haitian informal entrepreneurs' ability and motivation to transition into the formal sector. To do so, the research had to look into the Haitian informal entrepreneurs' motivation to either grow or transition into the formal sector, their perception of entrepreneurial success, as well as barriers that may hinder this success. The findings of this study reveal that funding/financing, higher profit margins, stability and the perception of success are factors that motivate informal entrepreneurs in rural areas of Haiti to formalize. The findings also indicate that Haitian informal entrepreneurs have the capability to transition, but lack the ability to remain motivated. All participants experienced security issues, uncertainty, lack of support, and competition as barriers that hinder the ability to remain motivated. For this reason, the following recommendations are suggested for future research on informal entrepreneurs in context of LDCs.

The findings of this study insinuates that informal entrepreneurs are motivated to transition to the formal sector, desire entrepreneurial growth, and possess the ability to transition, but may not have the right motivation to transition successfully. With this assessment, it is recommended to execute this study on a larger scale to properly evaluate the situation in rural areas of Haiti. This means including areas other than Cap-Haitian, Hinche, Croix-des-Missions, and Cayes to gain a broader perspective. Areas that potentially reflect other challenges that volunteering participants may face.

If more locations are not accessible at the time, a larger pool of participants would be the next option. Having a wider scale of participants, may also give more insight on

informal entrepreneurs in rural areas of Haiti. When executing these future studies, it is also advised to collect data when there are minimal external factors involved. Currently, informal entrepreneurs face overwhelming challenges in Haiti. These external factors add to their hardship. Meaning the removal of the added hardship may skew the results and reflect other outcomes. Granted, factors such as the pandemic may not be resolved within the next couple of years, but security issues and communication issues in Haiti may become more stable through time.

The next recommendation would be to do a study that highlights informal entrepreneurs that successfully transitioned into the formal sector. In this study, the majority of the participants were informal entrepreneurs who are currently in the informal sector. Only one participant successfully transitioned to the formal sector from the informal sector. Another participant attempted, but remained within the informal sector. The experiences of the participant who successfully transitioned coincided with the hardship of the other participants. However, added hardship deterred the participant from desiring growth, hence suggesting cessation of growth for informal entrepreneurs who successfully transitioned to the formal sector is an additional concern.

As mentioned previously, the criteria for inclusion was participants who are of Haitian nationality or of Haitian descent and have an established microbusiness in a rural area in Haiti. By using different inclusion criteria for future studies, it may reveal other motivation factors that informal entrepreneurs may have to transition and remain into the formal sector. It may also give further insight on their ability, as well as other barriers they may face. Additionally, these studies may indicate if informal entrepreneurs that

successfully transitioned into the formal sector are able to sustain the transition. They may also elaborate on informal entrepreneurs reasoning and intent behind their actions.

The last recommendation is to use Herzber's (1966) theory of motivation, which focuses on job satisfaction and dissatisfaction, instead of Maslow's (1943) theory of motivation. In doing so, it may potentially indicate if job satisfaction is also a source of motivation for informal entrepreneurs in rural areas of Haiti. This study focused on Maslow's theory of motivation, because under normal circumstances it reveals the basic needs informal entrepreneurs need to start a business, remain in business, and reach their potential. The three levels of Maslow's hierarchy of needs were explained in context of informal entrepreneurs in rural areas of Haiti with intent to desire to grow or desire to transition in the formal sector. Although the study was detailed, it does not focus on the participants' level of satisfaction. With Herzber's (1966) theory of motivation, future studies may be able to detect a connection between job satisfaction and motivation in terms of informal entrepreneurs in rural areas of Haiti.

In short, the informal sector accounts for 70% of the labor force in developing countries (see Loayza, 2018). With the rising number of informal entrepreneurs, it is necessary to explore the intent, motivation, and ability of informal entrepreneurs in varying environments (see Loayza, 2018). Although several attempts have been made to reform informal entrepreneurs in LDCs, in hopes of alleviating poverty, some were not successful, as one size does not fit all; different environments require suitable approaches that fit the needs of the country and the community (see Eijdenberg, 2016). This study explored the motivation and ability of informal entrepreneurs in rural areas of Haiti,

which is an LDC and has an unpredictable environment. The recommendations provided in this section reflect doing the study on a larger scale to include more participants, use a variety of locations, use different inclusion criteria, and use another conceptual framework. In doing so, the results may vary, but it may bring a deeper understanding on informal entrepreneurs' rationale, intent, perception, motivation, and ability in context of LDCs.

Implications

As indicated previously, exploring and identifying the factors that either hinder or motivate Haitian informal entrepreneurs' ability to grow is important to the field of entrepreneurship. Furthering knowledge on their rationale and intent may reveal where the cessation of growth occurs. Informal entrepreneurs' growth potential, whether at the starting point or while in operation and sustaining the business, may help curve poverty periphery in LDC communities. Haiti is an LDC that is heavily influenced by Westernized approaches, but still remains as the poorest country in the Western hemisphere. Informal entrepreneurs in Haiti, particularly in rural areas, concede to starting a business as a result of survival. Through lengthened effects of powerlessness and poverty, learned helplessness is a result of the uncontrollable situations and it also stifles informal entrepreneurs' growth potential.

The results of this study presented a few notable characteristics that informal entrepreneurs possess. Informal entrepreneurs' resourceful, resilient, and skilled natures revealed a sturdy mindset of not allowing current circumstances to supersede the motivation to grow. Despite the existing issues in Haiti, such as political crises,

insecurity, financial restraints, and new developments of the pandemic that affected the world, informal entrepreneurs managed to sustain and the majority still desired to grow. In some cases, the intents varied from desire to survive to desire to transition, but the majority of informal entrepreneurs in rural areas of Haiti from this study demonstrated their ability to analyze their current situation, manage it, and adapt to their environment. The results of this study have the potential to promote economic growth in rural areas of Haiti.

Social Change

The implications for positive social change may affect individuals, families, communities, and government policies. The first step to creating impact for positive social change is building awareness. The findings from this research may help build awareness on informal entrepreneurs in challenging environments, as well as their intent and motivation to grow and achieve entrepreneurial success. With an awareness on what factors motivates entrepreneurial success, informal entrepreneurs may become exemplary models within their communities, and may contribute to the country's economic growth.

Informal entrepreneurs in Haiti are the country's greatest asset, due to their knowledge, experience, and skill set (Ciallo & Daniel, 2016). Based on the findings from this study, informal entrepreneurs have the ability to grow, which translates into employment opportunities for the community. For this reason, it is important to provide informal entrepreneurs with adequate support whether through finances or mentorship. Although the majority of the participants indicated that funding and financial support were priority issues, few participants indicated the need for mentorship and guidance on

how to maneuver the financial support for better results. This level of awareness on additional support is an added indication that assistance in rural communities go beyond financial need.

In addition to entrepreneurial growth, informal entrepreneurs could also improve the well-being of self and family. After analyzing the findings of this study, there are two recommendations to improve the well-being of self and the community that became apparent. The first recommendation is for the state and local government to utilize the findings to amend the approaches currently used when dealing with informal entrepreneurs in rural areas of Haiti; approaches that reinforce the visions and goals of informal entrepreneurs. The suggestion would be to steer away from a one-size-fits-all strategy and recognize the various levels within the informal sector, as depicted within the findings. The second is the creation of programs that support, mentor and provide proper resources for informal entrepreneurs, to promote growth within their communities. In providing the proper support based on informal entrepreneurs' needs, a chain reaction of positive influence and support within their communities may be created.

Theory and Practice

Gaining more insight on informal entrepreneurship in context of LDCs is a growing concept in the literature body. Williams and Shahid (2016) reiterated the need to explore this phenomenon as there is minimal information available pertaining to informal entrepreneurs. In recent years, researchers have stressed the importance of also understanding informal entrepreneurs' intention, rationale, and motivation. By exploring this, there may be potential to promote growth, thereby creating opportunities for not

only the individual, but the community as well. Apart from gaining more insight on informal entrepreneurs in context of LDCs, it is also important to explore informal entrepreneurs in context of LDCs in varying countries. This study's aim was to fill the gap of knowledge in the field of entrepreneurship in context of LDCs, as well as give insight on informal entrepreneurs specifically in Haiti.

The results of this study focused on informal entrepreneurs' ability and motivation to transition to the formal sector. Through this study, I was able to highlight the experiences of informal entrepreneurs in four areas of Haiti. These areas included Cap-Haitian, Hinche, Croix-des-Missions, and Cayes. These locations were selected since they are located in different regions in the country and reflect varying challenges. There were 18 participants in total, with various backgrounds and experiences. From the pool of participants, two were exceptional. One participant successfully transitioned to the formal sector and another attempted to transition but could not. The results also indicated three primary factors that motivated informal entrepreneurs to transition; funding/financing, higher profit margins, and stability. These findings were based on informal entrepreneurs with intent to transition and with intent to grow.

The recommendations stated above encourage future studies to focus on Haitian entrepreneurs in rural areas of Haiti who successfully transitioned from the informal sector to the formal sector, as well as, including more areas to cover a wider demographic. Meaning, future research should focus on getting a broader picture of the motivation factors that informal entrepreneurs with intent to transition have and get a larger scope of participants. Out of the 18 participants, a handful had intention to

transition, the majority had intent to grow, and one participant had no intention to transition or grow. With a wider scale, the results may indicate another outcome, or may reflect a bigger reality, one that indicates whether informal entrepreneurs are able and ready for change, if given the opportunity.

Currently, in the literature body, there is minimal information on informal entrepreneurs in context of LDCs and even less pertaining to Haitian informal entrepreneurs. The few studies that do highlight Haitian informal entrepreneurs, reinforce marginalization, and learned helplessness. Where in actuality, from the results of this study, Haitian informal entrepreneurs remain marginalized, but do not exude the feeling of learned helplessness. Their resilient nature, tenacity, and survival need positions them to grow, if barriers are removed. In executing further qualitative studies, other qualities, perceptions, and factors to help informal entrepreneurs successfully transition, and help formal entrepreneurs remain in the formal sector may surface. A qualitative, narrative inquiry approach was used to conduct this study; however, future researches may use other methodological approaches to further explore the motivation, rationale, ability, and intent of informal entrepreneurs in LDCs.

Conclusion

In conclusion, the data collected through this study answered four questions. The main research question explored what factors motivate informal entrepreneurs in rural areas of Haiti to transition into the formal sector. While the sub-research questions analyzed the association of entrepreneurial success with the motivation to transition into the formal sector. The ability of informal entrepreneurs to remain motivated to

successfully transition into the formal sector and the potential barriers that hinder entrepreneurial success for informal entrepreneurs in rural areas of Haiti.

Using Seligman's (1972) theory of learned helplessness, Maslow's (1943) theory of motivation, and Lewin's (1958) theory of change as a framework, the findings indicated that informal entrepreneurs in rural areas of Haiti view funding/financing, higher profit margins, and stability as motivation factors. It also revealed that the perception of entrepreneurial success has a positive effect on informal entrepreneurs' motivation to transition, since it reflects their ambition levels. The results also specifies that informal entrepreneurs have the capability to grow and transition to the formal sector, but the majority lack the ability to remain motivated to successfully transition to the formal sector because of unmet needs from recurring barriers. Lastly, the answers affirmed four major barriers that hinder entrepreneurial success as security issues, lack of support, uncertainty, and competition.

In this chapter, the interpretations of the findings, the limitations, the recommendations, and the implications were discussed. The results of this study added knowledge to the entrepreneurship field by raising awareness on informal entrepreneurs' intent, ability, and motivation to grow or transition into the formal sector in context of LDCs. The findings of this research also have the potential to influence government policies to provide adequate support for informal entrepreneurs, as well as create trainings and mentorship opportunities to encourage informal entrepreneurs in rural communities.

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Appendix A: Interview Protocol

1. Make contact with participants either in person or by phone to confirm participation.
2. Set a time and place to conduct the interview.
3. Meet with participant for the interview.
4. Review consent form, confirm consent that the participant is volunteering for the interview and that the interview is being audio recorded
5. Answer any questions, and address any concerns.
6. Set up recording devices to record the interview.
7. Introduce myself, then the participant.
8. Proceed to ask the questions from the list.
9. End the interview with closing statement.
10. Write reflection notes and a brief summary of the interview for journal notes.
11. Transcribe the interview
12. Provide each participant with the results either by phone, email or delivered in a sealed envelope.

Appendix B: Interview Questions

1. Tell me about yourself and your line of work.
    a. How would you describe the type of work you do?
    b. How would you or other people describe the type of character you have?
2. Describe your experience in your line of business.
    a. Why did you choose this line of work?
    b. How is the competition in this line of work in the area?
3. Explain to me the reason why you started this business.
    a. How did you get your business started and who helped you?
4. Could you describe your daily activities when operating the business.
    a. How did you figure out how to do all of the day-to-day chores to help your business sustain?
5. What roles does your family play in the daily activities of your business?
    a. Who is helping you maintain your business now? (Book Keeping, marketing or any daily operations)
6. Describe the area where your business is located.
    a. How far is your business from where you live?
    b. Why did you choose that location?
7. Describe the clientele you receive on a daily basis.
    a. Explain how you get customers to come to do business with you.

8. Explain some of the challenges you face in this line of work or with your business.
9. If you were not doing this type of work or have this business, what would you do to survive?
10. What would you say is a perk to having this business?
11. Describe what a successful day in business or at work mean to you.
    a. What does having a successful business mean to you?
12. If you were affected by the earthquake or hurricane Matthew, what happened to your business or your work?
    a. How did you manage to keep your business running?
13. How is the country's instability, whether in security, economic or political, affecting your business or your line of work?
14. Where do you see your business five years from now?
15. What do you feel you need to help your business grow?
16. What would motivate you to grow your business?
17. If you could make a change in the country, what would it be?
    a. Explain why you would make this change.
18. What could be some ways your business or line of work could make a difference in the country or in your community?

Appendix B:Kesyon Entevyou Yo

1. Pale'm de ou e ki aktivite ou fe nan travay ou.
    a. Ki jan ou ka dekri kalite travay ou fe?
    b. Ki jan ou ta dekri oswa lot moun te ka dekri karakte ou gen yen?
2. Dekri eksperyans ou gen yen nan aktivite biznis ou an.
    a. Poukisa se komes sa ou chwazi fe?
    b. Ki jan konkurans lan ye pou biznis ou an nan zon ou an?
3. Eksplike'm rezon ki fe ou komanse biznis sa a?
    a. Kijan ou te komanse biznis ou an epi ki moun kite ede ou?
4. Eske ou ta ka dekri aktivite chakjou le ou ap jere biznis lan?
    a. Ki jan ou te fe konnen kouman pou fe tout aktivite pou jere biznis lan pandan jounen an?
5. Ki wol fanmi ou jwe nan aktivite chakjou nan biznis ou?
    a. Ki moun ki ap ede ou kenbe biznis ou kounyen a? (Kontablite, maketing, oswa nen pot operasyon chakjou)
6. Dekri zon kote biznis ou ye a.
    a. Ki distans biznis ou de kote ou rete a?
    b. Poukisa ou te chwazi kote sa a?
7. Dekri kliyantel ou resevwa sou yon baz chakjou.
    a. Eksplike kijan ou ka fe kliyan yo vin achete nan men ou?
8. Eksplike kek difikilte ou ap fe fas avel nan biznis ou an.

9. Si ou pa t'ap fe biznis sa kisa ou ta fe pou siviv?
10. Kisa outa di se yon avantaj pou gen biznis sa a?
11. Dekri kisa yon jou sikse nan biznis oswa nan travay vle di pou ou
    a. Ki sa sikse nan biznis vle di pou ou?
12. Si ou te afekte pa tranbleman de te a oswa siklon Matthew, sa'k te pase biznis ou apre sa?
    a. Ki jan oute jere biznis lan epi ou kontinye ak fonksyone?
13. Ki jan enstabilite peyi a, si nan sekirite, ekonomik oswa politik, afekte biznis ou?
14. Ki jan ou we biznis ou a nan senk an depi kounyen a?
15. Kisa ou santi ou bezwen pou ede biznis ou grandi?
16. Kisa ki ta motive ou pou grandi biznis ou?
17. Si ou ta ka fe yon chanjman nan peyi a, kisa'l ta ye?
    a. Eksplike poukisa outa fe chanjman sa a.
18. Ki fason biznis ou an te ka fe on diferans nan kominote ou an oswa nan peyi an?

Appendix C: Closing Statement After Interview

"I would like to thank you again for participating in this research. The next step is for me to transcribe and analyze the interview. Once my research is completed, I will share the results with you either by phone, email or delivered to you in a sealed envelope. Remember all information given will remain confidential and stored in a secured place, which will be locked. No one other than myself and my committee members will have access to this information and are required to honor the privacy of each participant. This means we will not share your information, just the results of the research. If you have any questions or concerns, I can be reached by phone at XXX, or by e-mail at XXX@waldenu.edu, feel free to contact me. Since you are a voluntary participant, at any point and time you are able to withdraw. You are a valuable part of this research, as you are helping us discover what changes need to be done to improve our community."

Appendix C: Deklarasyon Apre Entevyou

"Mwen ta renmen remesye ou anko pou patisipe nan rechech sa a. Pwochen etap la se pou mwen transkri ak analize entevyou a. Yon fwa rechech mwen an fini, mwen pral pataje rezilta yo avek ou oswa pa telefon, imel, oswa delivre nan yon anvlop. Sonje tout enfomasyon ou bay ap rete konfidansyel e yo pral estoke nan yon kote ki an sekirite, ki pral bloke. Pa gen yon sel lot pase mwen mem ak manm komite'm yo ki ap gen akse a enfomasyon yo, epi yo oblije onore vi prive chak patisipan yo. Sa vle di nou pa pral pataje enfomasyon ou, jis rezilta yo nan rechech la. Si'w gen nenpot kesyon oswa enkyetid, ouka jwenn mwen pa telefon XXX, oswa imel XXX@waldenu.edu, santi ou lib pou kontakte mwen. Paske ou se yon patisipan volonte, nan nenpot ki pwen ak tan ou kapab chanje lide'w. Ou se yon pati enpotan nan rechech sa a, paske wap ede nou dekouvri ki chanjman nou dwe fe pou amelyore kominote nou an."