

Exploring Career Shocks among Young Entrepreneurs: A Qualitative Study in Morocco's Entrepreneurial Landscape

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Abstract

This paper delves into the realm of career shocks experienced by young entrepreneurs during their journey of starting a business. Employing a qualitative approach, the study conducts 20 semi-structured interviews with recent university graduates aged up to 30 from diverse regions of Morocco. Through the analysis, the research uncovers various career shocks encountered by these entrepreneurs both before and after embarking on their business ventures, highlighting their influence on the decision-making process regarding entrepreneurship.

Research Objectives: The primary objective of this paper is to explore and understand the career shocks faced by young entrepreneurs as they venture into the world of business. Through qualitative research, we aim to provide valuable insights into the challenges and experiences that shape graduates' decisions to pursue and sustain entrepreneurship in a developing country like Morocco.

Methodology: A qualitative research design was employed, utilizing semi-structured interviews as the data collection method. The study's focus on 20 young entrepreneurs in different regions of Morocco (aged up to 30) ensures a diverse and representative sample, allowing us to capture a comprehensive understanding of career shocks within the country's unique entrepreneurial landscape.

Key Findings: The analysis revealed a multitude of career shocks faced by young entrepreneurs during their transition from academia to entrepreneurship. These shocks were identified as crucial factors influencing graduates' decisions to pursue entrepreneurship and maintain their ventures. By categorizing and examining these shocks, our research enriches the existing literature on both career development and entrepreneurship.

Implications: This study's findings offer valuable implications for various stakeholders. Organizations seeking to attract and retain young entrepreneurial talents can leverage these insights to create more conducive environments. Moreover, higher education institutions can use this research to better equip students for successful transitions into entrepreneurship, whether within established corporations or as independent ventures.

Limitations and Future Directions: While this research presents valuable insights into career shocks and their impact on entrepreneurship, it is not without limitations. The study focused solely on Morocco, making it essential to extend such investigations to other developing countries for comparative purposes. Additionally, further research may explore the intersection of agency concepts and environmental influences in career shocks, fostering a deeper understanding of the dynamics at play in young entrepreneurs' career trajectories.

Originality and Value: This paper uniquely contributes to the field by integrating the concept of career shocks with entrepreneurship literature. By doing so, it provides a novel perspective on the challenges faced by young entrepreneurs, offering a categorization of career shocks experienced during the pathway to entrepreneurship. This research bridges the gap between career development and entrepreneurial studies, providing a valuable resource for scholars, policymakers, and practitioners interested in nurturing and supporting young entrepreneurial talent in developing economies.

Keywords

Career shock, Entrepreneurship, Career Choice.