

Turkish Entrepreneurs in the Investment Decision Process Against Bureaucratic Barriers: How Psychological Cognitive Behavioral Concerns have Impact on Social Capital

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ABSTRACT

While some of the candidates who actively benefit from entrepreneurship training are successful in starting a business, some of them fail to establish a business by examining the effect of social capital in line with the factors that affect the organization or cannot establish a business in line with the problems encountered in bureaucracy during the application process of investment incentive channels. The aim of this article is to understand the acceptance level of the entrepreneurship project against bureaucratic barriers. As a result of the active entrepreneurship training of the Ankara Development Agency (AKA), the process encountered in the incentive investments of the last 4 year's 400 entrepreneur projects within the scope of 100 business idea projects will be followed. The results of the study indicate that in the analysis of the relationship between scale scores, there is no relationship between the general tendency towards entrepreneurship and the scale scores ($p > 0.05$) a strong positive relationship between communication problems in the application process and communication problems in the evaluation process ($r = .692$). There is a strong positive correlation ($r = .624$) between communication problems regarding the application process and the general perception of the bureaucratic structure. Furthermore, there is a very strong positive correlation ($r = .837$) between communication problems and general perception of the bureaucratic structure during the evaluation process. However, there is a weak positive correlation ($r = .248$) between the general perception of bureaucratic structure and cognitive social capital. The findings of the research underline that the importance of psychological burnout is observed in the minds of entrepreneurs who intend to invest with incentives. The government also had local and foreign experts prepare structural and functional reports for bureaucracy. The failure of its projects to turn into investment forces the entrepreneurial psychology and the organizational structure to which it attaches value to devalue, not to overcome their problems with the code of positive citizenship virtues and to give up the desperation attempt, and force the decision to turn to public employment.

Keywords: Entrepreneurship, Bureaucracy, Cognitive Social Capital, Turkish Entrepreneurs

INTRODUCTION

While many of the challenges that threaten future development models, such as capital or the market, can be overcome by globalization, bureaucracies are still able to maintain their traditional positions. To get rid of the area framed by this situation, entrepreneurs are also seeking in

a global framework. Today; Germany, Switzerland, Estonia, Canada and England stand out for the top five countries that provide the best opportunities for entrepreneurs. (<https://btm.istanbul/>). This will create a negative pressure on the investment that Turkish entrepreneurs intend to make in their own country and put them at a disadvantage in competition. For the good motivation of even entrepreneurs, the investment opportunity environment should be encouraging. Otherwise, the entrepreneur turns to the countries that provide advantage, and the entrepreneurial

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investments that are directed towards are not underestimated. The scale of the initiative has been brought to the column of Milliyet newspaper by columnist Serkan Ünsal with its global dimension, citing Crunch base and NVCA (National Venture Capital Association) international venture capital association data as a source.

Angel and venture capital (excluding private equity investments) is 294 billion dollars (this size is 322 billion dollars in 2018 (www.milliyet.com.tr). If the intellectual entrepreneur, who cannot reach the same equal conditions, falls into despair and grows this problem; they may experience psychological tensions. There are a lot of entrepreneurs who are excited about the world that we cannot protect in our country, if you need a few examples, Eren Bali, the founder of Udemy with 35 million active users, turned to the USA, and BioNTech founder Uğur Şahin with 1323 employees turned to Germany.

If the legislation of the Republic of Turkey normalize resistance for entrepreneurship, since they turn out such an entrepreneur, the entrepreneur is also possible to withdraw from other countries. State-announced incentives should not be left to drag, even if the quality and price of a product are equivalent, the reason for preference is fast delivery.

Competition now takes place on knowledge and time management, so acting based on knowledge is a mandatory requirement in global competition (Sağsan; 2010a). It is a study conducted on observing the approaches of the social capital that will affect the relationship between the bureaucracy dependency rate of the entrepreneur in the investment environment and the psychological effects of the cognitive social capital process by optimizing the psychological effects.

The main problem of this study is; to reveal the effect of social capital-based approaches that can minimize the negative judgments of the bureaucracy towards the business world and the business world towards bureaucracy. Our expectation from the results; Correction of adverse effects in the interaction of the bureaucratic attitude of entrepreneurs with bureaucracy in Turkey can guide entrepreneurs through investment.

The Relationship between Entrepreneurship and Bureaucracy

Entrepreneurs could be defined as the perpetrator in the organization of the economic production of goods or services. Organization of all value factors emerging within this organization is

called entrepreneurship. Within the Republic of Turkey, the bureaucracy, which regards the governments as temporary, is skeptical of the incentives provided to entrepreneurs. However, employment, the side benefit of entrepreneurs, binds the society to its state. In this respect, the incentives for entrepreneurs should be provided with a fair satisfaction considering regional differences (Karagöl; Akdeve, 2013). On the other hand, the resistance of bureaucrats to incentive practices is the struggle to expand the field inversely with politics, whereas in this seesaw, the field of the economy is narrowed instead of expanding, and entrepreneurs whose investment determination is broken turn to the countries that give value to their idea.

How Entrepreneurship could be related to Communication?

Communication is the ability to share our feelings and thoughts with others by making sense of them through written, verbal, non-verbal, postures, gestures and gestures. While the sense of belonging to a group enables socialization with psychological cognitive intuition, if cognitive intuition is lacking, it makes you feel weak, and the individual turns to the search for psychological cooperation. The search for cognitive unity tries to provide goodwill, sympathy and social relationships (Devamoğlu, 2008) by activating the power of social capital.

With these interactions, sending or not sending the message provides the act of emotion, ultimately, communication is the process of relationship through message between two units (Cüceloğlu 1987). Communication is one-way and mutual, one-way communication process without feedback meets the mass communication model towards the other. In the communication process with feedback, the "source" at the point where the communication starts and the "receiver" at the point it reaches, the source and receiver roles constantly change according to the direction of the message. We can say that the mutual Osgood and Schramm communication model with feedback is the most suitable example for the communicative relations between bureaucracy and the entrepreneur.

Does Social Capital effect to Entrepreneurship?

Social capital provides a stimulating effect to the investments that increase the welfare of developed countries, and the trust of the state and the individual ensures development together. In many studies, the development of the country and the

gross national capital share per capita is higher regarding the high level of trust of entrepreneur individuals in bureaucracy, even the gap between the lowest income group and the highest income group compared to the underdeveloped or developing countries has not been opened, even if this criterion is not sufficient by itself indicates the relationship between development and trust. In literature sources, entrepreneurship is important in all economic theory in terms of generating value, employment and contributing positively to the development of the countries in which it started to

attack, anti-import economy, interventionist Mercantilists in the name of nationalism, Physiocrats who consider the fertility of the soil as a plus value, and Classics who see the entrepreneurial move as equivalent to land, labor and capital entrepreneur is important. Because the Neo-Classics made production cheaper with their discoveries, Keynes favored the entrepreneurial move for his contribution to employment and welfare through his demand-side efforts. We find in open sources that neo-liberals agree to protect entrepreneurs for the free market.

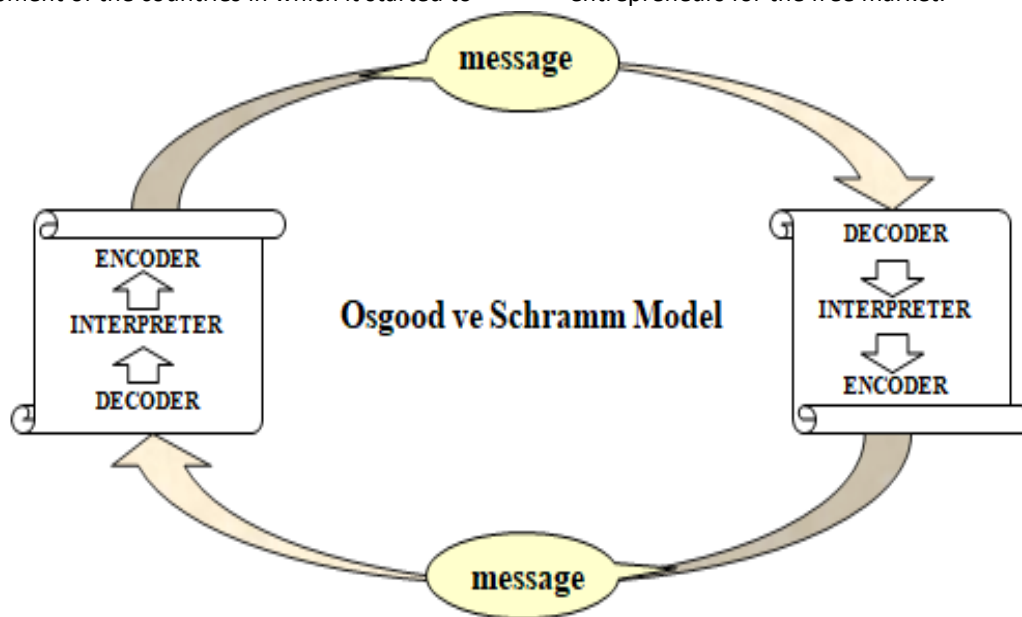


Figure 1. Osgood ve Schramm Model

While social capital in relations is expected to benefit from social perception and social capital in solving problems in business, economics, sociology and psychology literature due to its kind approach, this situation has emerged as a weak relationship despite its positive aspect. It is useful to draw attention to trust, one of the basic components of social capital, to reach a clarity between the real situation and the perception. Although trust begins suddenly, it is a concept that should be passed on between generations without being limited to the moment it started (Ward, 2003). Trust also affects the use capacity of businesses for abuse, the degree of social relations and the general network channels created should be used actively. (Sağsan; Yücel & Sözen, 2010b). The initial cost of commercial activities is high until the trust level of the person is exploited, and the high level of trust decreases the initial costs (Whiteley, 2000). Trust in public decisions increases their courage for investments, uncertainties are destructive, and what should not be done before the risks should be

known (Beck, 2005). Otherwise, trust leaves its place to insecurity, and the development and welfare level of the society increases or decreases at the same rate depending on the high or low level of trust (Türk, 2015).

Cognitive Dimension of Social Capital

Although social capital is studied more intensively with its structural and relational aspects (Fine, 2011), the importance of cognitive social capital has started to be noticed with the relation it provides between bureaucracy and entrepreneur. Ibn Khaldun theorized with the *asabiyyah* approach that the cognitive social capital embedded in the minds of the society is not separate from sociological and psychological norms but its complementary element (Muqaddimah [1377] d. 2004),

Cognitive relationship codes can help to shorten the investment process by providing access to government incentives. The higher the general relations with bureaucrats, the closer to the goal in

the group they are in compared to others who lack social capital (Sağsan, 2010a). We can see the impact of entrepreneurial flexibility on the economy in South / North Korea. Cognitive orientation of entrepreneurs to investment provides confidence. The rise of brands such as Kia, Samsung and Daewoo from South Korea but not from North Korea stand as cognitive examples. (Acemoğlu & Robinson, 2013).

If the rule of law, fair contracts, low crime based on property and life security, bureaucratic functioning of social capital components, entrepreneurship and political stability are strengthened, the value given to human and productivity will increase (McMahon, 1999).

METHODOLOGY OF THE RESEARCH

The research was carried out with 100X4 = 400 project owners per year at the end of the active entrepreneurship training of Ankara Development Agency (AKA) covering the years 2014-2015-2016 and 2017. It includes the questionnaire technique for the factors that affect the entrepreneurs who want to learn to start a business or not to establish a business in their first interaction with the bureaucracy when the incentives turn towards comprehensive investment, and the feedback experienced in the cross section encountered when the entrepreneur turns to the investment process.

In the sample, entrepreneur candidates wishing to turn the idea into investment were provided to respond within the framework of three sub-dimensions "structural", "relational" and "cognitive" social capital, especially the effects of social capital. While determining the universe, the application to incentives, which is the most intense range of the frequency of confronting bureaucracy, is anticipated and the bureaucratic process is followed with incentives as soon as the business idea of the entrepreneur emerges.

In the questionnaire, they were asked to answer 30 questions that measure communication problems in the application process, communication problems in the evaluation process and general perception of bureaucratic structure under the title of independent variable used to measure the bureaucracy obstacle, and 26 questions that measure structural social capital, relational and cognitive social capital. In this field study, 400/87 people (21.75%) answered the questionnaire. Since 6 people answered the questions incompletely, the evaluation was completed on the answers of 81 people in order not to damage the confidence scale, and according to the sample, 81 people were considered sufficient to

give an idea to the problem situation.

Our hypothesis is that in the light of the basic problematic of the study, the entrepreneurial individual has a problem in accessing incentives during the investment process.

H1: Bureaucracy in investment process relations of the entrepreneur there is a negative relationship between the behaviors of their representatives.

H2: A communication problem between the entrepreneurial individual and the bureaucracy provides psychological pre-resistance to the entrepreneurial individual.

H3: As cognitive social capital increases, the relationship between entrepreneurial individual and bureaucracy increases positively.

The Problematic Issues of the Study

This study classified the threshold problems as they encountered the factors affecting failure. While some of those who benefit from the same entrepreneurship education manage to start a business, it is the bureaucrat behavior that is caught in the vicious circle of low work high degree equation with the concern of failing and wrong operation. However, his cognitive insecurity in the face of his bureaucracy in return for his mad courage to start a business is another threshold problem. Where control decreases, privileged authorities increase and the state becomes cumbersome (Mill, [1859] 2015; 153-160). Research in this direction indicates that the effective role of bureaucracy on production also affects the development - / +.

The mind world of entrepreneurs, the driving force of growth, is preoccupied with the concern of injustice (Babacan, 2020). This concern discourages entrepreneurs at the threshold, whereas in today's economic wars, entrepreneurs have undertaken the duty of the army (MUSIAD, 2009), and the most effective logistics a wait in the bureaucracy. In this direction, it is aimed to determine the entrepreneurs through a qualitative research based on social capital, which is expected to affect the judgments about bureaucracy that affect investment moves.

Fundamental Research Questions

The questions consisted of three parts. The questions to be directed to entrepreneurs were applied in three stages under the headings of Structural Social Capital Scale, Cognitive Social Capital Scale and Relational Social Capital Scale. Questions asked to entrepreneurs in the survey

Table 1. Information on Entrepreneurship

		n	%
4. Have You Received Entrepreneurship Training?	Yes	58	71,6
	No	23	28,4
5. Have you applied for support for your initiative?	Yes	62	77,5
	No	18	22,5
6. Have You Received Support for Your Enterprise?	Yes	43	53,1
	No	38	46,9
7. Which Institution Did You Get Support From?	KOSGEB	11	25,6
	Ministries	19	44,2
	Angel investor	5	11,6
	Other	8	18,6
8. Has your initiative been operational?	Yes	34	42,0
	No	47	58,0
9. What is the Legal Structure of the Enterprise?	Sole proprietorship	52	65,0
	Limited company	21	26,3
	Incorporated company	7	8,8

77.5 % of the entrepreneurs applied for support. While the rate of those who could get their enterprises started was 42.0 %, the ones who could not get their enterprises started was 58.0 %.

Table 2. Reasons for Initiative Not Activating

		n	%
What are the reasons for not starting?	I could not get support	34	42,0
	I couldn't create a budget	20	24,7
	Couldn't clarify business plan	1	1,2
	The idea was not in demand	6	7,4
	I postponed it due to the economic agenda of the country	12	14,8
	Other	23	28,4

A high rate of 66.7% among the reasons for not operating I could not get support + is helpless because he cannot create a budget.

Table 3. Communication Problems in Bureaucratic Processes and Levels and Average of Participation in General Perception Expressions Regarding Bureaucratic Structure

	I never agree		I do not agree		I am indecisive		I agree		I totally agree		Average
	n	%	n	%	n	%	n	%	n	%	
Bureaucratic structure and culture play a role in preventing entrepreneurship and internal entrepreneurship.	1	1,2	3	3,7	4	4,9	25	30,9	48	59,3	4,43

The question "Bureaucratic structure and culture play a preventative role in entrepreneurship and intrapreneurship" was asked aiming to understand why some entrepreneurs couldn't get their enterprises started. Given answers "30.9 % I agree" + "59.3 % I totally agree" clearly show that high bureaucracy effects the entrepreneurs negatively to a great extent. In the factor analysis performed for the General Perception Regarding the Bureaucratic Structure, the KMO value was calculated as 0.794 and found statistically significant ($p < 0.05$).

The perspective followed in shaping this

research is the application process of entrepreneurs who will benefit from state incentives, tax support and grants while investing. With the start of the application process, entrepreneurial relations with the state bureaucracy begin. In any investment process, the process of converting the business idea into investment by constructing it on the relations of bureaucracy and entrepreneurs is accepted as the universe. The importance of this phase is in the process of dealing with bureaucracy any action encountered from the field as feedback.

The first relationship section with the

bureaucrats, who is the supervisor of the evaluation of incentives, tax support and grant resources, was chosen.

The collection of Data

While there are five questions measuring the general tendency towards entrepreneurship in the research questions that we want to be answered with the five-point Likert scale in the study, 30 questions were asked that reveal the general perception of the independent variable bureaucratic structure. There are 26 questions that allow entrepreneurs to measure structural social capital, cognitive social capital, and relational social capital as an approach to the solution of communication problems experienced in bureaucratic processes. The questionnaire form is directed only to the project owners specified in the method section. Structural social capital scale, cognitive social capital scale and relational social

capital scale was applied in three stages.

- I. Unifying Organizational Social Capital
 - II. Bonding Organizational Social Capital
 - III. Bridging Organizational Social Capital
- Entrepreneurial entrepreneurship training, whose expansions were determined before, were answered by the subject. Participants were asked to answer the propositions in the scale as 1 =Totally Disagree, 2 = Disagree, 3 = Undecided, 4 = Agree, 5 = Completely Agree.

RESULTS

In the data analysis of the study, descriptive statistics were measured with reliability analysis, exploratory factor analysis, parametric tests, Independent t test (Independent Sample t test) and One-Way ANOVA (One Way ANOVA) tests. In addition to comparison analysis, correlation analyzes such as regression and correlation were performed.

Table 4. Profile of Survey Participants

		n	%
1. Gender	Woman	28	34,6
	Man	53	65,4
2. Age	30 years and under	34	45,9
	31-40	22	29,7
	41 years and older	18	24,3
3. Education Level	Primary education	2	2,5
	High school	12	14,8
	Associate degree	17	21,0
	License	38	46,9
	Master / Doctorate	12	14,8

Table 5. Descriptive Statistics of Scale Scores.

	n	Minimum	Maximum	Average	ss	Distortion	Flatness
General Trend towards Entrepreneurship	81	2,20	5,00	4,39	0,55	-,978	1,934
Communication Problems Regarding the Application Process	81	2,56	4,89	3,80	0,60	,086	-,874
Communication Problems During the Evaluation Process	81	2,25	4,88	3,94	0,57	-,922	,684
General Perception Regarding the Bureaucratic Structure	81	2,30	5,00	4,19	0,63	-1,171	1,063
Structural Social Capital	81	1,89	4,44	3,63	0,50	-,878	,865
Cognitive Social Capital	81	2,25	5,00	3,83	0,56	-,582	,046
Relational Social Capital	81	1,92	4,23	3,14	0,44	-,098	,202
Social Capital	81	2,31	4,08	3,42	0,36	-,725	,574

Gender distribution in the questionnaire female (n = 28 34.6%) male (n = 53 65.4%) age distribution under 30 years (n = 34 45%), 31-40 age range (n = 22 29.7%)) and over the age of 41 (n = 18, 24.3%). When the participants were examined in terms of education (n = 38, 46.9%), undergraduate (n = 38,

46.9%) ranked first, associate degree (n = 17 21%), master's and doctorate levels (n = 12 14.8%). High school (n = 12 14.8%) and primary education (n = 2 2.5%). This is the aspect ratio in Turkey has shown a trend parallel to the actual rate at the level of distribution companies in the SME nature.

81/62 people, who applied for support for a business idea by taking entrepreneurship training, are 77.5%, and the rate of those who receive incentives for their business idea from 62 people is 53.1%. The rate of those who started to operate by getting incentives for the business idea is 42%. The distribution of the reasons for the initiative not being able to operate is 42% as I could not get

support, 24.7% I could not create a budget, while 14.8% stated that it was postponed due to the economic agenda of the country. Despite everything, a high rate of 70.4% continues its struggle by saying that if I have sufficient resources and opportunities, I want to start my own business. 61.7% of those who say I think seriously about starting a business are at a considerable level.

Table 6. Factor Analysis Results for Relational Social Capital

Factor	Matter	Factor Load	Explained Variance Ratio	Cronbach's Alpha
Relational Social Capital	22. Unwritten rules support information sharing.	,753	35,509	,840
	23. Willingness and openness to communication and information sharing compels me to act similarly	,750		
	21. Openness to criticism and different opinions is a shared value	,675		
	20. Willingness and openness to communication and information sharing is a shared value.	,659		
	19. There is an understanding that supports teamwork and cooperation.	,618		
	14. We have a sharing relationship with those here. We can freely share our ideas, feelings and hopes	,589		
	18. We make significant emotional investments with each other in our personal relationships.	,572		
	24. I find the shared values here compatible with my own values.	,570		
	25. With those here I can see myself as a whole.	,534		
	15. I can speak freely about my workplace difficulties with those here and they want to listen to me.	,522		
	16. If any of those here are transferred somewhere, both them and we will feel lonely.	,485		
	26. The values of willingness and openness to communication, information sharing, and openness here make me act in this direction	,482		
	17. If I share my problems with those here, they will react in a constructive and caring way.	,438		

According to the results of the factor analysis, it was determined that the factor loads of Relational Social Capital consisted of 13 statements and one dimension ranging from 438 to 753. In order for the factor load to be considered significant, the eigenvalue is required to be greater than 1, the scale's total variance explanation rate is 66,408%; the reliability coefficient is 0.809. Accordingly, the reliability level of the scale is very high. The rate of explaining the total variance of the scale is 35,509%; the reliability coefficient is 0.840. Accordingly, the reliability level of the scale is quite high.

Correlation Values

As a result of the analysis of the Relationship Between Scale Scores, there is no relationship

between the General Tendency Towards Entrepreneurship and scale scores ($p > 0.05$). A strong positive relationship between Communication Problems Regarding the Application Process and Communication Problems in the Evaluation Process ($r = ,692$); There is a strong positive correlation ($r = ,624$) between Communication Problems Regarding the Application Process and the General Perception of Bureaucratic Structure. There is a very strong positive correlation ($r = ,837$) between Communication Problems in the Evaluation Process and General Perception Regarding Bureaucratic Structure. There is a weak positive correlation ($r = ,248$) between the General Perception of Bureaucratic Structure and Cognitive Social Capital.

The analyzes made according to the correlation

test results here are at a very thought-provoking level, while a strong positive relationship was expected between the General Perception of Bureaucratic Structure and Cognitive Social Capital as a social perception, a weak relationship emerged despite its positive aspect. The Bureaucratic Structure, which we understand here, means that it exhibits a mediocre attitude towards the entrepreneur, rather than a constructive one.

The rate of those who said “I totally agree / want very much” in response to the question “If I have enough resources and opportunities, I want to start

my own business” in the General Tendency towards Entrepreneurship Statement, which came out of the analysis, was formed as 23.5%. While these two ratios are both positive, 93.9% in total, the weak relationship between the General Perception of Bureaucratic Structure and Cognitive Social Capital discourages entrepreneurs at a rate of 93.9%.

A medium positive relationship between Structural Social Capital and Relational Social Capital ($r = ,319$); There is a strong positive relationship between Structural Social Capital and Social Capital ($r = ,729$).

Table 7. Examination of the Relationship Between Scale Scores

	General Trend towards Entrepreneurship	Communication Problems Regarding the Application Process	Communication Problems During the Evaluation Process	General Perception Regarding the Bureaucratic Structure	Structural Social Capital	Cognitive Social Capital	Relational Social Capital	Social Capital
General Trend towards Entrepreneurship	1	-,031	,107	,155	,146	,053	-,079	,034
Communication Problems Regarding the Application Process		1	,692**	,624**	,046	,160	,189	,175
Communication Problems During the Evaluation Process			1	,837**	,130	,176	,040	,129
General Perception Regarding the Bureaucratic Structure				1	,096	,248*	-,020	,093
Structural Social Capital					1	,217	,319**	,729**
Cognitive Social Capital						1	,349**	,555**
Relational Social Capital							1	,847**
Social Capital								1

* $p < 0,05$; ** $p < 0,01$

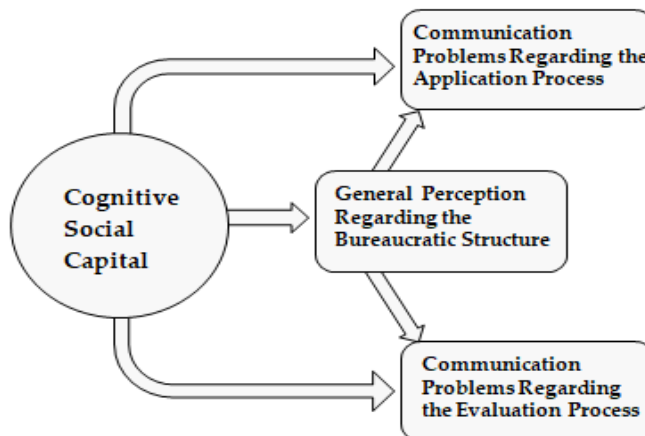


Figure 2. The Mediation Model of The Research

Table 8. Investigation of the Mediating Role of the General Perception Regarding the Bureaucratic Structure in the Effect of Cognitive Social Capital on Communication Problems Regarding the Application Process

Path/effect	Bootstrap Estimates		95% Confidence interval		R ²	F
	B	SE	Lower Limit CI	Upper Limit CI		
X→Y Cognitive Social Capital →Communication Problems Regarding the Application Process	0,1720	0,1195	-0,0658	0,4099	0,0256	2,0720
X→M Cognitive Social Capital →General Perception Regarding the Bureaucratic Structure	0,2786*	0,1224	0,0349	0,5222	0,0615	5,1773*
X→M→Y Cognitive Social Capital →General Perception Regarding the Bureaucratic Structure →Communication Problems Regarding the Application Process	0,0058	0,0982	-0,1898	0,2014	0,3897	24,9000*
Indirect Impact	0,1662	0,0738	0,0311	0,3221		
Total Impact	0,1720	0,1195	-0,0658	0,4099		

*p<0,05

According to the analysis results, Cognitive Social Capital does not affect the Communication Problems Regarding the Application Process at a statistically significant level. ($p > 0.05$). Cognitive Social Capital statistically significantly affects the General Perception of Bureaucratic Structure. When the effect coefficient is examined, it is seen that the effect in question is positive and significant

($b = 0.2786$; $p < 0.05$). In the process analysis, when the indirect effect of the independent variable on the dependent variable was examined, it was determined that the confidence interval of the general perception of the bureaucratic structure did not include 0 (zero) (between 0.0311 and 0.3221). According to this result, the mediating effect of the General Perception Regarding the Bureaucratic Structure is significant.

Table 9. Investigation of the Mediating Role of the General Perception Regarding the Bureaucratic Structure in the Effect of Cognitive Social Capital on Communication Problems in the Evaluation Process

Path/effect	Bootstrap Estimates		95% Confidence interval		R ²	F
	B	SE	Lower Limit CI	Upper Limit CI		
X→Y Cognitive Social Capital →Communication Problems During the Evaluation Process	0,1804	0,1133	-0,0452	0,4060	0,0311	2,5333
X→M Cognitive Social Capital →General Perception Regarding the Bureaucratic Structure	0,2786*	0,1224	0,0349	0,5222	0,0615	5,1773*
X→M→Y Cognitive Social Capital →General Perception Regarding the Bureaucratic Structure →Communication Problems During the Evaluation Process	-0,0342	0,0653	-0,1642	0,0957	0,7022	91,9426*
Indirect Impact	0,2146	0,0945	0,0438	0,4199		
Total Impact	0,1804	0,1133	-0,0452	0,4060		

*p<0,05

According to the analysis results, Cognitive Social Capital does not significantly affect Communication Problems in the Evaluation Process. ($p > 0.05$).

Cognitive Social Capital statistically significantly affects the General Perception of Bureaucratic Structure. When the effect coefficient is examined, it is seen that the effect is positive and significant ($b = 0.2786$; $p < 0.05$).

When the indirect effect of the independent variable on the dependent variable was examined in the process analysis, it was determined that the confidence interval of the General Perception Regarding the Bureaucratic Structure did not cover 0 (zero) (between 0.0438 and 0.4199). According to this result, the mediating effect of General Perception Regarding Bureaucratic Structure is significant.

DISCUSSION, CONCLUSION and RECOMMENDATIONS

With the field results, the entrepreneur's orientation towards investment within the scope of incentives was tried to be evaluated. It is observed from the responses of entrepreneurial individuals that the perception of value the entrepreneurs' need cannot manage effectively enough. Weak institutional structures seen in many weak countries and including Eastern and Southern European Union countries are under the pressure of bureaucracy. (Augustin, 2019) When compared to the developed countries' initiative approach-oriented approach to human resources with the Republic of Turkey, Turkish entrepreneurs are psychologically distanced the public bureaucracy. While this entrepreneurial visibility slows the leap of innovation in weak institutionalization, it increases the competitiveness of strong institutionalized European Union countries. (Augustin, 2019)

From entrepreneurs who intend to invest in the scope of incentive, psychological boredom with bureaucratic behavior of the participants is observed. The psychological coding that feeds this negativity, the weight of nepotism instead of merit coded the entrepreneurs to a psychological prejudice.

In fact, the state mind, which prepares reports suggesting structural and functional changes to local and foreign experts, is aware of the problem of bureaucracy. Studies focusing on positive psychology show that psychology is damaged by deviations from the target that the person focuses on in interpersonal relationships, along with strong character structures such as self-efficacy, hope,

coping skills, belonging, and self-confidence. (Wright, 2003); (Davis 2010).

Failure of entrepreneurial projects to achieve their goals may hurt the institutional level, which positive psychology attributes to life, from a macro perspective. This situation is closely related to the more virtuous citizenship responsibility of individuals and positive citizenship virtues such as business ethics (Luthans, 2002) The findings obtained in line with this study, the helplessness of the entrepreneur in the process of overcoming their problems, the effect of nepotism, the relationship of bias and private interest force the individual to take decisions in the form of deploying in public employment on the verge of giving up the entrepreneurial hardship.

The state tries to provide entrepreneurial orientation incentives to regions and areas where national companies withdraw due to insufficient profitability (Sørensen, 2007), although the media image of this practice is perceived as an incentive, it is nothing more than an indirect limitation of entrepreneurship, which is seen as a career alternative in the hope of success.

On the other hand, although the general perception is that problems are more easily overcome with the umbrella of social capital and it produces solutions to defects in investments, it is a statistically significant result that cognitive social capital affects the general perception of the bureaucratic structure. A significant focus on research and application studies in the field of positive organizational behavior psychology and organizational behavior has led to the emergence of positive psychology movement (Luthans & Youssef, 2004).

In the survey applied, 18.5% agree and 71.6% completely agree to the question "Arbitrary attitudes and practices of bureaucrats discourage entrepreneurs from starting and investing" in order to measure bureaucratic perception. In this case, the discouragement of entrepreneurial individuals at the bureaucratic threshold has been reflected in the results in a dominant way. It is not understandable to be a spectator for the entrepreneurs who will create employment to be afraid of bureaucracy. However, the data in the literature showed that the psychological effects of success have shown that achieving self-efficacy positively triggers job performance and success in the focus of target demands (Bandura, Locke 2003). If an entrepreneur is to be considered successful, he should look at the effect of being motivated by the feedback of the sectoral field he is heading towards (Augustin, 2019).

Despite all these setbacks, state affairs are also ongoing. In this respect, we cannot evaluate all bureaucrats in the same negativity by accepting the existence of our self-sacrificing and competent bureaucrats. Professional experience and competence of bureaucrats are appreciated by the ease of time legislation and the interest of the investor on behalf of the state by the institution in general and by the citizen who serves as a unit in the special framework. Without ignoring this positivity with so-called appreciation, it should be evaluated with points by the citizens who receive services and should be protected independently outside the institution, shared in the press at certain periods, rewarding positive points financially and punishing negative points financially may prevent arbitrary disruptions. Along with the sub-fields of positive psychology health, it has begun to be accepted that educational guidance and therapy practices are also needed in organizational areas belonging to the business world. The positive contribution of this progress to organizational performance concerns the entrepreneur with human capital (Davis 2010)

The trust of the citizen should be rebuilt by removing the bureaucrats who show institutional resistance in terms of transactions delayed by the irresponsible persons, and by taking the authority of hierarchical superiors.

If this measure can be met, the bureaucrat will knowingly neglect his work or minimize his negligence, and the resulting synergy is for the benefit of the society. Public wage practice is also likely to have negative effects on entrepreneurship, because the reality that supports the tendency to work in the public sector by avoiding entrepreneurship for the anxiety of not being able to overcome bureaucratic attitudes in the individual idea period is the starting salary for the public. While trying to finish his school yesterday with education loans and scholarships, reaching the salary of dozens of scholarships today creates a shock satisfaction effect and gives confidence. Although this income (family and children's responsibility) will lose the same satisfactory effect in the following years, KPSS is fueling excitement with a little environmental incentive after graduation, but will not risk entrepreneurship from scratch by looking back and deleting ten to fifteen years. The bureaucrat tendency towards the state is not a willing choice, but a compulsory orientation. The balance of entrepreneurship or being bureaucrats in the state should be saved from an obligation.

On the other hand, although they turn to their

business by forming a team that remains entrepreneur despite everything, the eyes of this team are the ones who have gone to the public in every KPSS exam from the team that has been trained within the institutional framework with long efforts and who have been lost from the entrepreneurial institution. Re-teaming is to waste time and market, public wage policies negatively affect entrepreneurship in this respect. Revision of the public wage policies by taking into account these reasons will not affect entrepreneurship negatively.

The private sector and public institutions should implement a parallel wage policy for ten years for non-specific public duties. Those who prefer the private sector will become professional and work continuously with high wages, and their productivity will increase as they will be mentally distant from the KPSS exam.

Their intellectual resources of the Republic of Turkey in each nation where enough members of the intellectual human resources, entrepreneurial brains can transfer the opportunities attractive. Our conclusions in the study are that the disruption of the communication between the entrepreneur and the bureaucracy will not only harm the entrepreneur, but also negatively affect the development of the countries.

Countries that do not give up the bureaucratic mentality will be deprived of inventions and investments that will change the world and will postpone development to another century. When Covid19 saw that the simplest mask was inaccessible in the new world order that it affected in its, the importance of on-site production for development was understood more. It is expected that the public bureaucracy will display a positive attitude in the investment process of entrepreneurs, and will activate the task force, not a slowdown.

Notes:

- The authors contributed equally to the planning, research, structuring, writing and review of this article.
- Prof. Dr. Mustafa Sağsan is the co-author of this article and his thesis supervisor.

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