# Table 1 – Summary of earlier studies about Entrepreneurs demographics and Business Success/Business Survival

| **Study** | **Sample** | **Independent Variable(s)** | **Dependent Variable(s)** | **Findings** | **Comments** |
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| **Caligiuri & Tung (1999)** | Data collected among 98 expatriates and 72 supervisors from 25 different countries.ANOVA using surveys data. | Gender;Countries’ work values;Countries percentage of female participation in the workforce and percentage of women in management. | Desire to terminate the assignment (inverse);Cross-cultural adjustment;Supervisor-rated performance. | No gender differences regarding expatriation success.Women perform equally well regardless of the percentage of female participation and percentage of women in management, though women report greater difficulty in adjusting to masculine countries. | ***Expatriation Success*** – defined as a multi-faceted individual outcomes, composed by:Cross-cultural adjustment + job performance + (no) desire to terminate the assignment. |
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