

MULTI-CULTURAL BUSINESS INTEGRATION:
AN EXPLORATORY STUDY OF TURKISH IMMIGRANTS'
CONTRIBUTION TO BUSINESS IN CALIFORNIA

A Dissertation

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ABSTRACT

Immigration and integration are the cornerstones of the United States. While there is a variety of literature on the major immigrant groups, such as the Irish, Italian, Chinese, African, etc., the ethnic Turkish immigrant group has not been researched thoroughly.

The study analyzes the background, scope and level of Turkish immigrants' contribution to business in California including motivation of migration, willingness to integrate, and entrepreneurial readiness.

The findings of the dissertation led to the development of the model *Immigrant Integration Matrix* illustrating the level of education and integration of Turkish Americans in California.

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CHAPTER 1

INTRODUCTION

Statement of Problem

Immigration and integration were and are essential parts of the great success of the United States. The United States of America was founded by descendents of immigrants to the New World,¹ and immigrants are still a cornerstone in the U.S. population structure.²

Within this population structure there are various ethnic origins, such as Irish, German, Italian, Greek, Chinese, African, etc. While there have been numerous articles and research regarding the main immigrant groups, one ethnic group, the Turks, has not been thoroughly investigated although since 1820, according to United States Census Bureau, more than 495,553 Turkish immigrants have migrated to the United States.³

Today, more than 15,104 U.S. citizens with Turkish origin are living in California, mostly in the Greater Los Angeles and San Francisco Bay Area.⁴ The median family income in California is

¹ The term 'New World' was originated in the 15th Century, when the Americas were new to Europeans; the so called 'Old World' was consisting only of Europe, Asia, and Africa.

² Every 27 seconds a new international migrant joins the United States population; every eight seconds a new United States citizen is born. Data from U.S. Census Bureau, retrieved November 8, 2006, from <http://www.census.gov>.

³ Source: 'Table 2. Immigration by region and selected country of last residence, fiscal years 1820-1998' in *1998 Statistical Yearbook of the Immigration and Naturalization Service*, United States Department of Justice, Immigration and Naturalization Service: Washington, DC, November 2000.

⁴ Data from U.S. Census 2000 Demographic Profile *Highlights: Selected Population Group: Turkish (434)*, retrieved November 8, 2006, from <http://www.census.gov>.

\$53,025; the average family income of Turkish origins is \$68,232.⁵ The level of education also is higher than the average: while 53.5 percent of Turkish origins have a Bachelor's degree or higher, only 26.62 percent of California residents have Bachelor's degree or higher⁶ (U.S. Census Bureau, 2006).

There is a nearly total absence of literature or published research investigating the possible impact of Turkish immigrants' contribution to business in California. The correlation of higher education and higher family income of residents with Turkish origin compared to the average education and average income of residents in California lead to the hypothesis that Turkish immigrants have made a significant contribution to the economy in California.

The study investigates Turkish immigrants and their contribution to business in California. The primary focus of the study is on the analysis of the background, scope and level of Turkish immigrants' contribution to business in California.

⁵ Median family income is the sum of the amounts reported separately for wages, salary, commissions, bonuses, or tips; self-employment income from own non-farm or farm businesses, including proprietorships and partnerships; interest, dividends, net rental income, royalty income, or income from estates and trusts; Social Security or Railroad Retirement income; Supplemental Security Income (SSI); any public assistance or welfare payments from the state or local welfare office; retirement, survivor, or disability pensions; and any other sources of income received regularly such as Veterans' (VA) payments, unemployment compensation, child support, or alimony. Data from U.S. Census 2000 Demographic Profile Highlights: Selected Population Group: Turkish (434), retrieved November 8, 2006, from <http://www.census.gov>.

⁶ Only California population with an age of 25 or higher were considered in the matter of education: Bachelor's degree or higher, data from U.S. Census Bureau, retrieved November 8, 2006, from <http://www.census.gov>.

Research Problem

Academia has either overlooked Turkish Americans or considered them as another Muslim minority among others without regarding their cultural heritage, ethnic and racial difference, and historical legacy. Many Americans think of Turks as Arabs because the majority of Turks are Muslim, which reflects a common perception in the United States (Kaya, 2003). These misapprehensions and false impressions are the consequence of lack of knowledge as well as insufficient and inadequate research on dissimilarities of people of Middle Eastern origin. Since “common group identity relates to the stigmatization of other racial and ethnic groups” (Dovidio, 2001, p. 172), it is important to single out racial and ethnic group differences in perspectives on identity. Therefore, it is eminent to do a thorough study on Turkish Americans and delineate their distinctions with other Muslim or European groups.

The significance of the study is that it provides data and information regarding Turkish immigrants and the detailed aspects of their contributions in contrast to the majority of studies regarding immigrants to California that have ignored the Turkish American communities and their contribution to the economy. Each immigrant community has roots in a different cultural setting, and there is diversity within each community. Despite the long history of Turkish-

American relationship⁷ and Turkish immigration⁸ to the United States, Turkish immigration and integration in the United States and especially in California has not been thoroughly documented.

The findings of the study can be useful in several ways for academia and the corporate world. It closes the gap of missing information regarding Turkish Americans in California. Basic research on U.S. Census' Demographic Profile shows clearly higher than average family income and higher than average education for this target group. The study increases the awareness of organizations to Turkish Americans in both as a source of highly educated manpower and as a target group for higher end consumer goods.

For academia, the findings of the study are of use because it offers insights into the Turkish community of California. The study is a contribution to multi-cultural integration and immigration literature. The findings of this study fill the vacancy of the exploration of Turkish immigrants' contribution to business in California. Also, the research promotes the integration process of Turkish Americans in California by investigating their contribution and their motives. With

⁷ Official relations between the Ottoman Empire, the predecessor of Republic of Turkey, and the United States began in 1820. The first friendship and trade agreement between the two countries was signed in 1833. The US president Andrew Jackson officially proclaimed the agreement with a statement that he published in Washington, DC. Considered a political success by the president, the agreement contained very sincere and friendly overtures to the Ottoman Empire. Since that official agreement was signed with the United States, the two countries have not only maintained trade relations but also cultural, military, and strategic ties.

⁸ The first Turkish immigrant was noted officially in 1820 by the Immigration and Naturalization Service. Until the end of the Ottoman Empire, 1923, all immigrants from the Ottoman Empire were noted as 'Turkish immigrants', regardless of their ethnic origin, such as Greek, Armenian, Arab, Bulgarian, Albanian, Azeri, etc.

the findings of the study, the research contributes to the overall process of successful integration of Turkish immigrants into the economic environment of California.

Background of the Study

The United States has been the destination of immigrants for centuries. Among the first settlers of America were the English, Dutch and French. In the following decades and centuries, millions of immigrants from all over the world, especially from Europe, flocked to the New World, as Kutlu (1999, p. 31) states, “attracted by reports of great economic opportunities and religious and political freedom”.

Numerous studies have been conducted on the cause and effects of immigration, origin of immigrants, and their overall contribution to the ‘American Culture’.⁹

Approximately 3.5 million Turks are living abroad. Of these, three million are in Europe, and 70 percent are in Germany (Martin, Midgley & Teitelbaum, 2001). From this, it follows that only a fraction of Turks live in the United States (4.71 percent), even less in California (.43 percent).¹⁰ Considering the uneven settlement of Turks, the

⁹ As Kutlu (1999) states, “it is very difficult to find definitive works on “American Culture” in the literature. One can find for example, “Native American Culture” or “Black American Culture” or even “European American Culture”. This is because of the very colorful and mixed structure of the United States population. Dozens of ethnic groups and religions form this mixture. This is the most important characteristics of American society that distinguishes it from almost all other cultures.”

¹⁰ Calculations by actual population divided by total population multiplied by 100; i.e. 165,000 divided by 3,500,000 multiplied by 100 equals 4.71 percent, respectively 15,000 divided by 3,500,000 multiplied by 100 equals 0.43 percent.

concentration of literature is regarding Turks in Europe, especially Turkish immigrants in Germany.

According to the United States Census Bureau, more than 164,945¹¹ Turkish Americans are living in the United States today. Turkish Americans are working in all types of industries, are integrated throughout societal levels, and are actively involved in politics.¹² They are active participants in American life and culture.

Although the existing literature about immigration, migration and integration to the United States is plentiful, especially about European immigrants, specific literature about Turkish immigrants to the United States is scarce.

Until recently, Turkish immigrants have been either neglected, or have been mentioned only for the sake of completeness.¹³ For that reason, it is most difficult to find literature proceeding beyond the introduction of Turkish immigrants to the United States, and

¹¹ Roberta Micallef (2004) estimates in her publication from October 2004 that approximately 200,000 Turkish Americans were living in the United States in the year 2004; however, the study will rest its numbers upon the United States Census Bureau data, which states 164,945 Turkish Americans.

¹² Examples of Turkish Americans include Osman "Oz" Bengur (Democrat candidate for U.S. Congress from 2nd Congressional District), musician Bob Dylan (a descendent of Ottoman-Jews), actor Turhan Bey (descendent of an Ottoman diplomat), actor Richard Bey (son of Turkish immigrants), Businessman Ahmet Ertegun (founder of Atlantic Records), actor David Chokachi (descendent of Ottoman immigrants), Businessman Arif Marin (Music Producer), Hasan Özbekhan (Professor Emeritus of Management at the Wharton School), Mehmet Öz (MD, health expert) etc.

¹³ Data about Turkish immigrants in form of general information, such as history, cultural overview, and general settlement in the United States, have been listed next to other immigrants in various dictionaries, for example Levinson (1997) *American Migrant Cultures: Builders of a Nation*, Volume 2, pages 909-915, Cordasco (1990) *Dictionary of American Immigration History*, pages 714-716, Grolier (2003) *Peoples of North America, Volume 10: South Africa - World War II*, pages 39-41, Noonan (2004) *Immigration from the Middle East*, pages 26-29.

especially to California. Their contribution to the state's history, their economic impact to California, nor their background has been investigated.

The first comprehensive scientific approach to present a thorough picture of Turkish migration¹⁴ to the United States from the Ottoman Empire and the Republic of Turkey will be available late 2007¹⁵; however, the publication will be focusing on the process on migration of Turkish immigrants, not on their contribution to business. The first book on Ottoman immigration to the United States was published in 1986 by Ahmed Frank, who was researching his heritage and summarized his findings regarding Ottoman Turk migration to the United States.¹⁶ However, there is no literature covering the business contribution of Turkish immigrants in the United States or California. For this reason, this study is a valuable contribution to knowledge.

Availability of Data

The study collected its data from the Turkish American community in California. More than 15,104 U.S. citizens of Turkish origin are living in the state, primarily in the Greater Los Angeles and San Francisco Bay Area. Out of the total Turkish American population

¹⁴ The term 'Turkish migration' from the Ottoman Empire to the United States includes migrants with ethnic background other than Turkish.

¹⁵ The publication, Karpas and Balgami (2007) *Turkish Migration to the United States: From Ottoman Times to Present*, University of Wisconsin, was not available during the conduct of the study. Several attempts to contact the editors failed.

¹⁶ Ahmed, Frank (1986). *Turks in America: The Ottoman Turk's Immigrant Experience*, Connecticut: Columbia International.

in California, 12,097 are '18 years and over' and 7,860 are 'in the labor force'.¹⁷

The Turkish American community of California is well organized and served by two Turkish American associations covering the state of California by region. Northern California is served by the "Turkish American Association of California" (TAAC), located in San Francisco, while the "American Turkish Association of Southern California" (ATASC), located in Los Angeles, is covering southern California.¹⁸

Both associations are very active in their communities; their purposes include social activities, cultural activities, charitable causes, community services, cross-cultural bridge building, as well as "increasing, improving and promoting public knowledge and understanding of Turkish culture, history and people".¹⁹ ATASC was founded in 1953²⁰, TAAC was founded in 1975.

Other organizations serving the Turkish American community in California include "Daughters of Atatürk" (DoA)²¹, "House of Turkey"

¹⁷ Op. cit.: U.S. Census Bureau.

¹⁸ The location of each association reflects also the preferred area of settlement by Turkish Americans and Turkish immigrants. The website of "Turkish American Association of California" can be found under <http://www.taaca.org>, respectively "American Turkish Association of Southern California" under <http://www.atasc.org>.

¹⁹ "What is TAAC?", retrieved August 3, 2007, from www.taaca.org/aboutus.htm.

²⁰ ATASC was originally founded as the "Turkish American Club" and changed its name in 1985 to "American Turkish Association of Southern California". Today, ATASC includes "Los Angeles Turkish American Association" (LATAA), "Orange County Turkish American Association" (OCTAA), "American Turkish Association of Southern California - San Diego (ATASC-SD), and "Turkish American Ladies League" (TALL) in their chapters.

²¹ Founded by Sema Karaoglu in 1999, "Daughters of Atatürk" is promoting especially Turkish women and Turkish heritage. "Daughters of Atatürk" is a very active 'Yahoo! Group' in California.

(HoT)²², “Turquiamia2”²³, and “Türk Los Angeles” (Turkla)²⁴. Additional sources of gaining access to the Turkish community in California include “Turkish Journal”²⁵ and “USA Turkish Times”²⁶. Both sources are Internet news portals providing information especially to Turkish Americans in English and Turkish.

Utilizing the known sources of reaching the members of the Turkish American community in California, it was necessary to promote the study and turn the community’s attention to the importance of data collecting tools.

Due to the uniqueness of the study – being the first study not only in California, but in the United States researching the contribution to business of Turkish immigrants – shortly after the initial phase of data collection, the inaugural study gained great attention by all affected associations, organizations and the media. With the support of the two Turkish American associations in California and several other organizations, a database was compiled with potential contacts.

²² “House of Turkey” was established in 1994 in San Diego, CA. It is a non-profit organization promoting Turkish culture in Southern California. The main goal is to build a ‘Turkish Cottage’ in Balboa Park, San Diego, CA.

²³ “Turquiamia2” is another very active ‘Yahoo! Group’, dedicated to Turkish Americans in Southern California.

²⁴ “Turkla” is the most frequently visited Turkish Internet news portal in California. The website can be found under <http://www.turkla.com>.

²⁵ “Turkish Journal” claims to be ‘The Turkish Americans’ Voice on the Internet’. It has several reporters covering the United States, reporting both, Turkish related and non-Turkish related news.

²⁶ “USA Turkish Times” was the first weekly printed Turkish newspaper in the United States, located in Long Beach, CA. As of January 2007, “USA Turkish Times” is publishing online only.

Theoretical Perspectives

Immigration literature is well established. With the tragic events of 9/11²⁷ and the ongoing immigration debate²⁸, this literature has experienced an increase in attention, research and publication. However, the literature focuses rather on the general view of immigration with its advantages and disadvantages; challenges and opportunities.

General literature regarding the ethnic backgrounds of immigrants is available, but it is rather limited to the larger and specific groups of immigrants, such as the Irish, Germans, Chinese, Mexicans, Armenians, Japanese, or African Americans, or religious groups, such as Jews or Catholics.

There is little literature available about Turkish immigrants either in California or in the United States. During the study, it was difficult to obtain scientific studies on Turkish Americans, whereas literature on Turkish immigrants in Europe, especially in the Netherlands, Belgium, Austria and Germany, was readily available. This is the result of the different reasons for Turkish immigrants migrating to Europe or to the United States. While “unskilled Turks”

²⁷ On September 11, 2001, Terrorists hijacked four airplanes and attacked the World Trade Center Towers in New York, the Pentagon in Washington, DC, and attempted to attack the White House in Washington, DC. These brutal and cowardly attacks led to a general harassment and anger of some Americans toward individuals of Middle Eastern origin; people of Middle Eastern origins regardless of racial and cultural differences became subject to discriminations, molestations, or even violent actions.

²⁸ Especially the actions of the ‘Minuteman Project’, ‘American Freedom Riders’ and other groups, lead to an in-depth discussion of illegal immigration from Latin America. On October 26, 2006, President Bush signed the law of building a 700-mile US-Mexico border fence in order to secure the southern border and prevent illegal immigration.

(Martin, Midgley & Teitelbaum, 2001) migrated in the early 1960s to Europe²⁹, “a number of professionals such as doctors and engineers” (Kaya, 2004) came in the 1950s and 1960s to the United States. However, the economic impact and the contribution to business of Turkish immigrants, including the willingness of Turkish immigrants to integrate to the United States, as well as the entrepreneurial readiness, have not been researched.

The study will facilitate filling this vacuum and contribute its findings to knowledge regarding Turkish immigrants and Turkish Americans. The subject of the study is to analyze the background, scope and level of Turkish immigrants’ contribution to business in California.

Research Questions

The study will focus on the analysis of the background, scope and level of Turkish immigrants’ contribution to business in California.

The research questions are the following:

1. Why have Turkish immigrants immigrated to California?

²⁹ “Turkish labor migration began in the early 1960s. [...] Germany, France, and Belgium wound up with significant immigrant populations rather than workers who went home after a year or two. [...] Organized Turkish labor migration began with an October 1961 agreement between Turkey and Germany. The annual exit of migrants rose to 66,000 in 1964, 130,000 in 1970, and peaked at 136,000 in 1973. Between 1961 and 1975, about 805,000 Turks were sent abroad through the Turkish Employment Service; other Turks emigrated as tourists and then went to work. When labor recruitment was stopped in 1973, there were 1 million Turks on waiting lists maintained by TES to go abroad for jobs. It is estimated that 1.5 to 2 million Turks went abroad for employment between 1961 and 1973 [...]” Martin, Midgley and Teitelbaum (2001), p. 600.

2. What is the level of preparedness of Turkish immigrants to California?
3. How deeply are Turkish immigrants involved in business in California?
4. How entrepreneurial are Turkish immigrants in California?

Definition of Terms

Ethnicity and race are among the most important organizing concepts of definitions of 'people'. They are among the common categories that are used to organize the ideas about who individuals are and how they are different from others (Healey, 1998; Garcia and Garcia, 2001). 'Turkish' or 'Turkishness' is not only a national identity, but a cultural category. Each Turkish immigrant comes with his/her unique and distinctive identity, each with similar yet different values, traditions, beliefs and practices.

McCarthy (2003, p. 2) states that "people can be defined in many ways, such as language, religion, cultural traits, citizenship, loyalty to a ruling house or many other feelings of kinship. The Turks of today are citizens of the Turkish Republic."

Like Americanness, Turkishness is not absolute, but rather complex, multiple, dependent, historical, contextual, and personal (Kaya, 2004). It does not exclusively portray the Turk himself/herself, but rather the citizen of the Republic of Turkey with its cultural, historical, political and sometimes religious background. In present day Turkey, aside from Turks, there are Greeks, Armenians, Christians, Jews, Kurds³⁰, Laz, Arabs, Bosnians, Circassians, Chechens, Uighurs, the Abkhaz, the Turkmen, Montenegrins, the

³⁰ The Kurds are an ethnic group with their own language and culture but without a nation. They are living across five countries: Turkey, Syria, Iraq, Iran and Armenia. Today, approx. 15 million out of approx. 32 million Kurds are living within the borders of Turkey. They are citizens of the country they are living in.

Gagauz (Christian Turks), Roma and Sinti, Albanians, Bulgarian Turks, Macedonian Turks, Georgians, the Azeri, Mongolians, Central Asian Turks, and several other ethnic groups.

The official definition of the Republic of Turkey states in article 66 of the 1982 Constitution³¹ that “every person bound to the Turkish state through the bond of citizenship is a Turk.” This is a nonracial, civil definition of Turkishness regardless of the ethnicity of the Turkish citizen.

The definition of ‘American’ is as complicated as defining Turkish or Turkishness. Merriam-Webster’s dictionary states under American: “1. an Indian of North America or South America; 2. a native or inhabitant of North America or South America -- usually used with a qualifying adjective <Latin Americans> <North Americans> of all except inhabitants of the United States; 3. a citizen of the United States”.³²

Citizenship of a country can be obtained either by place of birth, viz. *jus soli*³³, by ethnicity, viz. *jus sanguinis*³⁴, or by naturalization; other special forms of citizenship are by marriage or by registration

³¹ The current Constitution of Turkey was ratified in 1982. It is the fourth constitution of the Republic of Turkey: The first Turkish Constitution was the Constitution of 1921, followed by the Constitution of 1924 and the Constitution of 1961. It was last amended in 2004.

³² Definition of “American” from *Webster's Third New International Dictionary, Unabridged*, New York: Merriam-Webster, 2002, p. 14.

³³ *Jus soli*, Latin for “right of the soil” or “right of the territory”, or birthright citizenship, is a right by which nationality or citizenship can be recognized to any individual born in the territory of the related state.

³⁴ *Jus sanguinis*, Latin for “right of blood”, is a right by which nationality or citizenship can be recognized to any individual born to a parent who is a national or citizen of that state.

(“Citizenship Laws of the World”, 2001). In the case of ‘American’, a United States citizen, the citizenship is based upon and regulated by the United States Code Title 8 - Aliens and Nationality, Chapter 1 to Chapter 15.³⁵

‘Citizenship’ is membership in a political community and carries with it rights and duties. The Fourteenth Amendment to the United States Constitution defines citizenship as “all persons born or naturalized in the United States, and subject to the jurisdiction thereof, are citizens of the United States and of the state wherein they reside”.^{36 37}

A ‘Turkish American’ is therefore a citizen of the United States, either by birth, descent, or naturalization with Turkish ancestry (Micallef, 2004). The United States Census Bureau defined ‘ancestry’ as “a person's ethnic origin or descent, “roots”, heritage, or country of

³⁵ The Immigration and Naturalization Act puts forth the legal requirements for the acquisition of and loss from citizenship of the United States. The requirements have become more explicit since the ratification of the Fourteenth Amendment to the United States Constitution.

³⁶ Full text of the Fourteenth Amendment: “All persons born or naturalized in the United States, and subject to the jurisdiction thereof, are citizens of the United States and of the state wherein they reside. No state shall make or enforce any law which shall abridge the privileges or immunities of citizens of the United States; nor shall any state deprive any person of life, liberty, or property, without due process of law; nor deny to any person within its jurisdiction the equal protection of the laws.”

³⁷ Until March 1, 2006, the Immigration and Naturalization Service (INS) as a part of the United States Department of Justice was responsible of legal and illegal immigration and naturalization. Since March 2006, the newly created Department of Homeland Security took over all responsibility and re-distributed the former INS’ functions to U.S. Citizenship and Immigration Services (USCIS), U.S. Immigration and Customs Enforcement (ICE), and U.S. Customs and Border Protection (CBP).

birth of the person or the person's parents or ancestors before their arrival in the United States”.³⁸

The present study will use an enhanced definition of Turkishness based on article 66 of the Turkish Constitution. The investigated group of Turkish immigrants to California includes, therefore, Turkish citizens according to article 66 of the Turkish Constitution, Turkish Americans naturalized in the United States, and Turkish Americans born in the United States.

According to the Organization for Economic Co-operation and Development (OECD), “nationality and place of birth are the two criteria most commonly used to define the “immigrant” population. The foreign-born population covers all persons who have ever migrated from their country of birth to their current country of residence. The foreign population consists of persons who still have the nationality of their home country. It may include persons born in the host country.”³⁹ The U.S. Department of Homeland Security defines an immigrant as “an alien admitted to the United States as a lawful permanent resident”.⁴⁰ However, it distinguishes between legal and illegal aliens. “An illegal alien who entered the United States without inspection, for example, would be strictly defined as an

³⁸ Definition of “ancestry” from United States Census Bureau, retrieved February 2, 2007, from <http://factfinder.census.gov/home/en/epss/ancestry.html>.

³⁹ OECD (2007), *OECD Factbook 2007*, p. 252.

⁴⁰ Definition of “immigrant”, retrieved August 13, 2007, from *U.S. Department of Homeland Security, Definition of Terms*, from www.dhs.gov/ximgtn/statistics/stdfdef.shtm.

immigrant under the INA⁴¹ but is not a permanent resident alien. Lawful permanent residents are legally accorded the privilege of residing permanently in the United States.”⁴²

Consequently, for the study, Turkish immigrants include non-U.S. citizens, lawfully admitted to the United States for permanent residence, as well as naturalized and born U.S. citizens.

For the purpose of this study, ‘contribution’ was understood as “anything given or furnished to a common stock, or towards bringing about a common result”.⁴³ This includes all economic contributions, such as personal income, corporate revenues in case of entrepreneurial endeavor as well as industry related to entrepreneurial endeavor and amount of businesses contributed by Turkish immigrants.

Introduced by Cantillon⁴⁴ (Murphy, 1986), an ‘entrepreneur’ is “someone who specializes in organizing business activities and assuming the risks of business in return for profits”.⁴⁵ Schumpeter (1934) redefined the term to mean someone who uses innovation to destroy the existing economic order by introducing new products and services, by creating new forms of organization, and by exploiting new

⁴¹ INA: Immigration and Nationality Act.

⁴² Op. cit.: U.S. Department of Homeland Security.

⁴³ Definition of “contribution” from Oxford English Dictionary, retrieved August 6, 2007, from http://dictionary.oed.com.sdplproxy.sandiego.gov/cgi/entry/50048927?query_type=word&queryword=contribution&first=1&max_to_show=10&single=1&sort_type=alpha.

⁴⁴ Richard Cantillon became the first economist to develop the key insights concerning the entrepreneur and the role entrepreneurship plays in the economy. His treatise *Essai Sur la Nature du Commerce en Général* was published in French in 1755.

⁴⁵ Murphy (1986), p. 10.

raw materials.⁴⁶ According to Kao⁴⁷ (1989), “the entrepreneur can be defined in terms of tasks: to see an opportunity; marshal human and other resources necessary to pursue it; and transform the opportunity into a tangible result”.⁴⁸

Czinkota, Ronkainen and Moffet (2004) describe “business consisting of transactions that are devised and carried out across the nation to satisfy the objectives of individuals, companies, and organizations. These transactions take on various forms, which are often interrelated”.⁴⁹ The Municipal Code of San Diego states that business include “owning, conducting, operating, managing or carrying on of a commercial or industrial enterprise through which services or property are sold, furnished, or constructed”;⁵⁰ “any transfer of title, in any manner or by any means whatsoever, to tangible personal or real property for a price, and the serving, supplying or furnishing, for a price, of any service or of tangible personal property”;⁵¹ and “in addition to any other meaning established at law, be deemed to extend to and include in its application persons who engage in the business of fabricating, serving or supplying, for a price, tangible personal property furnished, produced or made at the special order of purchasers or consumers, or

⁴⁶ Schumpeter (1934).

⁴⁷ In addition to his definition of “entrepreneurship”, Kao includes (1989) in his job description for an entrepreneur “creative, operational/managerial, interpersonal, and leadership tasks”.

⁴⁸ Ibid.

⁴⁹ Czinkota, Ronkainen, and Ilkka (2004).

⁵⁰ San Diego Municipal Chapter 3, Code, § 31.0110 Business Taxes - Definitions, Subsection D.

⁵¹ Ibid, Subsection F.

for purchasers or consumers, or for purchasers or consumers who do or who do not furnish directly or indirectly the specifications therefore”.⁵²

For the study, business will be defined “as carrying on a commercial or industrial undertaking of any kind or nature, or providing professional, personal, or other services for the purpose of gain or profit, but does not include an activity carried on by the government, its agencies, or government-owned corporations”.⁵³

According to Niessen and Schibel (2004), specifying ‘integration’ with a single exact definition, would be proven to be too narrow. They emphasize in the ‘working definition’ of integration “the importance of the socio-cultural sphere, the personal dimensions of integration and the frequency and intensity of social interactions”.⁵⁴ The Commission on European Communities characterized integration as “a two-way process based on mutual rights and corresponding obligations of legally resident third country nationals and the host society which provides for full participation of the immigrant”.⁵⁵ The present study

⁵² Ibid, Subsection G.

⁵³ City of Abbotsford, Consolidated Business License Bylaw, 2006, Bylaw No. 1551-2006, Schedule A - Definitions, p. 12.

⁵⁴ Niessen, Jan and Schibel, Yongmi (2004). *Handbook of Integration for Policy-Makers and Practitioners*, Brussels: The European Commission, p. 9.

⁵⁵ Commission on European Communities (2003). *Communication from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions on Immigration, Integration and Employment*, Brussels: The Commission on European Communities, p. 17.

will use this definition of integration, since it adequately emphasizes rights, duties, and participation.⁵⁶

Question eight in the questionnaire asks about the original locality of the participant. The explanation for this question lies in the strong ties of the investigated target group to their original hometown in Turkey. Even after years abroad, Turkish immigrants used to give their hometown, rather than Turkey as a first answer (Grabowski, 2005). Grabowski, furthermore, states that Turkish immigrants “continued to identify with their millet⁵⁷ and/or with their region. The tie to locality was strong”.⁵⁸

⁵⁶ In the United States, it is less argued over definitions of integration than about metaphors, whether the United States is a melting pot, or a salad bowl, or a mosaic (Kerwin, 2007).

⁵⁷ The “millet” was the official recognition of a person’s ethnicity in the Ottoman Empire (as based on and defined by religious affiliation, viz., Muslim, Greek Orthodox, Jewish, etc.) and also the primary basis of identity. Today, “millet” is used with the meaning of people/nation.

⁵⁸ Grabowski (2005), p. 87.

Turkish Immigration History

The first Turkish immigrants were documented in 1820 by the United States Immigration and Naturalization Service. Since then, more than 495,553 Turkish immigrants have migrated to the United States.

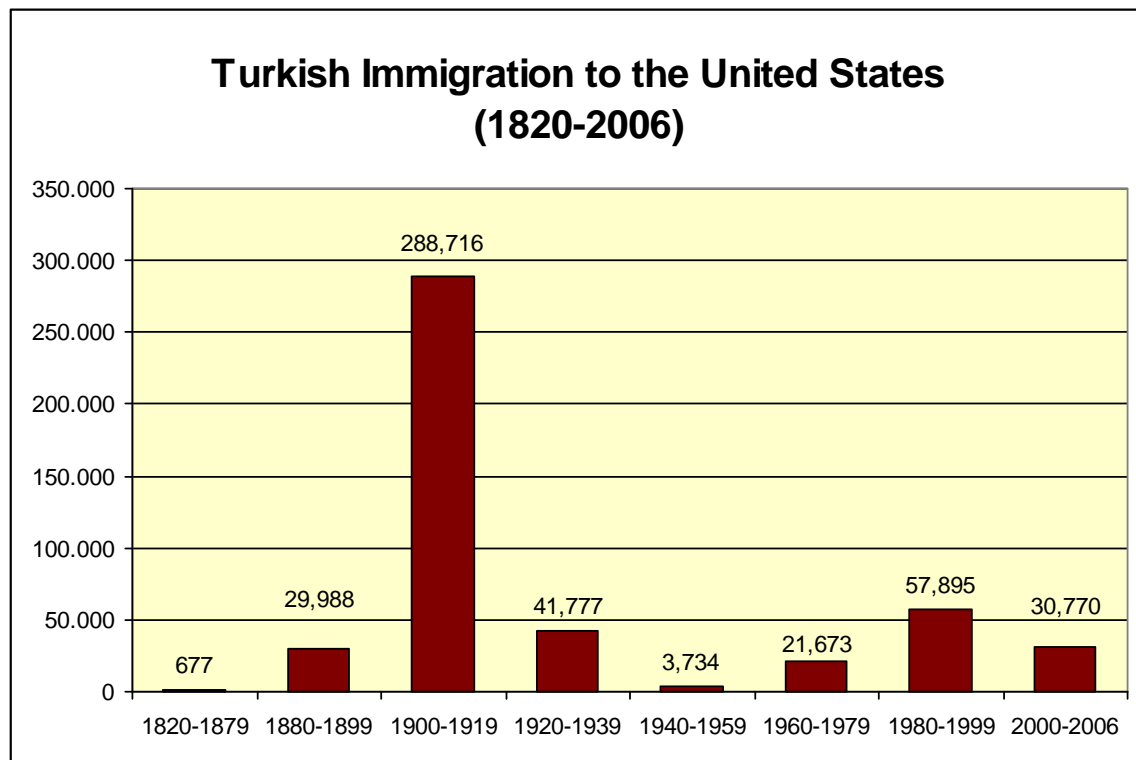
Kaya (2004) divides the Turkish immigration into three waves: the first wave took place between 1820 and 1920, the second wave between late 1950s and early 1980s, and the third wave began in the mid 1980s and accelerated in the 1990s. See Figure 1.

Early Turkish Immigration

The great exodus of approximately 320,000 Turkish immigrants during the first wave was partly due to the unprecedented industrial growth in the United States at the end of the nineteenth century, attracting unskilled workers from all over the world (Ahmed, 1986). “The message of American's need for workers was rapidly carried over the Atlantic Ocean to all of Europe and the Middle East. These countries were experiencing towering rates of unemployment.”⁵⁹

As Kaya (2004) states, “Turks were drawn to the New World as a result of labor shortages in the United States at the turn of the twentieth century”.

⁵⁹ Op. cit.: Ahmed, p. 68.

Figure 1: *Turkish Immigration to the United States (1820-2006)*

Source: U.S. Department of Homeland Security, *Yearbook of Immigration Statistics 2006, Legal Permanent Residents*⁶⁰, Data tables

However, Ahmed (1986) estimates that only a fraction of the early immigrants were ethnic Turks while the majorities were Armenians, Greeks, Jews and other Muslim groups carrying Ottoman passports.⁶¹

Another reason for the great number of immigrants during the first wave was based on the circumstances of the Ottoman Empire during the reign of Abdülhamid II⁶². Internal and external crises

⁶⁰ 'Legal permanent residents' (LPRs) are foreign nationals who have been granted the right to reside permanently in the United States. LPRs are often referred to simply as "immigrants", but they are also known as "permanent resident aliens" and "green card holders" (Definition by United States Department of Homeland Security).

⁶¹ Ibid, p. 11.

⁶² Abdülhamid II came to the throne of the Ottoman Empire in 1876 and was Sultan till 1909.

(Ministry of Foreign Affairs Publication, 2000), such as the Russian-Ottoman war (1877-78)⁶³, loss of Cyprus to England (1878), loss of Tunisia to France (1881), loss of Egypt to England (1882), establishment and a year later abolishment of the Ottoman constitution and parliament (1877-1878), lead to several uprisings⁶⁴ throughout the Empire and eventually to the end of the Ottoman Era.⁶⁵

Karpat (1985) describes the causes of emigrating during that time as “the emergence of ‘push’ factors in the Ottoman realm enhanced by ‘pull’ factors in the Americas”.⁶⁶

However, with establishment of the Republic of Turkey in 1923, Kaya (2004) states that “the majority of immigrants who came to the United States during the first two decades of the twentieth century returned to Turkey”.⁶⁷ Grabowski (2005) goes even further and suggests “that perhaps eighty percent of the Turks who arrived in the U.S. before 1924 returned. If this is true, it is one of the highest return rates recorded for any immigrant group.”⁶⁸

⁶³ The Russian-Ottoman war in 1877-78 lead de facto to the loss of most of the Ottoman lands in Europe, such as Romania, Serbia, Bosnia, and Bulgaria.

⁶⁴ With the Russian-Ottoman war in 1877-78, Armenians pursued national independence by revolting against the Ottoman rule. This led to several Armenian insurgencies, which were subdued by the Ottoman forces throughout the Empire.

⁶⁵ National awakenings and struggles for political independence led in the end of the nineteenth century and early twentieth century to the creation and formation of several nations in South-East Europe, Middle East, and North Africa; the birth of the Republic of Turkey finalized the end of the Ottoman Empire in 1923 by Mustafa Kemal Pasa, who later took the name Atatürk - Father of the Turks.

⁶⁶ Karpat, Kemal H. (1985). *The Ottoman Emigration to America, 1860-1914*, *International Journal of Middle East Studies*, Vol. 17, No. 2. (May, 1985), pp. 175-209.

⁶⁷ Op. cit., Kaya, p. 297.

⁶⁸ Op. cit., Grabowski, p. 88.

Ahmed (1986) explains that “this was an extraordinary phenomenon in the immigration history of the United States. There is no record of any other group of immigrants, equal in numbers, reversing their route and returning to their homeland.”⁶⁹

Post World-War-II Immigration

Unlike earlier Turkish immigrants, the post-World-War-II wave was highly educated. Kaya states “these immigrants were highly educated [...]; they were children of the modern Turkish Republic who were quite nationalistic and secular in their views in contrast to the previous immigrants who identified themselves as the Ottoman or Muslim rather than Turkish”.⁷⁰ Ahmed describes the first wave as: “Early immigrants were unskilled and illiterate”⁷¹, whereas the second wave, according to Kaya, consists of “professionals such as doctors, engineers, academicians, and graduate students”.⁷²

In contrast to the earlier immigrants who came with the intention of staying merely temporarily in the United States⁷³, these immigrants settled down in the United States. “They formed Turkish

⁶⁹ Ahmed explains further, “the ethnic minorities of the Ottoman Empire did not join the Muslims in this magnitude of a return. There were numerous situations when Christian Arabs returned to their villages in Lebanon and Syria for wives or other members of their families. Then, however, they returned to the United States and settled permanently.” Op. cit., Ahmed, p. 80.

⁷⁰ Op. cit., Kaya, p. 297.

⁷¹ Op. cit. Ahmed, p. 11.

⁷² Op. cit., Kaya, p. 297.

⁷³ Ahmed states that “they [Turkish immigrants] came without families, few with any thought of permanently settling in the United States. [...] The majority of Turkish immigrants believed that in a very short time they would be rich, and would be able to return to their villages within a year. They did not comprehend how this would happen, but they had unlimited faith in the American dream.” Op. cit., p. 12-13.

organizations, promoted Turkish culture, and kept close ties with Turkey by summer visits home.”⁷⁴

“The oldest Turkish American association, the Cultural Alliance of New York, was established in 1933”⁷⁵, but it was during the 1950s, when Turkish immigrants organized themselves and promoted their cultural heritage. In 1956, the Federation of Turkish American Associations Inc. [Türk American Dernekleri Federasyonu] was founded to unite and support the Turkish community within the United States.

One of the oldest Turkish associations is the “Association of Turkish Americans of Southern California” (ATASC). Originally it was established as the “Turkish American Club” in 1953, promoting Turkey and Turkish people in the United States and providing an opportunity for Turkish Americans to get together and observe special occasions. In 1985, it changed its status from club to non-profit organization. Today, California has two large Turkish American associations, “Turkish American Association of California” (TAAC), serving San Francisco Bay area, and ATASC with its three chapters, serving Greater Los Angeles, Orange County and San Diego.⁷⁶

While Turkish immigrants going to the United States were highly educated and skilled, the majority of Turkish expatriates to

⁷⁴ Op. cit., Kaya, p. 297.

⁷⁵ Op. cit., Micallef, p. 234.

⁷⁶ Although Los Angeles, Orange County and San Diego are served by local independent Turkish-American associations, these non-profit organizations are legally chapters of ATASC.

Europe were unskilled and untrained.⁷⁷ “In the 1960s, the [Turkish] government began to promote the export of surplus labor, in the hope that sending workers abroad from less-developed parts of the country would bring the remittances and returned workers with skills acquired abroad needed for modernization.”⁷⁸

⁷⁷ Wets (2006) explains the migration of Turkish expatriates to Europe as “the first arrivals of Turkish migrant workers in these countries was part of the wave of Turkish immigration that began in the early 1960s in response to a labor shortage in the Federal Republic of Germany, which signed a bilateral agreement with Turkey in October 1961, regulating the short-term immigration of Turkish workers. The economic situation in many other European countries was similar to the German one and shortly after, Austria (1964), Belgium (1964), and other European countries (Netherlands, France, Sweden and Switzerland) signed bilateral agreements with Turkey. The immigration that had been meant to be temporary had become long term” (Wets, 2006).

⁷⁸ *Op. cit.*, Martin, Midgley and Teitelbaum, p. 596.

Turkish Immigration in the New Millennium

The third wave of Turkish immigrants to the United States started shortly after the 1980 Coup d'Etat in Turkey.⁷⁹ Kaya states “the final wave of immigration started in the mid nineteen-eighties and accelerated in the nineteen-nineties, as economic opportunities outside Turkey and rapid developments in traveling and communication systems resulted in growing emigration from Turkey to the outside world including the United States. Former Turkish President Turgut Özal's⁸⁰ policies towards openness to the rest of world accelerated such emigration.”⁸¹

These Turkish immigrants were the most diverse group as it included a cross-section of the Turkish society, according to Kaya (2004) businessmen, professionals, skilled and semi-skilled workers, and students came to the United States. Kotkin (1992, p. 4) states “it is likely such dispersed peoples - and their worldwide business and

⁷⁹ Mango (2006) states that “on September 12, 1980, the high command of the armed forces suspended the constitution, dissolved parliament and all political parties, and substituted itself for the government.” The coup d'Etat was led by Chief of Staff General Kenan Evren, who declared that the military was responding to domestic political anarchy. In the 1970s and early 1980s, Turkey was at the edge of a Civil War. During the 1970s, Armenian terror organizations gain momentum and attack Turkish facilities and Turkish diplomats. On January 27, 1973, an elderly U.S. citizen of Armenian origin assassinates Los Angeles Turkish Consul General, Mehmet Baydar, and Vice Consul, Bahadır Demir. On January 28, 1982, two Armenian gunmen assassinate Turkish Consul General, Kemal Arıkan, in his car while waiting at an intersection (Mango, 2006).

⁸⁰ Turgut Özal was the 19th Prime Minister of Turkey (1983-1989) and the 8th President of Turkey (1989-1993). President Özal died of a sudden heart attack in office (Steinbach, 2000).

⁸¹ Op. cit., Kaya, p. 297.

cultural networks - will increasingly shape the economic destiny of mankind".⁸²

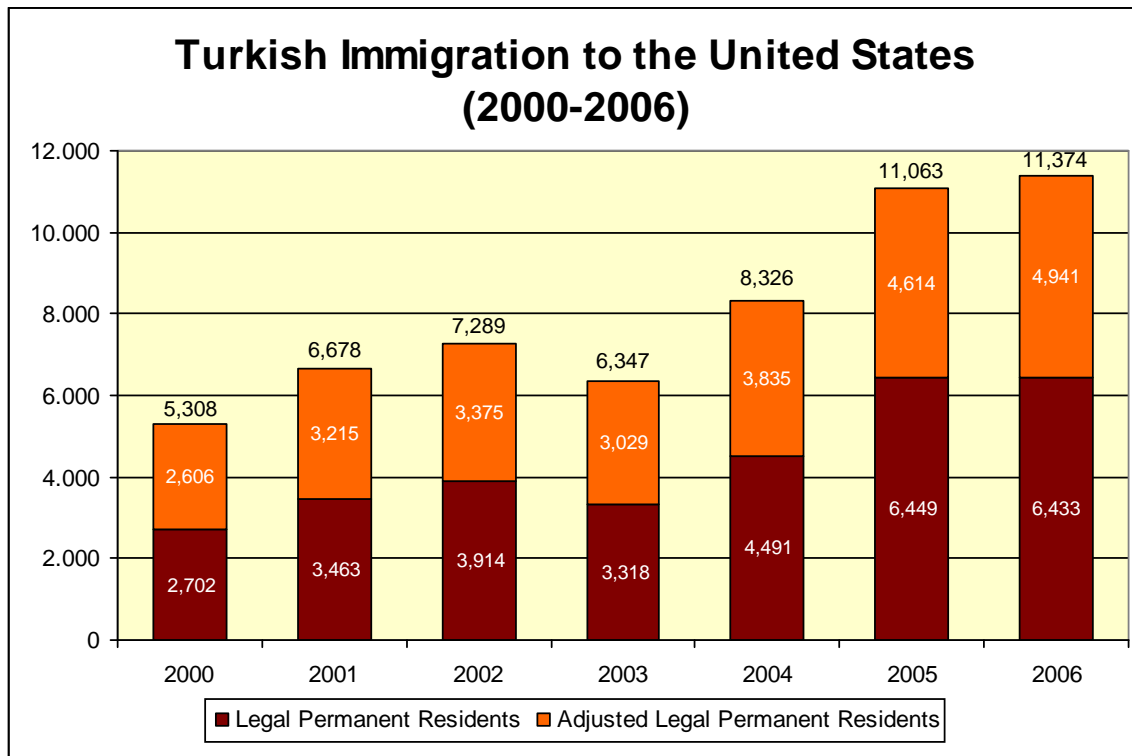
The financial crisis⁸³, which hit Turkey in 2000/2001, and the tragic events of 9/11 in the United States, followed by tight security measures including travel, visa⁸⁴ and immigration restraints imposed by the United States government, did not hinder the immigration flow of Turkish immigrants to the United States as can be seen in Figure 2.

⁸² Kotkin argues in his book "Tribes" that networks of global tribes are primed to play the essential role in fueling future prosperity in the world economy. For this reason, he defines a modern tribe as a highly mobile, mostly urbanized people which still clings to its ethnic and religious roots. Kotkin lists three critical characteristics for 'global tribes' (pp. 4-5):

1. A strong ethnic identity and sense of mutual dependence that helps the group adjust to changes in the global economic and political order without losing its essential unity.
2. A global network based on mutual trust that allows the tribe to function collectively beyond the confines of national or regional borders.
3. A passion for technical and other knowledge from all possible sources, combined with an essential open-mindedness that fosters rapid cultural and scientific development critical for success in the late-twentieth-century world economy.

⁸³ The financial crisis in Turkey peaked in February 2001 and was caused by a long history of high and volatile inflation, fiscal and monetary mismanagement, significant financial dollarization and other credibility issues regarding economic policy in general (Akyürek, 2006). Within days in February 2001, the Turkish Lira was devalued by about 40 percent and short-term interest rates briefly touched an annual rate of 7,500 percent, GDP plummeted by over 7 percent. Two \$10 billion loans in 2000, respectively in 2001, from the International Monetary Fund and a non-restrictive economy policy calmed down the crisis and stabilized the economy (Barton et al, 2002).

⁸⁴ According to the Department of State, a visa allows a foreign citizen to travel to a U.S. port-of entry and request permission from the U.S. immigration officer to enter the United States. However, a visa does not guarantee entry into the U.S.

Figure 2: *Turkish Immigration to the United States (2000-2006)*

'Legal permanent residents' and 'adjusted legal permanent residents'⁸⁵.

Source: U.S. Department of Homeland Security, *Yearbooks of Immigration Statistics 2000-2006, Data tables*

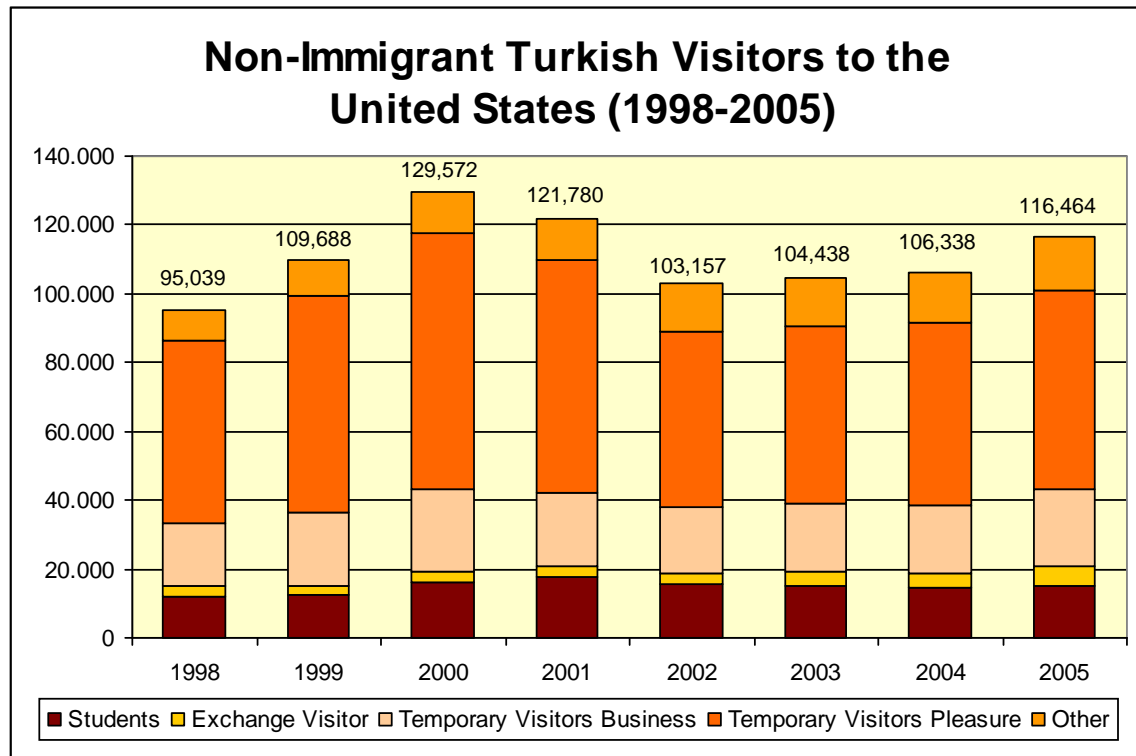
Non-immigrant⁸⁶ Turkish visitors, including businessmen, tourists, and students, to the United States reached their highest level in 2000 with almost 130,000 visitors. Even with travel restrictions and stricter security procedures after 9/11, which deterred visitors from

⁸⁵ 'Adjusted legal permanent residents' are legal aliens, who are admitted to the United States in a non-immigrant, refugee, or parolee category, and changed their status to that of a lawful permanent resident. In such cases, the alien is counted as an immigrant as of the date of adjustment, even though the alien may have been in the United States for an extended period of time (Definition by United States Department of Homeland Security).

⁸⁶ 'Non-immigrant' are legal aliens who seeks temporary entry to the United States for a defined period of time and for a specific purpose. Most non-immigrants enter as tourists or business travelers on short-term trips, while others, such as students, temporary workers, and foreign diplomats, stay for longer periods of time, ranging from a few months to several years (Definition by United States Department of Homeland Security).

all over the world traveling to the United States⁸⁷, the number of visitors from Turkey in 2001 was well over 100,000 and since then continuously increasing, as is shown in Figure 3.

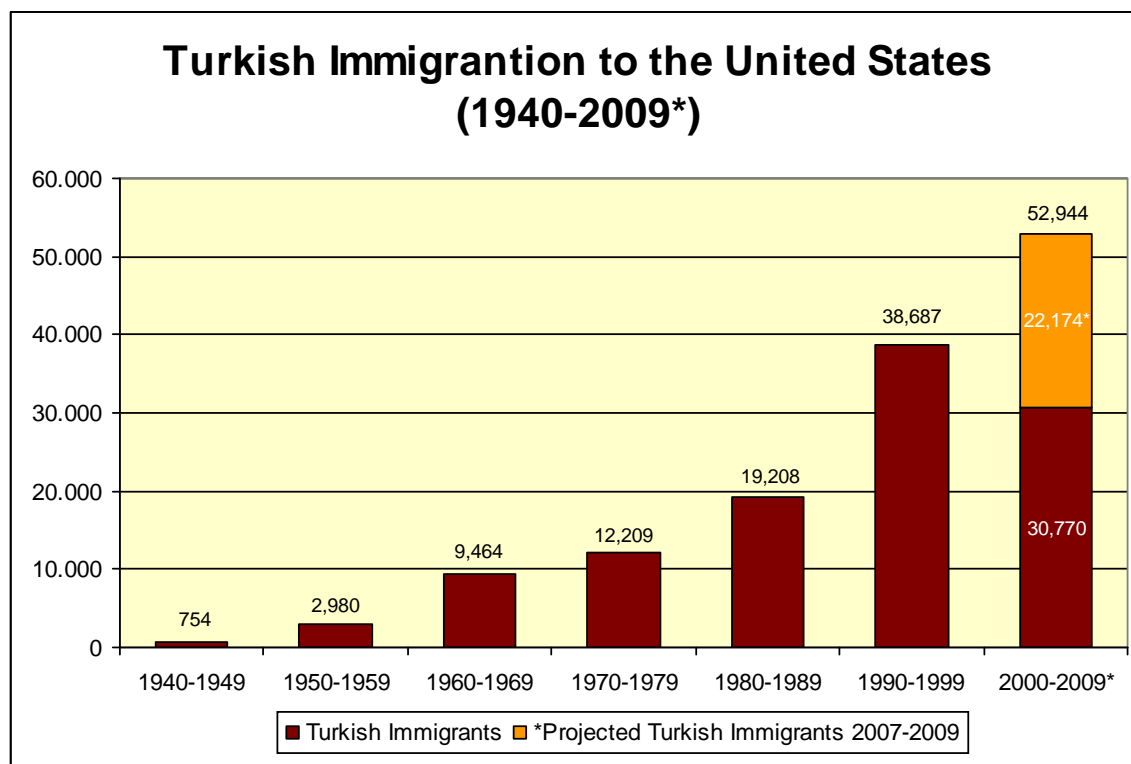
Figure 3: *Non-Immigrant Turkish Visitors to the United States (1998-2005)*



Source: U.S. Department of Homeland Security, *Yearbooks of Immigration Statistics 1998-2005, Nonimmigrant Admissions, Data tables*

Figure 4 displays the steady growth of Turkish immigrants to the United States since World War II and, therefore, the great power of attraction for Turkish expatriates.

⁸⁷ Overseas travel to the United States went down as much as 17 percent since 9/11: "Fewer international visitors are coming to the United States since the Sept. 11, 2001, terror attacks, despite an initiative announced a year ago by top government officials. The U.S. share of international travel has dropped from 9 percent to 6 percent." Miller, Leslie (2007, January 31). Visa Difficulties Slow U.S. Tourism. *The Washington Post*. Retrieved August 18, 2007, from <http://www.washingtonpost.com/wp-yn/content/article/2007/01/31/AR2007013101199.html>.

Figure 4: *Turkish Immigration to the United States (1940-2009)*

Source: U.S. Department of Homeland Security, *2000-2006 Yearbooks of Immigration Statistics, Legal Permanent Residents, Data tables*

Today, according to the Census 2000 Demographic Profile⁸⁸, most of the Turkish immigrants are settled on the East Coast⁸⁹ with approximately half of the entire Turkish population in the United States, which was according to the 2005 American Community Survey 164,945 persons, whereas only 15 percent of Turkish immigrants live on the West Coast⁹⁰. The state of New York has the largest Turkish community in the United States followed by California, New Jersey,

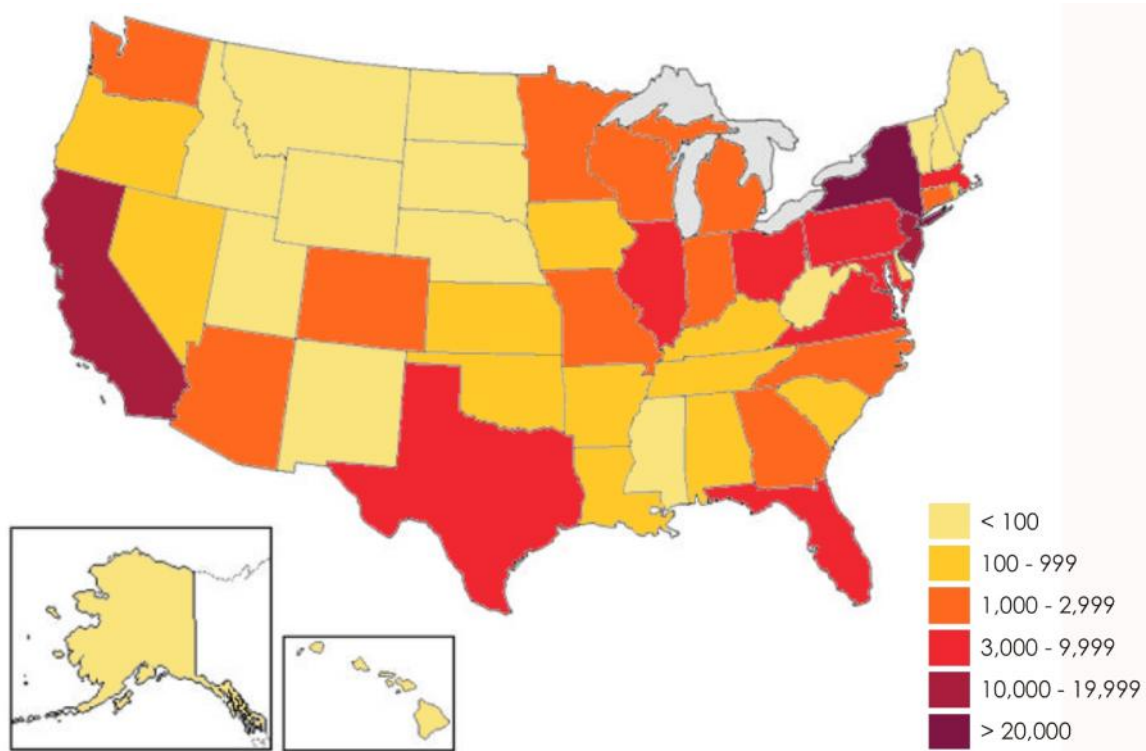
⁸⁸ Only full censuses, performed every decade by the U.S. Census Bureau, show details on ethnic groups, such as Turkish Americans, whereas the yearly American Community Survey include only estimates of demographic and economic characteristics of people, households and housing units.

⁸⁹ East Coast includes the states New York, New Jersey, Connecticut, Pennsylvania, Rhode Island, Massachusetts, Maryland, North Carolina, South Carolina, Georgia, Florida, and Washington, DC.

⁹⁰ West Coast includes the state of California, Oregon, and Washington.

Florida, Texas, Virginia, Illinois, Massachusetts and Pennsylvania, as illustrated in Figure 5.

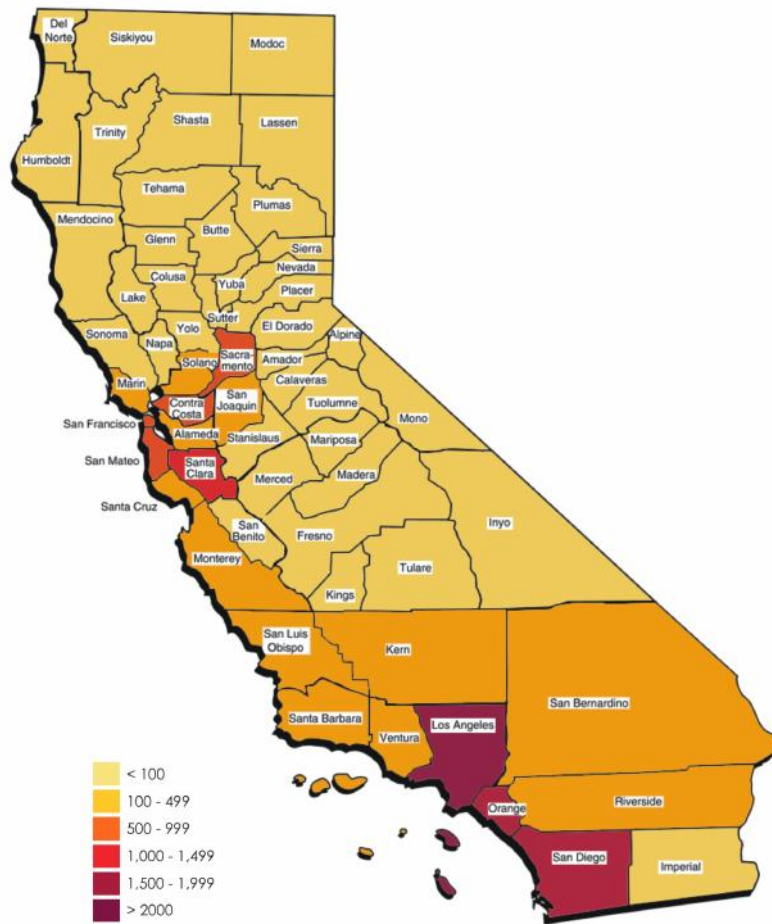
Figure 5: *Turkish Immigrants in the United States*



Source: U.S. Census Bureau, *Census 2000 Demographic Profile Highlights: Selected Population Group: Turkish (434)*

In California, as noted earlier, most of the Turkish Americans live in two areas: San Francisco Bay Area and Greater Los Angeles. The county of Los Angeles hosts by far the largest Turkish commune with approximately 5,000 members, followed by the San Francisco Bay area with 4,000 persons. Both, Orange County and San Diego County, are each home to 1,800 Turkish Americans. The Turkish population distribution in California is shown in Figure 6. In total, more than 15,000 Turkish immigrants are living in California.

Figure 6: *Turkish Immigrants in California*



Source: U.S. Census Bureau, *Census 2000 Demographic Profile Highlights: Selected Population Group: Turkish (434)*

Variables

The study is based on a number of independent and dependent variables. See Table 1 for an overview of variables.

Government regulation is the first independent variable and has a deep impact on immigration. Regulations determine not only the number of immigrants, but also the ethnic background of immigrants coming to the United States. The Immigration Act of 1924, also known as the Johnson-Reed Quota Act, restricted all immigration to the United States.⁹¹ “This law pegged a quota of immigrants to the number of nationals from that country who resided in the United States in 1880. The law effectively terminated the legal entry of all potential Turkish immigrants beyond the 202 quota per year.”⁹²

The Immigration Act of 1990, also known as the Diversity Immigrant Visa Program or “Green Card Lottery”, is a congressionally mandated lottery program for receiving a permanent resident card. The lottery raffles an additional 50,000 diversity visas annually to candidates from specific countries.⁹³ In last years, according to the

⁹¹ The Immigration Act of 1924 limited the number of immigrants allowed entry into the United States through a national origins quota. The quota provided immigration visas to two percent of the total number of people of each nationality in the United States as of the 1890 national census (United States Department of State).

⁹² Op. cit., Ahmed, p. 80.

⁹³ Citizens from certain countries, such as China, Canada, Brazil, Mexico, or United Kingdom, and from any territory that has sent more than 50,000 immigrants to the US in the previous five years are not eligible (United States Department of State; U.S. Citizenship and Immigration Service).

U.S. Department of State approximately 1,500 Turkish immigrants won annually a permanent resident card.⁹⁴

Immigration laws have the most direct and immediate impact on immigrants. They define the official status of an alien and classify different categories, such as resident and nonresident, immigrant and nonimmigrant, documented and undocumented (“illegal”). The laws also determine the rules of “who may enter the United States, how long they may stay, and when they must leave” (Cochran, 2007).⁹⁵

Public opinion does not immediately determine national immigrant legislation, but they have a direct influence on local governments. For example, New Haven, Connecticut, “offers [undocumented immigrants] help in filing federal taxes, and it has ordered its police not to inquire about immigrants’ status”.^{96 97}

Deeds and reputation of one ethnic group reflects on other ethnic groups. Inter-ethnic relations are often characterized by distinguishing oneself from the others. Healey states that in “numerous instances in which competition – or even the threat of competition – between [ethnic] groups increased prejudice and led to

⁹⁴ The number of Turkish permanent resident card winners was retrieved on August 20, 2007, from <http://travel.state.gov/visa>.

⁹⁵ Sarah Cochran (2007). *Immigration*, Cornell University Law School, Legal Information Institute, retrieved on August 20, 2007, from <http://www.law.cornell.edu/wex/index.php/Immigration>.

⁹⁶ Illegal Immigration: A Haven Indeed (2007, August 4th-10th). *The Economist*, p. 29.

⁹⁷ New Haven was also the first city issuing its own ID card, enabling undocumented immigrants to open bank accounts. “While cities like New York, Miami and San Francisco are considering adapting similar programs, others are trying to tighten laws” (Loc. cit.). Escondido became the first California city to ban renting property to illegal immigrants. The new ordinance allows residents and business owners, as well as city officials to file complaints if they suspect a landlord is renting to illegal immigrants.

greater discrimination and more repression”.⁹⁸ Turkish Americans take another approach: they “identify themselves by illuminating what they are not. One of the distinctive features of Turkish American identification is its emphasis on disassociation with other Muslim groups, particularly the Arabs.”⁹⁹

Another way of separating oneself from other ethnic groups “is a differential in power between the groups”.¹⁰⁰ The amount of power, according to Noel, is based on three factors: first, the size of the group, second, the degree of organization, and, third, resources. The latter includes education, information, know-how and money. Turkish Americans are well organized by associations, represented by two umbrella organizations in Washington, DC,¹⁰¹ are highly educated, and are among large income earners.

Income is interrelated with the variable of education. The assumptions are that the higher the income, the higher is the entrepreneurial level and/or the higher is the level of education of Turkish immigrants. Furthermore, the degree of income could also be an indicator of integration ability into the society.

Geographic establishing is another independent variable. In general, immigrants select sites where their compatriots already live. Unlike certain immigrant groups, such as Italian, Chinese or Russian,

⁹⁸ Op. cit., Healey, p. 563.

⁹⁹ Op. cit., Kaya, p. 302.

¹⁰⁰ Noel (1968), p. 163.

¹⁰¹ The Federation of Turkish American Associations, Inc. (FTAA), and the Assembly of Turkish American Associations (ATAA).

Turkish immigrants did not isolate themselves from the general public.¹⁰² However, early Turkish immigrants settled preferred to sites where Turkish colonies were already established (Karpas, 1985; and Ahmed, 1996).¹⁰³ Today, Turkish Americans prefer living in metropolitan areas, such as New York City, Los Angeles, Chicago, Detroit, San Francisco, Houston or Philadelphia.

With globalization and worldwide struggle for any job description, education is the key element to stand up to the fierce competition. Even governments use level of education as a criterion to select rather highly educated immigrants over unskilled manpower.¹⁰⁴ According to the United States Census Bureau (2006), 53.5 percent of Turkish origins have a Bachelor's degree or higher. This gives Turkish Americans competitive advantages over their competitors in strive for sophisticated, demanding and highly paid jobs.

While learning English during the early immigration phase around 1900 was not so important to Turkish immigrants (Ahmed, 1986)¹⁰⁵, Turkish Americans go in the opposite direction and learn

¹⁰² Especially Italians and Chinese immigrants preferred to live among themselves. Today, city districts like Little Italy and Little Odessa in New York, Chinatown and Little Tokyo in San Francisco, Greektown in Detroit, or Little Saigon in Orange County are remnants of these times.

¹⁰³ Karpas states "as the immigrant colonies overseas became well established and prosperous, they became themselves a 'pull' factor, attracting those persons [...] for whom the presence in the alien West of already settled groups of their fellows was the circumstance that tilted the balance in favor of emigration." *Op. cit.*, p. 180.

¹⁰⁴ To qualify for certain immigrant visa for the United States, the U.S. Department of State established "Zones" and "Specific Vocational Preparation" points for work experience and level of education of the applicant. Persons, who do not meet certain amount of points, are not eligible.

¹⁰⁵ Ahmed states "since unskilled or semi-skilled laborers did not require advance training, they were usually turned over to someone who knew their language, with instructions to show them what the managers wanted and then left alone. It took the most

Turkish in order to keep their cultural heritage.¹⁰⁶ Grabowski states with regard to culture and language “one might conclude that Turks learned to be Turks in the United States”.¹⁰⁷ Today, language barriers exist commonly for Turkish immigrants visiting Turkey, however, foreign born Turkish Americans might encounter misunderstandings or cultural misconceptions.

Family plays an important role in Turkish culture. Like Italian or Middle Eastern groups, Turkish families have strong family ties.¹⁰⁸ As Ahmed states, “each new arrival would look for someone from his area or a member of his family for security, guidance and assistance in finding employment”.¹⁰⁹ Karpas adds “in fact, after the first wave of migrants had become established, family ties became one of the dominant motives for travel across the Atlantic”.¹¹⁰

The dependent variables for the study deal with the overall matter of contribution, including business contribution, scope, and level of contribution. Particularly of interest are the causes of immigration, the level of preparedness to life in California, the level of involvement in business in California, and the level of entrepreneurial spirit.

ambitious to make an effort to learn English; many found it not necessary to learn a different language.” Op. cit., p. 68.

¹⁰⁶ Micallef states “the Turkish schools [...] provide classes for children but also for adults interested in learning Turkish as a second language.” Op. cit., p. 238.

¹⁰⁷ Op. cit., p. 88.

¹⁰⁸ Ahmed states in this context “this experience was universal among other immigrant groups from Middle Eastern cultures that held strong views on family relationships and community and regional identity”. Op. cit., p. 14.

¹⁰⁹ Op. cit., Ahmed, p. 69.

¹¹⁰ Op. cit., Karpas, p. 186.

Both, each independent variable by itself and as an interaction of multiple independent variables has a deep impact on the dependent variables. However, some of the independent variables play a tangential role, whereas other – one or the interaction of few – variables might be decisive.

Table 1: *Research Variables: Independent and Dependent Variables*

Independent Variables		Dependent Variables
Government regulation	Income	Business contribution
Immigration law	Geographic establishing	Scope of contribution
Public	Education	Level of contribution
Other ethnic groups	Language	
	Family	

Limitations of the Study

Delimitations

The study is focused on Turkish immigrants' contribution to business, both self-employed and employed in the state of California.

The Greater Los Angeles area as well as the San Francisco Bay area is an attractive location for Turkish immigrants and their descendents in California. San Diego is the third largest Turkish settlement after those two regions. The geographic proximity of the study to San Diego and the vicinity to Orange County may be perceived as delimitation. An unbalanced geographic dispersion in the questionnaire responses might have occurred. In addition, the study's geographic emphasis on the Greater Los Angeles and San Francisco Bay areas may be perceived as delimitation, also.

The proximity to San Diego and neighboring Orange County as well as the concentration on Greater Los Angeles and San Francisco Bay area could be seen as an advantage since both areas are the leading economic areas of California (California Department of Finance, 2001).¹¹¹

Limitations

¹¹¹ Greater Los Angeles has a total personal income of \$236,814,600,000, and the San Francisco Bay area, including San Francisco County, Santa Clara County, Alameda County, Contra Costa County and San Mateo County, has a total personal income of \$230,659,700,000. Data from California Department of Finance (2001), 'California County Profiles: A companion to the 2001 California Statistical Abstract', Sacramento, CA.

The study has the limitation of being exploratory in nature. At the present moment, there is no literature available discussing the business contribution of Turkish immigrants to California or even their integration into California. However, the immigration and integration literature in general is well established.

At this time, there is the need for an in-depth research of Turkish immigrants to bridge the great gap of unawareness of this ethnic group in California. For this reason, the study of Turkish immigrants' contribution to business in California will be a contribution to knowledge. Its importance will be significant since the study will analyze the cause of immigration, the level of preparedness, and the contribution of Turkish immigrants to business in California.

Another limitation is the geographical limitation of the research to the State of California. Turkish immigrants are an established part of society in all fifty states. It is likely to assume that in other states Turkish immigrants' contribution to business differs from that in California. Today, most of the Turkish immigrants have settled on the East Coast¹¹² with approximately half of the total population of Turkish decent in the United States (164,945)¹¹³, whereas only 15 percent of Turkish immigrants live on the West Coast¹¹⁴.

¹¹² East Coast includes the states New York, New Jersey, Connecticut, Pennsylvania, Rhode Island, Massachusetts, Maryland, North Carolina, South Carolina, Georgia, Florida, and Washington, DC.

¹¹³ Op. cit.: U.S. Census Bureau, *2005 American Community Survey*.

¹¹⁴ West Coast includes the states California, Oregon, and Washington.

The third limitation to the study is the obstacle of reaching Turkish immigrants in California. In spite of the initial problems compiling a database of the target group, the study was able to get participants enthusiastic about recommending the survey to other Turkish Americans. The lack of knowledge about Turkish immigrants, especially in California, and the urge of participants filling the gap led to a high response rate.

CHAPTER 2
REVIEW OF LITERATURE

Introduction

Since the first appearance of human beings, migration has always been a part of mankind. Over the last millenniums, human beings migrated and immigrated to all parts of the world. Certain countries, such as Canada or the United States of America, were declared countries of immigration, whereas other countries, such as Germany or Switzerland, were reluctant to permit immigration (Ehrkamp and Leitner, 2006).

Political and public debates in recent years about immigration, national security, as well as the future of the nation and of national citizenship, have raised concerns about the seeming openness of national borders, migrant trans-nationalism, the cultural 'otherness' of immigrants, and immigrant integration, catalyzing significant changes in immigration and citizenship policies (Bischoff, 2002; Capaldi, 1997; Ehrkamp and Leitner, 2003; Geshberg, 2004; Joppke, 1999; Marchevsky, 2006; Massey, 2006).

“Particularly since the events of September 11, 2001, migrant trans-nationalism - that is, migrants' increasing ability to maintain ties and create new social spaces that are multi-local and span national borders - has been increasingly linked to global terrorism. Fears that immigrants, particularly Muslims, are connected with

terrorist organizations have led to their increased surveillance, infringements of migrants' rights, and intensified Islamophobia¹¹⁵ in North America and Europe.”¹¹⁶ Transnational migrants are also frequently portrayed as a threat to national cultures and identities (Huntington, 2004).

General Literature

In spite of ample available literature on immigration, migration and integration to the United States, most of the literature is focused on the large immigrant groups, such as Germans (Tolzmann, 2000), Irish (Greely, 1981), or Italians (Nelli, 1983; Petrini, 2002). Some authors pay attention to immigrants from the East Mediterranean and Middle Eastern regions, such as Greek (Moskos, 1989), Arabs¹¹⁷ (Haiek, 2003; Orfalea, 2006) or Armenians (Daniels, 2002). Literature on Turkish immigrants to the United States is rather limited, meager, and remains general in its description (Anderson, 2002; Daniels, 2002; Faria, 2005; Jacoby, 2004; Schwartz, 2005; Sullivan, 2004).

If Turkish immigrants are mentioned, they are listed in an ‘omnium gatherum’ of immigrants from all over the world coming to

¹¹⁵ The term ‘Islamophobia’ is understood as ‘fear or intolerance of Muslims because of their religion’. A report by the Commission on British Muslims and Islamophobia describes Islamophobia as Muslim citizens and residents exposed to “discrimination, vilification, harassment, and deprivation”, Richardson, Robin (Ed.) (2004). *Islamophobia: Issues, Challenges and Action*, Stoke on Trent, UK: Trentham Books, p. 3. See also Constructing Conflict (2007, September 1), *The Economist*, pp. 53-55.

¹¹⁶ Ehrkamp and Leitner (2006), p. 1591.

¹¹⁷ Although Middle Eastern consists of several nation-states, such as Syria, Lebanon, Iraq, Kuwait, Saudi-Arabia, Egypt, Libya, etc., all countries are populated mostly by Arabs, except for Israel and some other minorities, such as Kurds, Armenians, Berbers, Assyrians, etc.

the United States. General information, such as brief history, cultural overview, and general settlement in the United States, are provided by dictionaries of American immigration history or encyclopedias of American ethnic groups, for example Cordasco (1990), Grolier (2003), Levinson (1997), Noonan (2004), or Thernstrom, Orlov & Handlin [Eds.] (1980).

Early Turkish Immigration Literature

There is a small number of scholars, who have researched Turkish immigration and contributed their studies to the literature hereof. Two main eras are in the focus of the researchers: early Turkish immigration, 1860-1923, and Turkish immigrants at present time.

As John J. Grabowski¹¹⁸ stated in an interview with Suzan Griffith,¹¹⁹ the problem with literature on early Turkish immigrants to the United States is that “little research has been done on early Turkish immigration”. Grabowski continues “while considerable attention has been given to the movement of other ethnic groups (Greeks, Armenians, and Christian Arabs) from the Ottoman Empire to the United States during this period, very little work has been done

¹¹⁸ John J. Grabowski is professor at the Case Western Reserve University in Cleveland, Ohio. He is specialized in the areas of immigration and ethnicity, local urban history, and public history. Besides his paper, *A question of identity: Turkish Immigrants, Then and Now*, what was presented at the Seventh International Cultural Studies Symposium (2002) at Ege University in Izmir, Turkey, he gained great attention among Turkish scholars with his research *Prospects and Challenges: The Study of Early Turkish Immigration to the United States* (2005).

¹¹⁹ Griffith, Suzan (Fall 2002). The Turkish Experience, *Case Western Reserve University Magazine*, Vol. 14, No. 4, p. 14.

on the movement of Ottoman Muslim Turks to the United States. Articles by Professor Kemal Karpat of the University of Wisconsin and Talat Halman of Bilkent University provide the best scholarly overviews, while a book by Frank Ahmed, *The Turks in America*, provides a generalized popular treatment, albeit one that points to important issues attendant to Turkish immigration.”¹²⁰

Kemal H. Karpat¹²¹ is the figurehead and pioneer of Turkish immigration literature. Aside from publications on early Turkish immigration to the United States, he is also well known for his contemporary literature on Turkish politics, Islam, and numerous books on Ottoman and Middle East history.

In his study *The Ottoman Emigration to America, 1860-1914* (1985), Karpat describes the motives and causes of citizens of the Ottoman Empire migrating to the United States. Karpat does not exclusively give attention to ethnic Turkish people, but includes especially Arabs (Karpat, 1985, p. 175). He is the first author introducing the “pull/push-concept” of emigration of Ottoman citizens (Karpat, 1985, p. 176).

According to Karpat, “changes in the economic and ethno-cultural structure of Ottoman society, coupled with the

¹²⁰ Grabowski, John J. (2003). The First Turks in America Project Comes at an Opportune Moment. In Rick Morren (Ed.), *Europe House Review: First Turks in America Project*: page 13.

¹²¹ Kemal H. Karpat is Distinguished Professor of History at the University of Wisconsin-Madison and the author of more than twenty books, including *The Ottoman Emigration to America, 1860-1914* (1985) and *Turkish Migration to the United States: From the Ottoman Times to the Present* (2007).

industrialization of North America and the rise of large agricultural enterprises in South America – that is, the emergence of ‘push’ factors in the Ottoman realm enhanced by ‘pull’ factors in the Americas – revived the dormant tradition of outward migration, and the peoples of Syria and sections of Anatolia once more turned their faces toward the west”.¹²²

Karpat defines “that the chief ‘push’ factor in the [...] emigration was the deterioration of the socioeconomic conditions in the Ottoman state after 1860 – a deterioration that affected all population groups, Muslims as well as Christians”.¹²³ Whereas the “‘pull’ factors associated with the Americas [...] were very strong and probably were more important in the emigration movement than the ‘push’ factors [...]”.¹²⁴ He identifies the availability of employment in North America, the relatively high wages, and the need for manpower in the factories as the main ‘pull’ factors for emigration.

Grabowski complements the studies of Karpat with his research *Prospects and Challenges: The Study of Early Turkish Immigration to the United States* (2005). While Karpat is examining the motivation, Grabowski is exploring the identity of early Turkish immigrants.

“The tie to locality was strong. For example, in many instances, Turkish immigrants gave their hometown, rather than Turkey, as a first, but unacceptable answer to the canvasser for the Federal

¹²² Op. cit., Karpat, p. 176.

¹²³ Ibid, p. 179.

¹²⁴ Loc. cit.

Census”, states Grabowski.^{125 126} For this reason, “whether they [the immigrants from the Ottoman Empire] agreed or not, they became Turks”.¹²⁷ Therefore, “Turks cannot be studied exclusive of other ‘ethnic’ groups who emigrated from the Empire. In particular, there appears to be strong and lingering links with Armenians and Greeks.”¹²⁸

In the following, Grabowski examines major settlements of Turkish communities in the United States, the differences between Balkan and Anatolian Muslims, and the overall complexity of the research on early Turkish immigrants. He concludes his study with the proposal of an American-Turkish cooperation inquiring into the ‘pull/push’ factors of Ottoman immigrants.¹²⁹

Besides Karpat and Grabowski, Talat Halman¹³⁰ gives an overview over Turkish immigrants’ history in the United States with his contribution on the Turks in the *Harvard Encyclopedia of American Ethnic Groups* (1980).

¹²⁵ Op. cit., Grabowski, p. 87.

¹²⁶ The complex and multinational Ottoman Empire used the concept of “millet” recognizing an Ottoman citizen’s ethnicity and religious affiliation. With the uprising nationalist movements all over the Ottoman Empire, “This left much of the hegemonic Muslim majority in the position of redefining its own place as either Ottomans or Turks” (Loc. cit.).

¹²⁷ Loc. cit.

¹²⁸ Loc. cit.

¹²⁹ Ibid, p. 94.

¹³⁰ Talat S. Halman is a famous Turkish poet, translator, cultural historian and the first Minister of Culture of Turkey (1971). He is currently the head of the Turkish Language and Literature Department at Bilkent University in Ankara, Turkey. He was formerly member of the faculties of Columbia University, University of Pennsylvania, Princeton University and New York University.

All three scholars on early Turkish immigration broadly accord with the peak of immigration between 1900 and 1920 and the high rate of return of Turkish expatriates with the establishment of the Republic of Turkey in 1923 by Mustafa Kemal Atatürk.¹³¹

Another author, Frank Ahmed, describes in his book *Turks in America: The Ottoman Turk's Immigrant Experience* (1986) in a narrative-scientific way Turkish immigration history. His information is mostly based on experiences of Turkish immigrants and their descendants. However, in his research he was supported by various authorities and institutes, such as Turkish Embassy in Washington, DC, Institute of Turkish Studies, The Essex Institute of Salem, and Assembly of Turkish American Associations.¹³²

¹³¹ While Halman (1980) speaks of 'very high rate of return', Karpas (1985, p. 185) states "the rate of return home was unusually high, [...] the returnees seem to have constituted one-third of the original total of migrants". Grabowski (2005) goes even further and suggests as much as eighty percent of the Turks who arrived before 1924 in the United States returned.

¹³² Since there is a nearly total absence of literature on Turkish immigrants, Ahmed's book is an important additional source of information and valued among researches of Turkish immigration history.

Contemporary Literature of Turkish Immigrants

In recent years, current literature on Turkish immigration experienced an increase in attention. Especially after the terrorist attacks of 9/11, Turkish Americans and Turkish immigrants had an enhanced need to dissociate themselves from these events and, therefore, thirst for knowledge about their heritage and their history.¹³³

One researcher in particular, Ilhan Kaya, stands out with his writings on Turkish immigrants. Kaya published several articles on Turkish Americans between 2004 and 2007. In his studies, he gives a concise and sound overview on Turkish immigration based on the work of Ahmed (1986) and Karpas (1995). Kaya (2004) isolates a key aspect in discussing Turkish-American identity and states that “Turks have characteristics that make them different from others, yet differences among them are plenty. They ‘imagine’ that there is a community called *Turks* which they are a part of. However, when it comes to identifying their community, each Turk identifies it differently and gives different meanings to it. Turkishness is not absolute but complex, multiple, contingent, historical, contextual and personal.”¹³⁴

¹³³ Takim (2004) and Kaya (2007) point out that American Muslims, including Turkish Americans, realized after the tragic events of 9/11 their responsibility to explain and teach the public about their faith, culture and identity. “They do not want terrorists [...] to speak for them. So they have broken their silence, as they feel that it is time to speak for themselves” (Kaya, 2007, p. 150).

¹³⁴ Kaya (2004), p. 299. Turkishness was discussed in this study in Chapter 1, *Definition of Terms*.

Kaya continues his exploration in this matter and concludes “Turkish-Americans identify themselves by illuminating what they are not. One of the distinctive features of Turkish-American identification is its emphasis on disassociation with other Muslim groups, particularly the Arabs.”¹³⁵

Identity itself is the general train of thought in his studies. As a result, Kaya explores in his publications history and identity of Turkish Americans (2004), Turkish American identity-construction spaces (2005), and Islam and the integration of Turkish Americans (2007).

With his studies, Kaya¹³⁶ is meanwhile equally well known among the Turkish community in the United States as he is in Turkey. However, his publications on Turkish immigrants in the United States are based on his initial research on members of the Turkish-American community in the New York City metropolitan area.¹³⁷

¹³⁵ Ibid, p. 302.

¹³⁶ İlhan Kaya completed his doctorate at the Florida State University in 2003 and is currently on the faculty at Dicle University in Diyarbakir, Turkey.

¹³⁷ Kaya (2004), p. 295; Kaya (2006), p. 425; Kaya (2007), p. 140.

Other Contributors to Turkish Immigration Literature

Additional contributors to literature on Turkish Americans, respectively Turkish history, are Roberta Micallef¹³⁸, Justin A. McCarthy¹³⁹ and Andrew Mango¹⁴⁰.

As Kaya, Micallef (2004) investigates 'Turkish identity' in the Turkish American community. However, she is focusing on Turkish American Associations, Turkish festivals and on interviews on Voice of America – Turkish under the category of 'Amerikadaki Türkler' [Turks in America]. Micallef comes to the conclusion that the Turkish American community is steadily growing and making an impact through their organizations and associations both in the USA, including on American foreign policy, and Turkey.

McCarthy is a well respected scholar through his research and his expertise on Ottoman history. He published several books on the late Ottoman Empire and the Turkish-Armenian dispute over the events of 1915-16.¹⁴¹

¹³⁸ Roberta Micallef is Assistant Professor of Turkish at the 'Institute for the Study of Muslim Societies and Civilizations' at Boston University, Massachusetts.

¹³⁹ Justin A. McCarthy is Professor of History at the University of Louisville in Louisville, Kentucky.

¹⁴⁰ Andrew Mango is a retired British author, who worked for the BBC and rose to the position of 'Turkish Program Organizer' and then was its 'Head of the South European Service'. He wrote a large number of shorter articles and working papers for British and American think tanks on Turkey and the country's strategic role. In addition, for many years he has also written an annual review of major western studies of Turkey for the academic journal *Middle East Studies*.

¹⁴¹ McCarthy is also the author of "Who are the Turks - A Manual for Teachers" (2003).

Mango is a distinguished author and academic on Atatürk as well as contemporary Turkey. His biography on Mustafa Kemal Atatürk is considered as the ‘definitive study’.¹⁴² Mango wrote numerous book on Turkey, including “Turkey: The Challenge of a New Role” (1994) and “The Turks Today” (2006).

Summary

While there is as much literature available on Turkish immigration to Europe¹⁴³, especially Germany, as is literature on general immigration to the United States¹⁴⁴, scholarly examinations are rare on Turkish immigrants in the United States.

Karpat, Grabowski and Ahmed are providing an overview on early Turkish immigration, however, as Grabowski (2002) stated, there is little research done on Turkish immigrants.

Aside from early Turkish immigration literature, geographically concentrating on Greater Boston¹⁴⁵, Cleveland and Detroit, contemporary literature is examining exclusively Greater New York City.¹⁴⁶ Although at the present time the state of New York is home to some one-fifth of the Turkish community in the United States, a sole

¹⁴² Fromkin on Mango’s book “Atatürk: The Biography of the Founder of Modern Turkey” (2000); Fromkin, David (2000, April). Atatürk’s Creation. *The New Criterion*, Vol. 18, No. 8.

¹⁴³ For example Pecoud (2003), Bowley (2004), Persembe (2005), Bulut (2006), Yurdakul and Bodemann (2006), Söhn and Özcan (2006), Horn (2007), Wets (2006), Preuß (2007), Obermeier (2007).

¹⁴⁴ For example Thernstrom et al. (1980), Cordasco (1990), Levinson (1997), Hardwick (2001), Chacko (2003), Grolier (2003), Noonan (2004).

¹⁴⁵ Including the cities of Lowell, Worchester, Salem, Lynn, and Peabody.

¹⁴⁶ As seen with Kaya.

focus on this area may lead to misconceptions and disregard of the regional impact of Turkish immigrants. As one of the few scholars, Kaya is investigating Turkish immigrants in the recent past;¹⁴⁷ nevertheless, his research is unbalanced as he rests his studies on a single geographical area, Greater New York City.

As mentioned before, Micallef is exploring Turkish identity among members of the Turkish community; however, she is presenting rather an overview of the Turkish American community than an in-depth analysis or deep insights thereof.

Although McCarthy and Mango seem not to be involved in contemporary Turkish immigration, they provide important framework on a thorough and comprehensive overview on recent Turkish immigration and, therefore, on the Turkish community.

Notwithstanding there is backlog demand on contemporary literature on Turkish immigrants. The perspective of possible effects of Turkish immigrants' contribution to business has been completely neglected by the researchers – regardless of state or region in the United States.

For this reason, the study remedies the deficiencies of incomplete and inadequate literature on this topic. Furthermore, it contributes to knowledge and provides professionals as well as academia with detailed information about Turkish immigrants'

¹⁴⁷ Kaya published several articles on Turkish Americans between 2004 and 2007.

contribution to business. It also equilibrates the geographical imbalance of contemporary literature by placing the state of California at the center of attention in this study.

CHAPTER 3

METHODOLOGY

Research Design

The study on Turkish immigrants' contribution to business in California is primarily exploratory. Since the main purpose of this study is to answer the research questions and examine a specific sample in order to formulate generalizations from the sample to the greater population of the Turkish American community in California, the quantitative approach¹⁴⁸ was chosen over the qualitative method¹⁴⁹.

As a consequence, the questionnaire survey was most suitable as the primary method for data collection. The approach ensured privacy on a non-personal level, while enabling the researcher to collect the data in a timely and efficient manner. The questionnaire survey included several questions of sensitive nature regarding the participant or professional organization, such as personal background information, income information and the organization's annual revenues. As a means to obtain this information, the questionnaire approach was selected.¹⁵⁰

¹⁴⁸ Cormack (2000, p. 19) defines quantitative research as "a formal, objective, systematic process for obtaining quantifiable information about the world, presented in numerical form and analyzed through the use of statistics".

¹⁴⁹ Glesne and Peshkin (1992, p. 9) observe: "Qualitative inquiry is an umbrella term for various philosophical orientations to interpretive research. For example, qualitative researchers might call their work ethnography, case study, phenomenology, educational criticism, or several other terms."

¹⁵⁰ Reuband et al. (1996) and de Leeuw et al. (2003) observed that by utilizing the questionnaire method, the rate of response readiness, especially towards revealing sensitive information, is significantly higher than the personal interview approach.

In addition, individual interviews with Turkish immigrants were conducted. These interviews with Turkish emigrants and members of the Turkish community in California revealed additional insights of migration motivation, willingness to integrate, as well as entrepreneurial readiness.

Sample

The focus of the study is on Turkish immigrants' contribution to business in California. The sample is based on self-employed and employed Turkish immigrants in California. While California has been home to Turkish immigrants for more than fifty years¹⁵¹ the sample was supplemented by retirees, homemakers, students and unemployed persons. 'Turkish immigrants' in this context thus include immigrants from Turkey and their descendents living in California.

Turkish or Turkishness, as previously noted in Chapter 1, is defined in accordance with the official definition of the Republic of Turkey, which states in article 66 of the 1982 Constitution that "every person bound to the Turkish state through the bond of citizenship is a Turk." This is a non-racial, civil definition of Turkishness regardless of the ethnicity of the Turkish citizen.

¹⁵¹ The first Turkish association was founded in 1953 in Los Angeles as the "Turkish-American Club", predecessor to ATASC.

A database was compiled with a sample size of 187 contacts.¹⁵² The target group size was complemented by an unknown amount of contacts provided by the Turkish American Association of California (TAAC),¹⁵³ Association of Turkish American of Southern California (ATASC),¹⁵⁴ Los Angeles Turkish American Association (LATAA), Orange County Turkish American Association (OCTAA), American Turkish Association of Southern California - San Diego (ATASC-SD), Turkish American Ladies League (TALL), Turkish-North American Business Alliance (TNABA)¹⁵⁵, Daughters of Atatürk,¹⁵⁶ House of Turkey,¹⁵⁷ Turkiamia2,¹⁵⁸ Tulumba Community,¹⁵⁹ and Türk Los Angeles (Turkla)¹⁶⁰.

All listed organizations supported this study by actively promoting and encouraging their members to participate in the questionnaire survey, developed by the study.

¹⁵² The original database consisted of 230 contacts, however, after consolidating and eliminating double entries as well as incorrect and obsolete data, the database changed to 187 contacts.

¹⁵³ As already discussed in Chapter 1, Availability of Data, TAAC is located in San Francisco and serves the Turkish American community in North California including the San Francisco Bay Area.

¹⁵⁴ ATASC is located in Los Angeles and serves Southern California. LACTAA, OCTAA, ATASC-SD and TALL are chapters and affiliates of ATASC.

¹⁵⁵ TNABA provides directory services and infrastructure support for more than 40 Turkish-American Organizations in the US and Canada while hosting several organization websites.

¹⁵⁶ 'Daughters of Atatürk' is promoting especially Turkish women and Turkish heritage.

¹⁵⁷ 'House of Turkey' is a San Diego, CA, based non-profit organization promoting Turkish culture in Southern California. The main goal is to build a 'Turkish Cottage' in Balboa Park, San Diego, CA.

¹⁵⁸ 'Turkiamia2' is very active 'Yahoo! Group', dedicated to Turkish Americans in Southern California.

¹⁵⁹ Tulumba Community is a national online forum, offering the Turkish community news, classifieds and calendar for special events. For more information, visit <http://comm.tulumba.com>.

¹⁶⁰ Turkla is the most frequently visited Turkish Internet news portal in California.

The sample was primarily made up of employed and self-employed Turkish immigrants in California, however, it also included retired persons, students, homemakers and unemployed persons. The group of employed persons consisted of blue-collar and white-collar workers, skilled and unskilled workers, junior and senior staff members, as well as middle management and top management personnel. Self-employed persons came from a broad variety of business backgrounds, such as insurance and financial services, health care, food service, transportation and logistics, wellness, and information technology.

The sample was randomly selected and stratified. The stratification characteristics in this sample were the location of the business or person and the ethnic background of the person.

The ultimate sample size was more than 187 persons. Due to carefully selected contact information and the common ethnic background of the researcher with the sample, the response rate was anticipated to exceed 30 percent. The pool of participants represented approximately 2.38 percent of the total population of Turkish immigrants and Turkish Americans working in California.¹⁶¹

¹⁶¹ According to the U.S. Census Bureau, 7,860 persons of Turkish ethnic are working (16 years and older) in California. Therefore, the starting database with 187 potential contacts represents 2.38% of the working Turkish ethnic population in California.

Instrumentation

Questionnaire Survey

The primary survey instrument for data collection in this survey was a self-administered questionnaire. The questionnaire was used to conduct structured data collection from the target group. The questionnaire itself was new and highly exploratory as befits an area with little previous investigation.

The print questionnaire consisted of seven pages with a total of 52 questions. Although the number of queries was high, the exceptional attention for this study among the members of the Turkish community in California redeemed the common reluctance of participation in exhausting surveys.¹⁶²

An important factor in the instrumentation is the way of conducting the questionnaire survey. The traditional method is the print approach. Here, the questionnaire is printed out and mailed to the members of the sample.¹⁶³

Another more progressive method is the electronic approach. This method is based entirely on modern means of communication,

¹⁶² Ferguson and Omondi-Odhiambo (1997, p. 5) argue: "There is a tendency for designers of questionnaires to include far too many questions". Burgess (2001, p. 3) complains: "Most researchers make the mistake of asking too many questions. This often arises from an incomplete analysis of how to meet the survey aims. Your greatest enemy in survey research may well be poor response rate. Clear and concise questionnaires can help get the best response."

¹⁶³ To support the responding process and improve the response rate, stamped and addressed return envelopes would have been included.

i.e. Information Technology¹⁶⁴. The questionnaire is put online on a specific website, dedicated for this research purpose. Here, the recipient is given the choice of two languages, English or Turkish. This has the advantage of facilitating and easing the process of participation and therefore aiming to increase the response rate and decrease hesitation due to possible language barriers.

Using either method, traditional print approach or the progressive electronic approach, the anonymity of the survey participant is guaranteed if not otherwise desired by the participant.

The study was favorably supported by Turkish American organizations and associations in California, who provided an additional unknown amount of contacts and encouraged the researcher in conducting the study. Also, the organizations and associations offered further assistance in announcing the study's survey and including hyperlinks¹⁶⁵ on their websites. As a consequence of the immense support of Turkish American organizations and associations, the study followed the progressive electronic approach and discarded the traditional print approach.

Electronic Mail Invitation

¹⁶⁴ Information Technology (IT) is concerned with the use of technology in managing and processing information. In particular, IT deals with the use of electronic computers and computer software to convert, store, protect, process, transmit, and retrieve information. For that reason, IT support on surveys will accelerate the whole process of collecting, processing and evaluating primary data.

¹⁶⁵ A hyperlink is a word, phrase, or image that can be clicked on to be transferred to a new document or a new section within the current document.

The target group was invited to this study by an introduction letter. This letter was sent via electronic mail (eMail) to the contacts from the database, as well as to the supportive Turkish American organizations and associations as mentioned above.

These profit and non-profit organizations¹⁶⁶ forwarded the eMail in its original form to their members and affiliates. Some organizations re-articulated the original eMail and adapted the content to the respective organization's 'corporate identity'¹⁶⁷. Some organizations supported this study by establishing a permanent hyperlink from their websites to the questionnaire.¹⁶⁸

The structure and the choice of colors of the eMail were in the same fashion as the survey website. This similarity was intentional in order to increase the extent of comfort and familiarity of the participant toward the research.

From the arrangement of the eMail, the participant had several options arriving at the survey website. Direct hyperlinks to the cover letter of the website, the letter of the Chairman, Background information about the study, and information about the researcher were embedded in the menu bar. Two other direct hyperlinks in the shape of the American and Turkish flags were put in the eMail. In

¹⁶⁶ The Turkish American associations and the Yahoo! Groups are non-profit, whereas TNABA and Türk Los Angeles are profit organizations.

¹⁶⁷ 'Corporate identity' conveys the image of the company, its values and its brand image. Topalian (1984, p. 56) and later Olins (1989) characterize corporate identity as "the set of meanings by which a company allows itself to be known and through which it allows people to describe, remember and relate to it".

¹⁶⁸ For example, Türk Los Angeles and Turkish-North American Business Alliance. The latter organization forwarded the link to the questionnaire to its members and created a separate logo for the questionnaire. The logo was then put on the TNABA's website in order to direct even more attention to this study. Türk Los Angeles published an interview with the researcher on this study conducted by Isil Öz, *Turkish Journal* (June 3, 2007).

case of improperly executing any of the hyperlinks, an explicit and full link was included at the end of the eMail so a manual address direction was possible.

The cover letter began with a bi-lingual salutation, in Turkish and English. An introduction of the researcher followed the greeting, stating the school and the academic enrollment status. Next, an overview about the study was presented asking the recipient of the eMail to contribute to the study by participating in the questionnaire. The invitation highlighted the choice of language in the survey instrument, while stating that completing the questionnaire would “take less time than enjoying a cup of Turkish coffee” (Invitation eMail, see Appendix A).¹⁶⁹

The next section provided the assurance of confidentiality, as well as contact information about the researcher. Another appreciation for participating was expressed to the potential participant in order to gain his/her involvement.

The last section of the invitation eMail contained a specially created banner asking the participant to forward the eMail to family and friends.

Survey Website Design

¹⁶⁹ Beginning with the salutation, the structure and the colors of the eMail were appealing to the bi-cultural experience of the participants. This included the strategic positioning of the American and Turkish flags and the special use of a metaphor. The pleasure of a cup of Turkish coffee takes usually approximately ten Minutes, while the completion of the questionnaire takes seven to eight Minutes.

For the purposes of the study, a special website with a specific web address was created. The address itself contained the last name of the researcher with the prefix “survey”. Therefore, any confusion of the participant with an existing professional websites was precluded.

The survey website included several web pages: the cover letter, a letter from the Chairman of the doctoral committee, the questionnaire itself with the choice of two languages, information about the study, a confidentiality statement, background information about the researcher, contact information of the researcher, and a “Note of Appreciation” to the participant.

On the top of the cover letter the name and the location of the researcher was featured, followed by a navigation bar with direct links to the letter of the Chairman, information about the study, background information about the researcher, and contact information.

The main body of the first page introduced the survey participant to the questionnaire by stating the name of the researcher, followed by a brief purpose of the study, information about confidentiality, contact information, and the association with the school and the academic enrollment status.

Concluding the site, the American flag and the Turkish flag were placed, indicating both the content of the study¹⁷⁰ and the bi-lingual choice of language for the questionnaire. Next to the flags, a special

¹⁷⁰ The association of the American and Turkish flags with the study of Turkish Americans contribution to business was intended by the researcher. Also, the permanent link of TNABA’s website to the study featured the flags of the United States and Turkey.

website feature was implemented, asking the participant to forward the link of the website to family and friends.¹⁷¹

The second page of the website presented a letter from the Chairman of the doctoral committee. It confirmed the author's association with the school and the academic status while reassuring the participant confidentiality and importance of the study. The letter also explained the intent and the scope of the questionnaire specifically that it is a part of an investigation of the researcher leading towards a dissertation on Turkish immigrants' contribution to the business environment in California. Again, contact information of the school and the Chairman were provided.

The bottom part of the second page included instructions on how to use the web browser to complete the questionnaire.¹⁷² Here, the participant was given the choice of language regarding the questionnaire. An American flag indicated the English version, while the Turkish flag represented the Turkish version.

Information regarding the background of the study was offered on the third page; this included detailed instructions regarding participation in the survey and information on the questionnaire design. The instructions reminded the participant to answer the questions to the best of their knowledge and as applicable as possible.

¹⁷¹ This website feature is a special JavaScript, enabling the visitor of the site easily to forward the link with a short description of the content to other persons. The only necessity is a valid eMail address of the recipient and an eMail program, such as Microsoft Outlook or Mozilla Thunderbird.

¹⁷² Complaints about the difficult use of uncommon web browsers induced the researcher to modify some special features of the website. Subsequent to the modifications, the researcher included instructions on how to use the web browser to complete the questionnaire and reassured the compatibility of various web browsers with the website.

If none of the given answers would apply, the survey member was asked to opt for “Other” and state the proper answer. The segment ‘Questionnaire Design’ illustrated the various sections of the questionnaire, such as background information about the participant, level of knowledge about California, information about education and employment, entrepreneurship, and closing part. It also revealed the possibility of leaving comments and – by waiving anonymity – the option of receiving a brief summary of the findings. Here, the researcher acknowledged the professional work of the interpreter, Mrs. Görkem Seçen from Ankara, Turkey, who translated the English questionnaire to Turkish.

A comprehensive statement of confidentiality was declared on a special webpage. The statement guaranteed the utmost possible level of confidentiality, discretion and anonymity.¹⁷³ It also assured that survey responses would only be presented in an aggregated form without revealing respondent identities in any publication or presentation of the results of the survey.

The website regarding information about the researcher included a brief academic and professional resume. It highlighted the author’s academic focus on multi-cultural business integration, as well as his ethnic background.

¹⁷³ The ‘Statement of Confidentiality’ was created in cooperation with the School’s lawyer. It reflects the highest possible standard of data protection and privacy utilizing state of the art software and access restriction of survey responses to authorized persons only.

Online Questionnaire Design

The structure and design of the survey website was generated with the intention of providing an online questionnaire, that was easy accessible, easy to read and, most importantly, easy to participate in. To minimize non-responses or incomplete responses, the design was reduced to the only necessary features. In addition, the layout of the questions was arranged to reduce incomplete responses.¹⁷⁴

The questionnaire consisted of five parts, background information about the participant, level of knowledge about California, information about education and employment, entrepreneurship, and closing part. Immediately after the last part, a section succeeded with the possibility of leaving comments and – by waiving anonymity – the option of receiving a brief summary of the findings.

The first section of the questionnaire was “Background Information”. Here, general information about the respondent was collected. Besides demographic data, this section included questions about the residence status, causes of migration and original locality of the participant in Turkey. Difficulties and challenges such as obstacles before, during and after the immigration process were also a part of this section.

“California” was the second part, dealing with the motivation of the participant migrating to the state of California. Also, this part

¹⁷⁴ De Leeuw (1992), Jenkins and Dillman (1997), and de Leeuw et al. (2003) emphasize that respondents make mistakes when using self-administered questionnaires and may skip questions. Therefore, the layout of the questionnaire is extremely important in reducing incomplete and non-response.

captured the level of knowledge of California before settling and difficulties in adjusting to life in California.

The elicitation of data on “Education and Employment” was the third part, where detailed information of education, such as level, field and country of study, were gathered. The study asked thorough questions on employment, such as occupation before and after migration, individual’s income, as well as in depth information about the organization, also.

“Entrepreneurship” was the content of the next part. This section collected data on the level and scope of entrepreneurial involvement of Turkish immigrants. This included the industry, the current status of business, organization’s revenues, and challenges in establishing business.

The last part, “Closing Part”, included the level of involvement in Turkish American organizations, level of integration, and a question on the participant’s future outlook of being successful in California. Finally, the participant was asked for the permission of being contacted by the researcher in order to conduct a personal interview.

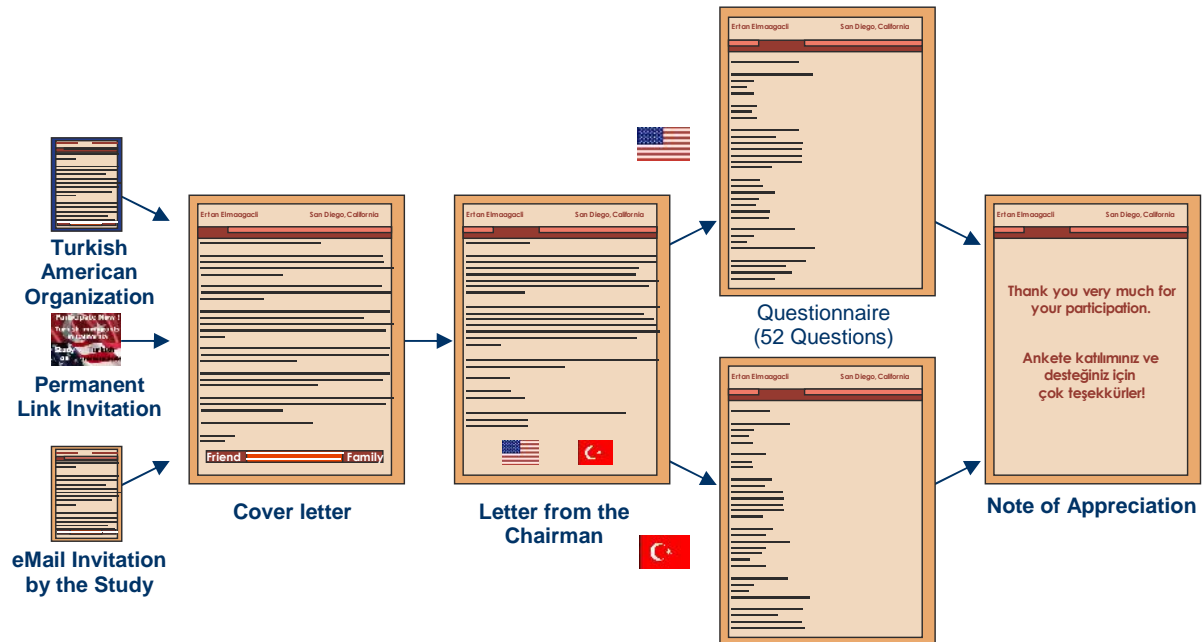
After the participant had the possibility of leaving comments on the questionnaire or on other related subjects, a note of appreciation was stated. The questionnaire concluded with the opportunity of expressing interest in the findings of the study. For this reason, the participant waived anonymity and entered contact information.

For each language version of the questionnaire, all responses to the online survey were electronically sent to external and secure websites.¹⁷⁵ These websites were accessible to the researcher only.

Survey Participation Process

The process of participating in the online questionnaire survey of this study would start by receiving the invitation eMail with the hyperlink to the survey website. The message containing the hyperlink could be the invitation eMail sent by the researcher, a permanent link on a website or an announcement by any of the aforesaid Turkish American organizations. See Figure 7 for the participation process.

Figure 7: 5-Step Online Participation Process



On the cover letter of the online questionnaire website, prospective members of the target group were be encouraged to

¹⁷⁵ Both English version and Turkish version had a separate response website, stating all answers.

participate in the survey. Then, the interested person would move to the webpage with the letter of the Chairperson, assuring the significance of the study and utmost level of confidentiality. On the bottom of this page, the participant had the choice of language, English or Turkish by clicking on the respective flag.

The fourth stage of this process is participating in the questionnaire in the desired language version. Once the online survey was completed, a special bi-lingual website with a “Note of Appreciation” appeared expressing the appreciation of the researcher.¹⁷⁶

Follow Up and Response Rate

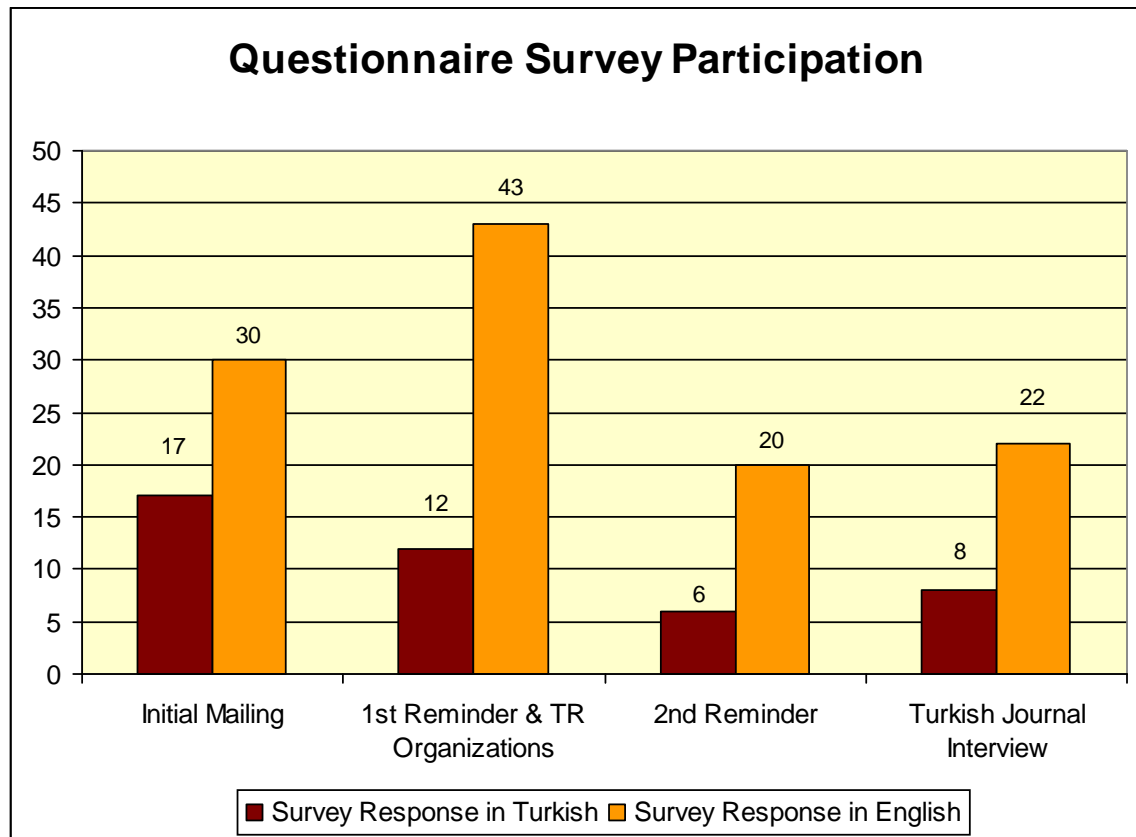
This study followed the “3-step procedure” identified by Creswell (1994, p. 122):

- A) Initial mailing of the questionnaire
- B) Mailing of a reminder to complete the survey after two weeks
- C) Second reminder to complete the questionnaire after six weeks

Creswell’s procedure, originally developed for the traditional print approach, was adapted to this study’s online questionnaire survey. Therefore, two weeks after the initial electronic mailing of the invitation eMail, an electronic reminder was sent to all contacts. In addition, all Turkish American organizations were asked to announce

¹⁷⁶ The “Note of Appreciation” was composed in English and Turkish to maintain the continuity in appealing to the bi-cultural experience of the participants throughout the entire website.

the reminder message to their membership. This resulted in a wave of survey participation and expression of interest in the findings of the study, as portrayed in Figure 8.

Figure 8: *Online Questionnaire Survey Participation*

Subsequently, after six weeks a second reminder was sent by eMail. However, the content of this reminder was slightly modified and adjusted to the circumstances. Mainly, this meant emphasizing the closing date of the survey. Again, all Turkish American organizations were notified and solicited to send a final reminder to their members.

Another wave of participation in the questionnaire survey was achieved by the publication of an interview about this study, conducted by the *Turkish Journal*.¹⁷⁷ Hyperlinks and announcements of this interview by various Turkish American Organizations enhanced the wave as well.

¹⁷⁷ See Appendix F for a copy of the interview.

The original amount of the sample was supplemented by an unknown amount of contacts, added by the Turkish American associations and organizations. Therefore, the calculation of the response rate of the online questionnaire survey was based on the original size of contacts, a database with 187 contacts. Consequently, the rate of response exceeds with 84.5 percent the projected 30 percent.¹⁷⁸

Summary

The study followed the quantitative approach. The main data collection method was based on the questionnaire survey, supplemented by individual interviews. The electronic method, utilizing Information Technology, was chosen over the traditional print method. Therefore, the questionnaire was put online and participants were invited by eMail or through announcements on websites of supporting Turkish American associations and organizations to complete the survey.

The high response rate of 84.5 percent of the questionnaire survey of this study is partly based on the consistent design of eMails and website throughout the duration of the online survey. Another reason is the possibility of participants choosing between an English and Turkish version of the questionnaire. While 27.3 percent of all

¹⁷⁸ Calculation of response rate: amount of responses divided by the sample size, times 100. Here, $158/187 * 100 = 84.49$ percent. If the calculation would have based on the actual amount of successful eMails sent, the response rate would increase to 94.61 percent. 20 eMail contacts were incorrect and resulted in "Mail System Error" (undeliverable eMail).

participants (43 persons) chose Turkish, 72.7 percent (115 persons) completed the survey in English.

The excellent participation shows the high regard for the study among the members of the Turkish community in California. The vast support of the Turkish American organizations was significant in the compilation of data. Also, it emphasized the need for this study as a thorough investigation of the Turkish immigrant group in California.

CHAPTER 4

DATA ANALYSIS

This chapter presents the findings of the study and applies advanced statistical testing. The chapter is divided into three parts. In the first part, the responses of the survey participants are analyzed and shown as descriptive statistics. In the second section, several variables are examined of independence/relationship utilizing Pearson's Chi-Square hypothesis testing. The last part discusses briefly the findings in form of a summary.

Descriptive Statistics

The data was collected between April 24, 2007, and July 1, 2007. In total, 158 responses were gathered (n=158). The survey consisted of 52 questions.

In accordance with the questionnaire, descriptive statistics is divided into five sections. Part one includes background information, the second section presents motivation and level of preparedness to California, part three examines education and employment, the fourth part explores level of entrepreneurship, and the last section includes ethnic community involvement and future outlook.

Responses to Part 1 – Background Information

In the first part of the questionnaire, background data on the participant were collected. This included personal background information, such as demographic data, as well as experiences in obtaining Visa for the United States and perception of equal treatment among U.S. citizens.

Question 1: What is your country of origin?

Table 2: *Participants' Country of Origin*

	Frequency	Percent	Cumulative Percent
Turkey	150	94.9	94.9
USA	5	3.2	98.1
Other	2	1.3	99.4
No answer	1	.6	100.0
Total	158	100.0	

As can be seen from Table 2, 94.9 percent of the participants are originally from Turkey, while 3.2 percent stated the United States as country of origin. Two persons stated other than the given options (1.3 percent) and one person had no answer.

The data shows that the vast majority of the survey participants were originally from Turkey or of Turkish decent. The Republic of Turkey applies “jus sanguinis”, that is the ‘right of blood’, meaning that the citizenship of Turkey is recognized to any individual born to a parent who is a citizen of Turkey regardless of the country where the person actual resides.

The high frequency in stating ‘Turkey’ emphasizes the validity of the sample, since this study is researching Turkish immigrants’ contribution.

Question 2: What is your gender?

Table 3: *Participants’ Gender*

	Frequency	Percent	Cumulative Percent
Male	92	58.2	58.2
Female	64	40.5	98.7
No answer	2	1.3	100.0
Total	158	100.0	

Table 3 shows a relative equilibrium in participants’ gender. While 58.2 percent stated ‘male’, 40.5 percent reported ‘female’. Two persons did not answer this question.

Question 3: What is your age group?

Table 4: *Participants' Age Group*

	Frequency	Percent	Cumulative Percent
Under 20 years	1	.6	.6
Between 20 and 29 years	26	16.5	17.1
Between 30 and 39 years	52	32.9	50.0
Between 40 and 49 years	47	29.7	79.7
Between 50 and 65 years	26	16.5	96.2
Over 65 years	5	3.2	99.4
No answer	1	.6	100.0
Total	158	100.0	

As can be seen from Table 4, .6 percent (one person) stated 'under 20 years', 16.5 percent or 26 persons reported their age group 'between 20 and 29 years', 32.9 percent (52 persons) are '30 and 39 years', 29.7 percent or 47 participants belong to the age group '40 and 49 years', another 16.5 percent (26 persons) stated 'between 50 and 65 years', and 3.2 percent or five participants are 'over 65 years'. One person did not reveal the age group.

These responses have a typical bell shape. This demonstrates that the main focus in the sample was on persons within the age of 30 and 65 years. It can be assumed that the members of this age group have completed their education and are pursuing their professional careers.

Question 4: What is your occupation?

Table 5: *Participants' Occupation*

	Frequency	Percent	Cumulative Percent
Employed	108	68.4	68.4
Self-Employed	35	22.2	90.5
Student	4	2.5	93.0
Retired	5	3.2	96.2
Homemaker	4	2.5	98.7
Unemployed	1	.6	99.4
No answer	1	.6	100.0
Total	158	100.0	

Reviewing Table 5, it can be seen that 108 respondents or 68.4 percent were 'employed' at the time of the data collection, 35 persons (22.2 percent) reported being 'self-employed'. Four persons were each 'student' and 'homemaker', while five respondents were 'retired'. One person stated 'unemployed'; another person did not answer the question.

Question 5: Where were you born?

Table 6: *Participants' Place of Birth*

	Frequency	Percent	Cumulative Percent
Turkey	144	91.1	91.1
USA	4	2.5	93.6
Germany	3	2.0	95.6
England	2	1.4	97.0
Canada	1	.6	97.6
Cyprus	1	.6	98.2
Iran	1	.6	98.8
Switzerland	1	.6	99.4
No answer	1	.6	100.0
Total	158	100.0	

As can be seen from Table 6, 144 participants (91.1 percent) were born in Turkey, while four (2.5 percent) were born in the United

States, three (2 percent) in Germany and two (1.4 percent) in England. In Canada, Cyprus, Iran and Switzerland one respondent (.6 percent) were born. One individual did not reveal the place of birth.

The answers to the question indicate a discrepancy in ‘country of origin’ and ‘place of birth’. While 150 persons stated ‘Turkey’ and five ‘USA’ as country of origin in question 1, only 144 were born in Turkey and four in the United States.

Question 6: What is your current status?

Table 7: *Participants’ Current Status*

	Frequency	Percent	Cumulative Percent
Green card holder	44	27.8	27.8
Naturalized US citizen	80	50.6	78.5
Born US citizen	4	2.5	81.0
Visa E2	2	1.3	82.3
Visa F1	4	2.5	84.8
Visa H1	12	7.6	92.4
Visa H4	3	1.9	94.3
Visa J	1	.6	94.9
Other	6	3.8	98.7
No answer	2	1.3	100.0
Total	158	100.0	

As shown in Table 7, 44 respondents (27.8 percent) stated ‘green card holder’ as their current status. Eighty participants (50.6 percent) are ‘naturalized U.S. citizens. Four persons (2.5 percent) reported being ‘born U.S. citizens’. In the visa category, 12 participants (7.6 percent) had a ‘specialty occupation’ visa (H1), four ‘student’ visa (F1), three ‘dependent of H1 holder’ visa, two ‘investor’

visa (E2), and one ‘exchange visitor’ visa (J). Another six persons stated ‘other’ without further explanation. Two did not answer.

As the data shows, 81 percent (128 persons) have a ‘green card’ or ‘U.S. citizenship’. In the visa category, 12 persons are holders of a ‘specialty occupations’ visa what is only granted by the U.S. State Department to those persons who fulfill certain conditions, including working experience and a certain level of education. Two respondents are holder of an ‘investor’ visa what indicate that these persons invested a “substantial amount” of capital.¹⁷⁹

Question 7: Do you own or rent a residence?

Table 8: *Participants’ Residence*

	Frequency	Percent	Cumulative Percent
Rent Apartment/Condo	51	32.3	32.3
Rent House	11	7.0	39.2
Own Apartment/Condo	15	9.5	48.7
Own House	79	50.0	98.7
No answer	2	1.3	100.0
Total	158	100.0	

Table 8 reports that 50 percent of the participants are ‘home owners’, while another 9.5 percent live in their own ‘apartment/condo’. 32.3 percent or 51 respondents state that they are renting an apartment or condo, while 11 survey participants (seven percent) rent a house.

¹⁷⁹ There is no definition available on “substantial amount”. The U.S. State Department does not specify a certain amount, rather stay vague. However, it can be assumed that at least \$100,000 have to be invested in order to obtain the “E 2” visa. Information retrieved September 13, 2007 from [workpermit.com](http://www.workpermit.com), *E2 business visa a popular entry option for US*, http://www.workpermit.com/news/2006_06_16/us/e2_business_visa.htm.

This information shows that Turkish immigrants are well established in California. Sixty percent (94 participants) live in their own home. Only four out of ten rent their apartment/condo or house.

Question 8: How many persons are living in your household?

Table 9: *Household Size*

	Frequency	Percent	Cumulative Percent
1 person	19	12.0	12.0
2 persons	49	31.0	43.0
3 persons	46	29.1	72.2
4 persons	31	19.6	91.8
5 or more persons	10	6.3	98.1
No answer	3	1.9	100.0
Total	158	100.0	

As the findings show in Table 9, 19 participants (12 percent) stated a '1 person' household. The '2 persons' and '3 persons' households have almost the same share in the survey with 31 percent (49 reports) and 29.1 percent (46 reports) respectively. 31 respondents (19.6 percent) stated a '4 persons' household and 10 participants (6.3 percent) a '5 or more persons' household. Three respondents made no comment regarding the size of their household.

The data shows there is no typical size of household among the Turkish immigrants, but the tendency is clearly towards a two persons household and larger. The 'one person' household in the fourth place indicates that the members of the Turkish community in California are rather more family oriented than living in a single household.

Question 9: Where in Turkey are you originally from?

Table 10: *Place of Origin*

	Frequency	Percent	Cumulative Percent
Istanbul	74	46.8	46.8
Ankara	32	20.3	67.1
West Turkey	29	18.4	85.4
North Turkey	3	1.9	87.3
Central Turkey	4	2.5	89.9
South Turkey	7	4.4	94.3
South East Turkey	3	1.9	96.2
Other	4	2.5	98.7
No answer	2	1.3	100.0
Total	158	100.0	

A review of the findings from Table 10 shows that 74 participants (46.8 percent) stated that they are originally from Istanbul. Thirty-two survey participants (20.3 percent) reported being from Ankara. Twenty-nine respondents or 18.4 percent stated their original region is West Turkey. North Turkey had a share of 1.9 percent (three persons). Four participants (2.5 percent) reported South Turkey as their original place. Seven survey participants (4.4 percent) came from South Turkey. South East Turkey was original home to three persons (1.9 percent). Another four respondents (2.5 percent) stated 'other' as their original place in Turkey. Two participants did not comment the question.

Further, the data confirms the assumption that most of the Turkish immigrants are from the metropolitan areas, Istanbul and Ankara. Another 18.4 percent stated West Turkey as their original

place. Altogether, these three areas amount to 85.4 percent or 135 survey participants.

Question 10: When did you come to the United States?

Table 11: *Time of Arrival in the United States*

	Frequency	Percent	Cumulative Percent
Before 1970	6	3.8	3.8
Between 1970 and 1980	26	16.5	20.3
Between 1981 and 1990	32	20.3	40.5
Between 1991 and 2000	58	36.7	77.2
After 2000	32	20.3	97.5
Born US-citizen	2	1.3	98.7
No answer	2	1.3	100.0
Total	158	100.0	

The data from Table 11 shows that six respondents (3.8 percent) arrived in the United States 'before 1970'. Twenty-six participants (16.5 percent) stated that they came 'between 1970 and 1980'. 'Between 1981 and 1990' was answered by 32 persons or 20.3 percent. The largest group, 58 participants, entered the United States 'between 1991 and 2000'. This group has a share of 36.7 percent. 'After 2000' arrived 32 survey respondents (20.3 percent). Two respondents stated being born in the United States (1.3 percent). Another two persons did not answer the question.

Table 11 shows the tendency of increased Turkish immigration to the United States over the last 40 years. It also provides the researcher with the opportunity to study each generation of distinct characteristics in their perceptions and behavior.

Some four out of ten participants (36.7 percent) entered the United States between 1991 and 2000. This reflects the openness of a new era with increased liberalization, globalization and information.¹⁸⁰

Question 11: Why did you come to the United States?

Table 12: *Motivation for Immigrating to the United States*

	Frequency	Percent	Cumulative Percent
Family	22	13.9	13.9
Work	29	18.4	32.3
Study	81	51.3	83.5
Personal Interest	9	5.7	89.2
Born US-citizen	2	1.3	90.5
Other	8	5.1	95.6
No answer	7	4.4	100.0
Total	158	100.0	

As can be noted from Table 12, ‘family’ was the motivation for 22 survey participants (13.9 percent). Twenty-Nine persons (18.4 percent) reported ‘work’ as their primary reason for immigrating to the United States. The majority with 81 respondents (51.3 percent) stated ‘study’ as their motive for coming. The reason of entering the United States was for nine respondents (5.7 percent) ‘personal interest’. Two participants declared being U.S. citizens (1.3 percent). Another eight survey respondents checked ‘other’ on the questionnaire without further specification, what amounted to 5.1 percent. Seven persons did not answer this question (4.4 percent).

¹⁸⁰ The Soviet Union collapsed in 1991, the North American Free Trade Agreement (NAFTA) between Canada, United States and Mexico was established in 1994, members of the European Union decided to introduce the single currency “EURO” (1992), technological developments from better transportation and carrier services to the telephone and mass media has created a smaller, more integrated world - communications, trade and employment, personal and political transactions occurred on a global scale, in real time, ignoring boundaries between nations (Alberts and Papp, 1997).

The majority (51.3 percent) stated ‘study’ as their primary reason for coming to the United States. Comparing this information with Question 6 indicates that most of the former students stayed in the United States and are now green card holder or naturalized citizens. It is not uncommon that students stay in the United States after completing their education (Tilghman, 2003).

Question 12: What generation of immigrant or Turkish American are you?

Table 13: *Generation of Turkish American*

	Frequency	Percent	Cumulative Percent
1st Generation	141	89.2	89.2
2nd Generation	5	3.2	92.4
4th or more Generation	1	.6	93.0
No answer	11	7.0	100.0
Total	158	100.0	

Table 13 shows that the vast majority with 89.2 percent (141 respondents) stated to be ‘1st generation’ Turkish American. Some 3.2 percent (five participants) confirmed being ‘2nd generation’ Turkish immigrant in the United States. Only one person (.6 percent) was ‘4th or more generation’ immigrant. Eleven survey respondents chose not to answer this question. Their share is seven percent.

The responses to the question implies that Turkish immigration to the West Coast, including California, is rather a new phenomenon by contrast with Turkish immigration to the East Coast, including New York, New Jersey, Pennsylvania and Massachusetts. However,

California is attracting increasingly Turkish migrants from both within the United States and abroad.

Question 13: If you are an immigrant, to what extent did you encounter difficulties in obtaining Visa for the United States?

Table 14: *Difficulties in Obtaining Visa*

	Frequency	Percent	Cumulative Percent
Not at All	84	53.2	53.2
Little	24	15.2	68.4
Somewhat	22	13.9	82.3
Much	12	7.6	89.9
Great	5	3.2	93.0
Born US-citizen	3	1.9	94.9
No answer	8	5.1	100.0
Total	158	100.0	

Note: The median for this question is 1¹⁸¹.

As it can be seen from Table 14, the majority of Turkish immigrants (53.2 percent) stated ‘not at all’ in experiencing difficulties in obtaining Visa. Twenty-four survey respondents (15.2 percent) reported ‘little’ trouble. ‘Somewhat’ difficulties were described by 22 respondents (13.9 percent). Twelve participants (7.6 percent) encountered ‘much’ challenges in obtaining Visa. Five persons (3.2 percent) complained about ‘great’ obstacles in the Visa process. Three persons (1.9 percent) were born as citizens of the United States. Another eight participants (5.1 percent) did not answer this question.

¹⁸¹ According to Weiers (2007, p. 846), the median is “a value that has just as many observations that are higher as is does observations that are lower”. In other words, it is the midpoint in a series of numbers or answers and therefore a measure of the central tendency of a distribution of values. However, it is not is not necessarily the same as the *average* (or mean).

The data shows that seven out of ten persons did encounter 'little' or 'no' difficulties in obtaining Visa for the United States. Another 14 percent experienced somewhat challenges in the process. Eighty-six percent of Turkish applicants for a U.S. Visa are successful at the initial process. This emphasizes their level of preparedness. Only 14 percent encounter obstacles in this process, but they master these eventually.

Here, the median with a value of 1 shows clearly that there were no obvious difficulties in obtaining Visa.

Question 14: To what extent did you experience challenges in adjusting to “American Lifestyle”?

Table 15: *Adjusting to American Lifestyle*

	Frequency	Percent	Cumulative Percent
Not at All	52	32.9	32.9
Little	50	31.6	64.6
Somewhat	32	20.3	84.8
Much	16	10.1	94.9
Great	4	2.5	97.5
No answer	4	2.5	100.0
Total	158	100.0	

Note: The median for this question is 2.

The information from Table 15 shows that 52 survey respondents (32.9 percent) had ‘not at all’ difficulties in adjusting to the “American Lifestyle”. Fifty participants or 31.6 percent said that they experienced ‘little’ challenge. Another 32 persons (20.3 percent) stated ‘somewhat’ problems in adapting the lifestyle. ‘Much’ obstacles objected by 16 respondents (10.1 percent). Four participants (2.5 percent) complained about ‘great’ difficulties in adjusting. Two respondents did not answer the question (2.5 percent).

Although there is no exact definition available for “American Lifestyle”, it represents mostly the *way of life* in the United States. Some two-thirds of the respondents did not experience difficulties in adjusting to the “American Lifestyle”, 20 percent had somewhat issues and only 12.6 percent felt much or great challenged in adopting the American way of life. This high level of adoptability with 85 percent and the median score of 2 also accentuate the high willingness of being a part of the “American Lifestyle”.

Question 15: To what extent did you encounter difficulties finding a job?

Table 16: *Difficulties in Job Finding*

	Frequency	Percent	Cumulative Percent
Not at All	49	31.0	31.0
Little	36	22.8	53.8
Somewhat	33	20.9	74.7
Much	15	9.5	84.2
Great	20	12.7	96.8
No answer	5	3.2	100.0
Total	158	100.0	

Note: The median for this question is 2.

As can be seen from Table 16, 49 respondents or 31 percent did not experience any difficulties in finding a job. Thirty-six survey participants (22.8 percent) members encountered ‘little’ challenges in their efforts to find work. Another 33 participants (20.9 percent) stated ‘somewhat’ difficulties. Fifteen persons or 9.5 percent complained about ‘much’ problems. Twenty survey participants (12.7 percent) suffered ‘great’ difficulties in finding a job. Five persons had no opinion (3.2 percent).

Here, the respondents are widely spread out. While 53.8 percent did feel ‘not at all’ or ‘little’ challenged, a fifth of the participants had ‘somewhat’ difficulties. The interesting part is that more persons complained about ‘great’ problems (12.7 percent) than ‘much’ problems (9.5 percent). However, the low median value of two indicates rather ‘little’ difficulties than ‘much’ or ‘great’.

Question 16: To what extent do you feel challenged in your current job?

Table 17: *Current Job Challenges*

	Frequency	Percent	Cumulative Percent
Not at All	44	27.8	27.8
Little	37	23.4	51.3
Somewhat	43	27.2	78.5
Much	13	8.2	86.7
Great	12	7.6	94.3
No answer	9	5.7	100.0
Total	158	100.0	

Note: The median for this question is 2.

As Table 17 reveals, 44 participants (27.8 percent) did not feel challenged 'at all' in their current job. Thirty-seven survey participants (23.4 percent) stated to be 'little' challenged. Another 43 persons or 27.2 percent answered 'somewhat' difficulties. Thirteen respondents (8.2 percent) complained about 'much' challenges in their current position. 'Great' problems were stated by 12 persons or 7.6 percent. Nine participants (5.7 percent) did not reply this question.

The results of this question were similar to the previous inquiry. More than 75 percent of the survey respondents experienced 'no', 'little' or 'somewhat' challenges in their current job. This is also confirmed by the low median level of two. Only a minority of 15.8 percent complained about 'much' or 'great' issues with their current position. The findings indicate that more than half of the participants were either sub-challenged or over-qualified in their work. Comparisons with question 27 also imply that Turkish immigrants are well prepared for their professional life.

Question 17: To what extent did you feel treated the same way as other citizens?

Table 18: *Equal-Treatment Perception*

	Frequency	Percent	Cumulative Percent
Not at All	14	8.9	8.9
Little	16	10.1	19.0
Somewhat	42	26.6	45.6
Much	38	24.1	69.6
Great	43	27.2	96.8
No answer	5	3.2	100.0
Total	158	100.0	

Note: The median for this question is 4.

As the findings in Table 18 show, 14 respondents (8.9 percent) object feeling being treated the same way as other citizens. Another 16 persons (10.1 percent) complain regarding 'little' equal treatment. 'Somewhat' same treatment was replied by 42 participants (26.6 percent). Thirty-eight survey participants (27.2 percent) experienced 'much' equality of treatment. Forty-three respondents (27.2 percent) felt 'great' in being treated the same way as other citizens. Five persons or 3.2 percent did not reply.

The last question in the first part of the questionnaire shows the general perception of Turkish immigrants in equal treatment among U.S. citizens. More than 51 percent of the participants agree to experience 'great' or 'much' same way treatment. This high level of involvement emphasizes the motivation of integration of Turkish immigrants. Another 26.6 percent stated 'somewhat' equal treatment, mounting up the share of general positive perception to 78 percent.

Overall, the median score of four underlines the high adaptability and equality of treatment. Only 8.9 percent complained about severe disadvantages and therefore social exclusion. However, this rate is clearly below the OECD's rate of 37.7 percent of un-socialized immigrants.¹⁸²

Responses to Part 2 – California

This section of the survey includes motivation and prior experience of the participant in the United States. It also examines besides the location of settlement, the intended length of stay and the actual duration of residing. Further, this part investigates the level of knowledge of the participant regarding California.

¹⁸² The rate of 37.7 percent was calculated by reversing “62.3% for immigrants living in the host country for less than five years” stated by de Palo et al. (2006), page 8. This figure was published in an OECD study on assimilation of immigrants.

Question 18: Why did you come to California?

Table 19: *Motivation for Migrating to California*

	Frequency	Percent	Cumulative Percent
Family	29	18.4	18.4
Work	46	29.1	47.5
Study	50	31.6	79.1
Personal Desire/Interest	14	8.9	88.0
Location	5	3.2	91.1
Other	5	3.2	94.3
No answer	9	5.7	100.0
Total	158	100.0	

As can be seen from Table 19, ‘family’ was the primary reason for 29 survey respondents (18.4 percent) to migrate to California. Forty-six respondents (29.1 percent) stated ‘work’ for their motivation. The main reason for California was ‘study’, what was answered by 50 participants (31.6 percent). Another fourteen (8.9 percent) replied ‘personal desire / interest’ as their motive for moving to the West Coast. Both ‘location’ and ‘other’ were stated by five respondents (3.2 percent). Nine participants did not answer the question.

The responses to question 18 are similar to those of question 11 (motivations for immigrating to the United States). In both instances, the order of motivation is ‘study’, ‘work’, ‘family’ and ‘personal desire / interest’. However, the percentage there is a distinction: while some 51 percent stated ‘study’ as their primary reason immigrating to the United States, only 31.6 percent answered California. Some 18 percent stated ‘work’ as their motivation for migration to the United States, while 29.1 percent settled down at the West Coast. Those who

said ‘family’ was the cause of their immigration to the United States (13.9 percent), changed in the case of California to 18.4 percent.

The findings show that the motivations for moving to California are the same as for immigrating to the United States. However, the percentages are clearly different, indicating that the reasons for migration of Turkish Americans within the United States are shifting more toward ‘work’ and ‘family’.

Question 19: How long have you been living in California?

Table 20: *Length of Stay in California*

	Frequency	Percent	Cumulative Percent
Less than 1 year	5	3.2	3.2
Between 1 and 5 years	31	19.6	22.8
Between 6 and 10 years	38	24.1	46.8
Between 11 and 20 years	34	21.5	68.4
More than 20 years	41	25.9	94.3
No answer	9	5.7	100.0
Total	158	100.0	

A review of the findings from Table 20 shows that five participants (3.2 percent) have been living ‘less than 1 year’ in California, while 31 survey respondents (19.6 percent) revealed that they have settled down ‘between 1 and 5 years’. Thirty-eight respondents (24.1 percent) stated ‘between 6 and 10 years’. The next category ‘between 11 and 20 years’ was answered by 34 persons (21.5 percent). Forty-one survey respondents (25.9 percent) have moved to California ‘more than 20 years’ ago. Nine persons (5.7 percent) did not reveal when they arrived in California.

The data shows that *destination California* is not a recent occurrence among Turkish immigrants. A little over a quarter of the survey participants are living ‘more than 20 years’ in the Golden State. Preferred locations have been Greater Los Angeles and the San Francisco Bay Area.¹⁸³ This is also the reason for establishing in 1953 “The Turkish American Club”¹⁸⁴ in Los Angeles and in 1975 “Turkish American Association of California”.

The tendency of California being an even more attractive destination can be seen when investigating the last ten years. Almost a quarter of respondents are living ‘between 6 and 10 years’ in the state. When adding Turkish immigrants from recent years, almost 50 percent of the survey participants arrived within a decade in the state. Next to New York today, California is home to the largest Turkish settlement in the United States, with more than 15,000 Turkish Americans (United States Census Bureau, 2005).¹⁸⁵

¹⁸³ For more Details, see section *Cross-Tab Data Analysis* further in this Chapter.

¹⁸⁴ In 1985, the association changed its status to a non-profit organization and adopted the new name “Association of Turkish Americans in California”.

¹⁸⁵ The largest Turkish immigration settlement is in the state of New York with more than 20,000 Turkish community members (US Census Bureau, 2005).

Question 20: Where did you reside in the United States before coming to California?

Table 21: *State of Residing in the United States before California*

	Frequency	Percent	Cumulative Percent
New York	5	3.2	3.2
Washington. DC	5	3.2	6.3
Pennsylvania	5	3.2	9.5
New Jersey	4	2.5	12.0
Massachusetts	4	2.5	14.6
Illinois	4	2.5	17.1
Texas	6	3.8	20.9
Florida	3	1.9	22.8
Michigan	3	1.9	24.7
Nowhere (settled directly to CA)	90	57.0	81.6
Several States	9	5.7	87.3
Other	12	7.6	94.9
No answer	8	5.1	100.0
Total	158	100.0	

As Table 21 notes, New York, Washington, DC, and Pennsylvania were the home states for five survey respondents (3.2 percent) prior moving to California. The states of New Jersey, Massachusetts and Illinois were the last location for four participants. Each of the state has a share of 2.5 percent. Six respondents (3.8 percent) have moved from Texas to the West Coast. Three participants (1.9 percent) lived previously in Florida and Michigan. Ninety survey respondents (57 percent) settled directly to California without living in any other state. Nine participants (5.7 percent) answered they have lived in several states prior moving to California. ‘Other’ was stated by 12 respondents (7.6 percent). Eight persons had no comment on this question, amounting to 5.1 percent.

57 percent of the survey respondents settled directly in California. The majority came there for the three major reasons: study, family and work. The motivations of the migrants in the United States moving to California were work (21 percent), family (7 percent) and personal desire/interest (5 percent).

Question 21: Where in California do you live?

Table 22: *Turkish American Settlement in California*

	Frequency	Percent	Cumulative Percent
San Francisco Bay Area	37	23.4	23.4
Sacramento	3	1.9	25.3
Los Angeles	37	23.4	48.7
San Bernardino	3	1.9	50.6
San Diego	40	25.3	75.9
Orange County	23	14.6	90.5
Other	6	3.8	94.3
No answer	9	5.7	100.0
Total	158	100.0	

Table 22 reveals that 37 participants (23.4 percent) live in the ‘San Francisco Bay Area’, including Oakland and San Jose. Only three respondents (1.9 percent) reside in ‘Sacramento’. ‘Los Angeles’ is home to 37 survey respondents (23.4 percent). Another three persons or 1.9 percent are residents of ‘San Bernardino’. Forty participants (25.3 percent) are settled down in ‘San Diego’. Twenty-three respondents (14.6 percent) are living in ‘Orange County’. Six persons (3.8 percent) stated ‘other’ without further explanation. Nine participants (5.7 percent) did not answer the question.¹⁸⁶

¹⁸⁶ For hypothesis testing, see ‘Chi-Square testing: Settlement of Turkish immigrants in California according to U.S. Census Bureau and the Study’ in Appendix D.

The collected data as illustrated in Table 22 is statistically confirmed to comply with the settlement of Turkish immigrants in California according to the United States Census Bureau, as can be seen on Figure 6 in Chapter 1.¹⁸⁷

Question 22: How long did you originally plan to remain in California?

Table 23: *Intended Stay in California*

	Frequency	Percent	Cumulative Percent
Less than 1 year	8	5.1	5.1
Up to 3 years	25	15.8	20.9
Up to 5 years	31	19.6	40.5
More than 5 years	84	53.2	93.7
No answer	10	6.3	100.0
Total	158	100.0	

When reviewing Table 23, it can be seen that eight persons (5.1 percent) originally intended to stay 'less than 1 year' in California. The category 'up to 3 years' was stated by 25 respondents or 15.8 percent. 'Up to 5 years' was selected by 31 participants (19.6 percent). To live 'more than 5 years' in California was intended by 84 survey respondents or 53.2 percent. Ten persons did not comment the question.

More than 53 percent of the participants intend to stay beyond five years in California. Close to 20 percent expect to live up to five

¹⁸⁷ A Chi-Square analysis confirmed that the data from the questionnaire complies with the data from the United States Census Bureau. Therefore, data from Table 22 are in accordance with the demographical distribution of Turkish immigrants in California, stating Greater Los Angeles, the San Francisco Bay Area and San Diego as the main communities of Turkish Americans in California.

years. These findings stress the readiness for a long commitment in this state whether for work, family, study or personal desire/interest.

Question 23: To what extent did you know about California?

Table 24: *Level of Knowledge regarding California*

	Frequency	Percent	Cumulative Percent
Not at All	18	11.4	11.4
Little	43	27.2	38.6
Somewhat	34	21.5	60.1
Much	34	21.5	81.6
Great	18	11.4	93.0
No answer	11	7.0	100.0
Total	158	100.0	

Note: The median for this question is 3.

As findings show in Table 24, the level of knowledge regarding California of 18 survey respondents (11.4 percent) was ‘not at all’. Forty-three participants (27.2 percent) had ‘little’ knowledge regarding the Golden State. Thirty-four respondents (21.5 percent) claimed to acquire ‘somewhat’ information on California prior to their arrival. Another 34 persons (21.5 percent) stated of possessing ‘much’ data in this matter. Eighteen participants (11.4 percent) were well prepared with ‘great’ knowledge on this state. Eleven persons did not comment their level of knowledge on California.

While 54.4 percent of the survey participants were ‘somewhat’, ‘much’ and ‘great’ informed about California, 38.6 percent were ‘not at all’ or ‘little’ knowledgeable about this state. This is very interesting especially when comparing the results to the findings of the previous question. Almost three-quarters of the respondents intended a long-

term commitment in California, but only a part of those are well prepared with information. This is also strengthened by the median of 3, which indicates rather mediocrity in this matter.

Question 24: To what extent was your information accurate?

Table 25: *Level of Accuracy Knowledge regarding California*

	Frequency	Percent	Cumulative Percent
Not at All	9	5.7	5.7
Little	26	16.5	22.2
Somewhat	37	23.4	45.6
Much	40	25.3	70.9
Great	30	19.0	89.9
No answer	16	10.1	100.0
Total	158	100.0	

Note: The median for this question is 4.

As can be noted in Table 25, nine participants (5.7 percent) stated that their information regarding California was ‘not at all’ correct. ‘Little’ accuracy in the obtained data was complained by 26 respondents (16.5 percent). Thirty-seven survey respondents (23.4 percent) confirmed ‘somewhat’ correctness of their records concerning California. ‘Much’ accuracy was reported by 40 participants (25.3 percent). The highest level with ‘great’ exactness was stated by 30 respondents or 19 percent. The question was not answered by 16 persons (10.1 percent).

Although 11.4 percent of the survey participants replied to question 23 with ‘not at all’, question 24 received only 5.7 percents reports on ‘not at all’. However, the non-response rate in this question was unusual high with 10.1 percent. It can be assumed that

participants, who stated 'not at all' in the previous question, chose not to answer this question.

Another interesting outcome is that more than two-thirds of the participants agree to 'somewhat', 'much' and 'great' accuracy of their information regarding California. The median is very high with a score of four. Therefore, it can be said that if Turkish immigrants collect information on California, the level of accuracy is very high.

Question 25: To what extent has your life in California met your expectations?

Table 26: *Level of Life Comfort in California*

	Frequency	Percent	Cumulative Percent
Not at All	2	1.3	1.3
Little	12	7.6	8.9
Somewhat	37	23.4	32.3
Much	60	38.0	70.3
Great	36	22.8	93.0
No answer	11	7.0	100.0
Total	158	100.0	

Note: The median for this question is 4.

Table 26 shows that only two persons (1.3 percent) stated that their expected way of life in California was met 'not at all'. Another twelve persons (7.6 percent) complain about 'little' realization of their expectations. 'Somewhat' anticipation was fulfilled by 37 survey respondents (23.4 percent). Sixty respondents (38 percent) were pleased that 'much' of their presumption on life in California became reality. 'Great' was stated by 36 participants (22.8 percent). Eleven persons had no opinion on this issue.

With a high median of four, it can be said that most of the participants were able to meet their expectancy of life in California. Only 8.9 percent of the survey participants complain about the lack of hereof, while more than 60 percent are pleased with 'much' or 'great' level of realization of their expectations.

Question 26: To what extent was it difficult to adjust to California?

Table 27: *Level of Adjustment to California*

	Frequency	Percent	Cumulative Percent
Not at All	64	40.5	40.5
Little	42	26.6	67.1
Somewhat	27	17.1	84.2
Much	12	7.6	91.8
Great	3	1.9	93.7
No answer	10	6.3	100.0
Total	158	100.0	

Note: The median for this question is 2.

Reviewing the findings from Table 27, it can be seen that 64 participants (40.5 percent) answered ‘not at all’ to the question of difficulties in adjusting to California. Another 42 persons (26.6 percent) confirmed ‘little’ issues in adapting to the way of life the Golden State. ‘Somewhat’ difficulties were experienced by 27 respondents (17.1 percent). Twelve survey respondents (7.6 percent) complained about ‘much’ problems in acclimating to California. Only three participants (1.9 percent) were subject to ‘great’ difficulties in adjusting to this state. Ten persons (6.3 percent) did not reveal their experiences.

The responses to this question can be compared to the experiences of the participants in adjusting to the United States, as it was asked in question 14. In both instances the median is low with a score of two and the outcomes of both questions are almost consistent. In either instance, the vast majority (84 percent) agreed to ‘somewhat’, ‘little’ or ‘not at all’ difficulties in adapting the local way of life. However, within this segment of high level agreement, the participants found it less challenging adjusting to California than to the *American Lifestyle*. This is even more apparent if looked at the

level of persons who complained regarding difficulties. While 12.6 percent of the survey participants stated ‘much’ or ‘great’ issues in adapting the *American Lifestyle*, this level dropped to 9.5 percent in adjusting to California.

Responses to Part 3 – Education and Employment

Here, the emphasis of the survey is on detailed information regarding the educational background and on select demographic data. Questions included field of study, occupational experience prior to the immigration and background information on the current organization.

Question 27: What is your level of education?

Table 28: *Level of Education*

	Frequency	Percent	Cumulative Percent
Less than High School	1	.6	.6
High School	8	5.1	5.7
College Degree	42	26.6	32.3
Graduate Degree	104	65.8	98.1
No answer	3	1.9	100.0
Total	158	100.0	

As can be seen from Table 28, one survey participants (.6 percent) stated ‘less than High School’ as level of education. ‘High School’ was reported by eight participants (5.1 percent). Forty-two respondents (26.6) named ‘College degree’ as their educational level. ‘Graduate degree’ was completed by 104 participants (65.8 percent). Three persons (1.9 percent) did not disclose their level of education.

The significance of the findings is that 92.4 percent of the survey participants completed a Bachelor's degree or higher. More interesting is the fact that almost two-thirds of all participants are holding a Graduate degree; this includes Master's and Doctoral degrees.

This outcome underlines the high level of education of Turkish immigrants and, therefore, this immigrant group's competitive advantage over other contenders in the quest for high level jobs.

Question 28: If you have studied or if you are studying, in what field?

Table 29: *Field of Study*

	Frequency	Percent	Cumulative Percent
Accounting	2	1.3	1.3
Architecture	2	1.3	2.5
Arts	3	1.9	4.4
Agriculture	1	.6	5.1
Business, Economics	31	19.6	24.7
Communications	6	3.8	28.5
Computer, IT	10	6.3	34.8
Culinary, Hospitality	4	2.5	37.3
Engineering	42	26.6	63.9
Health, Medicine	6	3.8	67.7
Travel, Tourism	2	1.3	69.0
Multiple Areas	25	15.8	84.8
Other	19	12.0	96.8
No answer	5	3.2	100.0
Total	158	100.0	

Table 29 shows that the fields 'accounting' and 'architecture' were studied by two participants (1.3 percent). 'Arts' was the area of interest of three respondents (1.9 percent). Only one person researched 'agriculture' (.6 percent). Thirty-one survey respondents

(19.6 percent) were educated in 'business or economics'. The area of 'communications' attracted six persons (3.8 percent). 'Computer and IT' were focused by ten respondents (6.3 percent). Four participants (2.5 percent) studied the fields of 'culinary or hospitality'. Forty-two survey respondents (26.6 percent) were interested in 'engineering'. The category 'health and medicine' was the choice of six persons (3.8 percent). The next area 'travel, tourism' was investigated by two respondents (1.3 percent). 'Multiple areas' of study was pursued by 25 participants (15.8 percent). The category 'other' without further details was stated by 19 survey respondents (12 percent). Five persons (3.2 percent) did not communicate their field of study.

'Engineering' and 'business, economics' are by far the most attractive areas of study for Turkish immigrants. These two fields amount to almost half of the total percentage. However, the interesting finding is that 'multiple areas' of study is in third place among the survey respondents. Every sixth person chose to study more than one field. This is an additional competitive advantage over other immigrant groups and native contestants.

Question 29: Where have you studied?

Table 30: *Country of Study*

	Frequency	Percent	Cumulative Percent
USA	28	17.7	17.7
Turkey	46	29.1	46.8
European Union	5	3.2	50.0
USA and Turkey	63	39.9	89.9
USA and European Union	3	1.9	91.8
USA, Turkey and European Union	8	5.1	96.8
Other	1	.6	97.5
No answer	4	2.5	100.0
Total	158	100.0	

As can be seen from Table 30, 28 participants (17.7 percent) studied in the 'United States'. Forty-six respondents (29.1 percent) pursued their education in 'Turkey'. The 'European Union' was choice of five survey respondents (3.2 percent). Sixty-three respondents (39.9 percent) studied in the 'United States and Turkey'. 'USA and the European Union' were the preferred location for three participants (1.9 percent). Eight persons (5.1 percent) selected 'USA, Turkey and the European Union' for their studies. One person (.6 percent) stated 'other' without revealing more details. Another four survey participants (2.5 percent) did not answer the question.

One third of the participants concluded their level of education outside the United States, such as Turkey or European Union, while two-thirds of the respondents choose to complete their academic training in the United States.

Question 30: What was your occupation before coming to California?

Table 31: *Occupation before Immigration*

	Frequency	Percent	Cumulative Percent
Student	49	31.0	31.0
Teacher	4	2.5	33.5
Engineering	19	12.0	45.6
Marketing	7	4.4	50.0
Sales	4	2.5	52.5
Food Service	4	2.5	55.1
Health Care	2	1.3	56.3
Wellness	1	.6	57.0
Information Technology	13	8.2	65.2
Financial Services	11	7.0	72.2
Nothing	8	5.1	77.2
Other	28	17.7	94.9
No answer	8	5.1	100.0
Total	158	100.0	

As Table 31 notes, 49 respondents (31 percent) were ‘student’ before the immigrated to the United States. ‘Teacher’ was stated by four participants (2.5 percent). Nineteen persons (12 percent) came from ‘engineering’. ‘Marketing’ was the profession of seven survey respondents (4.4 percent). The categories ‘sales’ and ‘food service’ were stated by four participants (2.5 percent). ‘Health care’ was the field of labor for two persons (1.3 percent). Only one participant (.6 percent) was working in ‘wellness’. ‘Information technology’ was answered by 13 survey respondents (8.2 percent). The class of ‘financial services’ was mentioned by 11 persons (7 percent). Eight respondents (5.1 percent) did not work before they arrive in the United States. The category ‘other’ was answered by 28 participants (17.7 percent). Eight immigrants (5.1 percent) did not reply to the question.

Most of the participants were students prior to their arrival in the United States. This information is concurring with the findings of question 11 (motivation for immigrating), where most of the

participants stated ‘study’ as their primary reason for entering the United States. Of note, ‘information technology’ was second most stated occupation other than student.

Question 31: What industry are you currently working in?

Table 32: *Current Industry – General*

	Frequency	Percent	Cumulative Percent
Agriculture	1	.6	.6
Engineering	27	17.1	17.7
Financial Services, Insurance	14	8.9	26.6
General Business	11	7.0	33.5
Health Care	9	5.7	39.2
Hospitality, Culinary	7	4.4	43.7
Information Technology	21	13.3	57.0
Law, Justice, Law Enforcement	5	3.2	60.1
Retail, Wholesale	12	7.6	67.7
Wellness, Recreation	5	3.2	70.9
Other	36	22.8	93.7
No answer	10	6.3	100.0
Total	158	100.0	

The data from Table 32 shows that currently one participant (.6 percent) is working in the ‘agriculture’ sector. Twenty-seven survey respondents (17.1 percent) are in the area of ‘engineering’. The ‘financial services and insurance’ industry is home to 14 respondents (8.9 percent). Currently, 11 persons (7 percent) are working in ‘general business’. Nine survey participants (5.7 percent) are in the ‘health care’ sector. Another seven participants (4.4 percent) are in ‘hospitality and/or culinary’. Twenty-one respondents (13.3 percent) found their occupation in the ‘information technology’ sector. ‘Law, justice and law enforcement’ was reported by five persons (3.2 percent). Twelve survey respondents (7.6 percent) stated ‘retail,

wholesale’ as their industry. ‘Wellness, recreation’ is the area of work for five respondents (3.2 percent). ‘Other’ was chosen by 36 persons (22.8 percent); see Table 33 a detailed list. Ten participants (6.3 percent) did not answer the question.

Some 30 percent of the survey respondents are currently employed or self-employed in the industries of ‘engineering’ and ‘information technology’. The latter is especially interesting, since California is home to Silicon Valley.¹⁸⁸ ‘Financial services’, ‘retail/wholesale’ as well as ‘general business’ are among the stronghold industries of the survey respondents.

In addition to Table 32, the details of ‘other’ are listed in Table 33. As it can be seen from both tables, Turkish immigrants are currently in all areas of business in California, even in far-flank industries, such as aerospace.

Table 33: *Current Industry – Other*

	Frequency	Percent	Cumulative Percent
Advertising	1	.6	.6
Aerospace	2	1.2	1.8
Architecture	2	1.2	3.0
Communications*	8	5.1	8.1
Construction	2	1.2	9.3
Consulting	2	1.2	10.5
Education**	9	5.7	16.2
Food and Beverage	3	1.8	18.0
Real Estate	1	.6	18.6

¹⁸⁸ Silicon Valley is located in the southern part of the San Francisco Bay Area. The term was originally referring to the large number of silicon chip manufacturers located in the area, but eventually became synonymous to all the high-tech businesses in the region. Today, several high-tech companies are headquartered in Silicon Valley, such as Adobe Systems, Advanced Micro Devices (AMD), Apple Inc., Cisco Systems, eBay, Google, Hewlett-Packard, Intel Inc., NVIDIA Corp., Oracle, SanDisk, Sun Microsystems, Symantec, Yahoo!, etc.

Retired	1	.6	19.2
Travel, Tourism	1	.6	19.8
Wellness	2	1.2	21.0
Other***	3	1.8	22.8
Total	37	75	

* Communications include journalism, media and Radio/TV broadcasting

** Education includes also teachers and university professors

*** No further details

Within the option 'other', 'advertising' was reported by one person (.6 percent). 'Aerospace' and 'architecture' were each stated by two participants (1.2 percent). Eight respondents (5.1 percent) mentioned the sector 'communications'. The next two sections, 'construction' and 'consulting', were reported by two survey respondents (1.2 percent). Nine participants (5.7 percent) are in the 'education' area. Three respondents (5.7 percent) noted 'food and beverage' industry. The following areas, 'real estate', 'retired' and 'travel, tourism' were mentioned by one person (.6 percent). Two participants (1.2 percent) stated 'wellness' as their current industry. Another three survey respondents (1.8 percent) checked 'other' without further details.

Question 32: What is your current job title?

Table 34: *Respondents' Job Title*

	Frequency	Percent	Cumulative Percent
Account Executive	1	.6	27.2
Architect	1	.6	27.8
Assistant Branch Manager	1	.6	28.5
Assistant Manager	1	.6	29.1
Assistant Professor	1	.6	29.7
Attorney	3	1.9	31.6
Bond Analyst	1	.6	32.3
Campus Director	1	.6	32.9

Chairman	1	.6	33.5
Children's Book Writer	1	.6	34.2
Computer Engineer	1	.6	34.8
Consultant	3	1.9	36.7
Continuous Improvement Manager	1	.6	37.3
Culinary Arts Instructor	1	.6	38.0
Dentist	1	.6	38.6
Designer	1	.6	39.2
Director	4	2.5	41.8
Director of Product Marketing	1	.6	42.4
Engineer	3	1.9	44.3
Financial Advisor	2	1.3	45.6
Freelance Journalist	1	.6	46.2
General Manager	2	1.3	47.5
General Partner	1	.6	48.1
Hair Stylist	1	.6	48.7
Health and Beauty Consultant	1	.6	49.4
Insurance Adjuster	1	.6	50.0
International Coordinator	1	.6	50.6
International Political Scientist	1	.6	51.3
IT Manager	1	.6	51.9
Journalist	1	.6	52.5
Kindergarten Teacher	1	.6	53.2
Law Enforcement	1	.6	53.8
Lead Engineer	1	.6	54.4
Manager	5	3.2	57.6
Medical Doctor	1	.6	58.2
MEP Director	1	.6	58.9
Mortgage Consultant	1	.6	59.5
Movie Creator	1	.6	60.1
National Account Manager	1	.6	60.8
Operations Manager	1	.6	61.4
Oracle Developer	1	.6	62.0

Table 34 (continued)

	Frequency	Percent	Cumulative Percent
Payload Manager	1	.6	62.7
Physician	1	.6	63.3
Planner	1	.6	63.9
Portal Director	1	.6	64.6
President/CEO	16	10.1	74.7
Principal Management Consultant	1	.6	75.3
Product Manager	2	1.3	76.6
Professor of Economics	1	.6	77.2
Professor, Emeritus	1	.6	77.8
Program Manager	1	.6	78.5
Realtor	1	.6	79.1
Registered Sales Assistant	1	.6	79.7
Regulatory Affairs Associate	1	.6	80.4
Research Analyst	1	.6	81.0
Research Associate II	1	.6	81.6

Search Engine Marketing Specialist	1	.6	82.3
Senior Analyst	1	.6	82.9
Senior Computer Analyst	1	.6	83.5
Senior Design Engineer	1	.6	84.2
Senior Field Service Engineer	1	.6	84.8
Senior Investment Analyst	1	.6	85.4
Senior Principal Engineer	2	1.3	86.7
Senior Production Planner	1	.6	87.3
Senior Systems Administrator	1	.6	88.0
Senior Systems Analyst	1	.6	88.6
Social Worker	1	.6	89.2
Software Engineer	1	.6	89.9
Software Engineer Manager	1	.6	90.5
Software Engineering Manager	1	.6	91.1
Software Quality Assurance Engineer	1	.6	91.8
SQA Manager	1	.6	92.4
Systems Analyst	1	.6	93.0
Teacher	3	1.9	94.9
Trading Analyst	1	.6	95.6
Treasurer	2	1.3	96.8
Vice President	3	1.9	98.7
Web-TV Broadcasting Manager	1	.6	99.4
Web Rater	1	.6	100.0
No Comment	42	26.6	26.6
Total	158	100.0	

Reviewing the findings from Table 34, it can be seen that although the respondents stated different job titles, most of the cases, here more than 40 (25.3 percent), were top or senior management. Among the most frequently mentioned job titles were 16 'President and/or Chief Executive Officers' (10.1 percent), three 'Vice President' (1.9 percent), 10 'Senior' positions (6.3 percent), 19 'Manager' (12 percent), eight 'Directors' (5.1 percent), 13 'Engineer' (8.2 percent) and seven 'Professor' or 'Teacher' (4.4 percent). The categories 'Attorney', 'Consultant' and 'Medical Doctor' were three times reported (1.9 percent). There are also two 'Assistant Manager' (1.3 percent). All other job titles were mentioned only once. As such, these single-count

job titles amount to .6 percent each. Forty-two participants (26.6 percent) made no comment regarding their job titles.

The participants were asked in this open-ended question to state their job title. Consequently, several job titles are very similar to each other, but differently described, for example 'Software Engineer Manager' and 'Software Engineering Manager'. Key finding here is that the single most specified job title is 'President/CEO' in more than ten percent of all reports.

Question 33: What is the organization's approximately annual revenue?

Table 35: *Organizations' Annual Revenue*

	Frequency	Percent	Cumulative Percent
Less than \$500,000	21	13.3	13.3
Between \$500,000 and \$1 Million	11	7.0	20.3
Between \$1 Million and \$5 Million	22	13.9	34.2
Between \$5 Million and \$10 Million	4	2.5	36.7
Between \$10 Million and \$50 Million	19	12.0	48.7
More than \$50 Million	60	38.0	86.7
No answer	21	13.3	100.0
Total	158	100.0	

As can be seen from Table 35, 21 participants (13.3 percent) stated their organization has annual revenue of 'less than \$500,000'. The next category 'between \$500,000 and \$1 million' was reported by 11 respondents (7 percent). Organizations with annual revenue 'between \$1 million and \$5 million' were mentioned by 22 survey respondents (13.9 percent). Only four persons (2.5 percent) were involved in companies fitting to the class 'between \$5 million and \$10 million'. Nineteen respondents (12 percent) stated 'between \$10 million and \$50 million'. The section 'more than \$50 million' was reported by 60 participants (38 percent). Twenty-one persons (13.3 percent) did not answer the question.

The findings of Table 35 have the figure of an inverted bell shape curve. As a result, survey respondents are whether involved in organizations with annual revenue 'less than \$5 million' or 'more than \$10 million'. Furthermore, four out of ten participants are in organizations with more than \$50 million in revenue per annum. This

is an interesting finding accentuating the expertise of Turkish immigrants.

Question 34: How many employees does the organization have?

Table 36: *Organizations' Number of Employees*

	Frequency	Percent	Cumulative Percent
Less than 5	18	11.4	11.4
Between 5 and 10	13	8.2	19.6
Between 11 and 20	10	6.3	25.9
Between 21 and 50	16	10.1	36.1
Between 51 and 100	8	5.1	41.1
More than 100	79	50.0	91.1
No answer	14	8.9	100.0
Total	158	100.0	

Table 36 shows that 18 participants (11.4 percent) were in organizations with 'less than 5' employees. The sector with employees 'between 5 and 10' was reported by 13 respondents (8.2 percent). The next class 'between 11 and 20' was stated by 10 survey participants (6.3 percent). Sixteen persons (10.1 percent) mentioned that their organization is in the category 'between 21 and 50'. Eight participants (5.1 percent) chose 'between 51 and 100' to describe their company. 'More than 100' employees were active in organizations stated by 79 survey respondents (50 percent). Fourteen persons (8.9 percent) did not share the number of their co-workers.

The key pattern here is that 50 percent of the participants are working in large organizations with 'more than 100' employees. This finding supports the previous statement that Turkish immigrants'

expertise is highly appreciated in large corporations with more than 100 employees and annual revenue of more than \$50 million.

Question 35: How long have you been with the organization?

Table 37: *Respondents' Current Tenure*

	Frequency	Percent	Cumulative Percent
Less than 1 year	18	11.4	11.4
Between 1 and 3 years	44	27.8	39.2
Between 3 and 5 years	26	16.5	55.7
More than 5 years	55	34.8	90.5
No answer	15	9.5	100.0
Total	158	100.0	

A review of the findings from Table 37 shows that 18 survey participants (11.4 percent) worked for 'less than 1 year' for the organization. 'Between 1 and 3 years' was reported by 44 participants (27.8 percent). Twenty-six respondents (16.5 percent) were employed 'between 3 and 5 years'. Fifty-five persons (34.8 percent) were committed to the company for 'more than 5 years'. Fifteen participants (9.5 percent) had no opinion on this matter.

Some 51 percent of the survey respondents were with the organization at least three years. More than a third of all participants had a long-term commitment of five years and more to the company.

Question 36: How much is your annual income?

Table 38: *Respondents' Annual Income*

	Frequency	Percent	Cumulative Percent
Under \$20,000	6	3,8	3,8
Between \$20,000 and \$29,999	7	4,4	8,2
Between \$30,000 and \$39,999	6	3,8	12,0
Between \$40,000 and \$49,999	11	7,0	19,0
Between \$50,000 and \$59,999	8	5,1	24,1
Between \$60,000 and \$69,999	11	7,0	31,0
Between \$70,000 and \$79,999	8	5,1	36,1
Between \$80,000 and \$89,999	6	3,8	39,9
Between \$90,000 and \$99,999	13	8,2	48,1
Between \$100,000 and \$149,999	44	27,8	75,9
More than \$150,000	27	17,1	93,0
No answer	11	7,0	100,0
Total	158	100,0	

As can be noted from Table 38, six persons (3.8 percent) stated an income of 'under \$20,000'. Seven participants (4.4 percent) reported their annual earnings are 'between \$20,000 and \$29,999'. The category 'between \$30,000 and \$39,999' was chosen by six survey participants (3.8 percent). Eleven respondents (7 percent) confirmed the class 'between \$40,000 and \$49,999'. Another eight persons (5.1 percent) stated to earn 'between \$50,000 and \$59,999' per year. The group 'between \$60,000 and \$69,999' was mentioned by 11 survey participants (7 percent). The income 'between \$70,000 and \$79,999' was affirmed by eight participants (5.1 percent). Six respondents (3.8 percent) avowed to earn 'between \$80,000 and \$89,999'. Thirteen persons (8.2 percent) reported to be in the segment 'between \$90,000 and \$99,999'. The next category 'between \$100,000 and \$149,999' was stated by 44 survey participants (27.8 percent). 'More than

\$150,000' per year was earned by 27 respondents (17.1 percent). Eleven persons did not disclose their annual income.

While the share of annual earnings up to \$89,999 is relatively equally distributed, the top three categories with an annual pay of \$90,000 and more embrace the largest frequencies. In total, 53.1 percent of all participants are among these. However, 45 percent earn \$100,000 or more and 17 percent confirmed an annual income even beyond \$150,000.

Responses to Part 4 – Entrepreneurship

This part of the survey is accentuating the research on the level and scope of entrepreneurial readiness, spirit and commitment. This segment includes questions on entrepreneurship, intention to 'found' or 'co-found' business and the industry of business. Additionally, some questions have been conducted to investigate the level of difficulty in financing and the entrepreneur's overall experience.

Question 37: Have you founded or co-founded a business?

Table 39: *Entrepreneurial Commitment*

	Frequency	Percent	Cumulative Percent
No	87	55.1	55.1
Yes, my own business	43	27.2	82.3
Yes, co-founded	21	13.3	95.6
No answer	7	4.4	100.0
Total	158	100.0	

As can be seen from Table 39, 87 survey participants (55.1 percent) negated the question if they have ‘founded’ or ‘co-founded’ a business. Forty-three participants (27.2 percent) confirmed founding a business on their own. Another 21 respondents (13.3 percent) stated that they have co-founded a company. Seven persons (4.4 percent) did not share their entrepreneurial commitment.

Some 27 percent of the survey participants have founded a business. When the percentages of persons ‘founding’ and ‘co-founding’ are combined, the rate of entrepreneurship among Turkish immigrants surpasses 40 percent. This is a very high rate comparing to the calculated rate of 10.8 percent of entrepreneurship in California.¹⁸⁹ This is a key finding of the study, emphasizing the entrepreneurial commitment of Turkish Americans.

¹⁸⁹ This rate was calculated by dividing the amount of firms in California by the number of persons ‘18 years and over’. According to the United States Census (2006) Bureau’s *Fact Sheet 2006*, 26,926,503 persons belong to this category. The amount of firms in California is according to U.S. Department of Commerce (2006) *Survey of Business Owners 2002* (p. 85) 2,908,758.

Question 38: If you have NOT founded or co-founded a business, do you plan of starting your own business?

Table 40: *Entrepreneurial Readiness*

	Frequency	Percent	Cumulative Percent
No	43	27.2	27.2
Yes, within the next 12 months	15	9.5	36.7
Yes, within the next 5 years	17	10.8	47.5
Yes, no timeline yet	31	19.6	67.1
Founded or co-founded business	47	29.7	96.8
No answer	5	3.2	100.0
Total	158	100.0	

As Table 40 shows, 43 participants (27.2 percent) revealed no interest at all in establishing their own business. Fifteen respondents (9.5 percent) intend to launch a company ‘within the next 12 months’. Another 17 survey participants (10.8 percent) plan their own business ‘within the next 5 years’. Thirty-one participants (19.6 percent) expressed their general interest in founding their own business ‘without a timeline yet’. Forty-seven respondents (29.7 percent) stated they have already established or co-established an enterprise. Five persons (3.2 percent) did not communicate their opinion in this matter.

The findings of this question reveal that entrepreneurial readiness is very distinctive among Turkish immigrants. Forty percent expressed their marked interest in an entrepreneurial commitment, while only 27 percent exclude categorically the idea of self-employment.

Another interesting fact is that some of the entrepreneurs are planning to establish another company.

Here, 47 respondents stated they have already ‘founded’ or ‘co-founded’ a business, while the number of entrepreneurs in Table 39 is 64. Therefore, 17 persons intend to launch an additional business.

Question 39: If you have founded or co-founded a business, have you had a Business Plan?

Table 41: *Developed Business Plan*

	Frequency	Percent	Cumulative Percent
No	104	65.8	65.8
Yes	48	30.4	96.2
No answer	6	3.8	100.0
Total	158	100.0	

A review of the findings from Table 41 shows that 104 respondents (65.8 percent) possessed no business plan. On the other hand, 48 persons (30.4 percent) were prepared with a business plan to establish their enterprise. Six persons (3.8 percent) did not publicize their thoughts.

An examination of the results of Table 41 exposes that 48 out of 64 entrepreneurs ensued a business plan.¹⁹⁰ This is a rate of 75 percent. In other words, three out of four entrepreneurs prepared a

¹⁹⁰ The number of 64 entrepreneurs is calculated by adding the *yeas* in Table 39 “Entrepreneurial Commitment”.

business plan, and, therefore, were well prepared in establishing the enterprise.¹⁹¹

Question 40: If you have founded or co-founded a business, what is the current status?

Table 42: *Status of Business*

	Frequency	Percent	Cumulative Percent
Business is operating	47	29.7	29.7
Business sold	6	3.8	33.5
Business closed	8	5.1	38.6
Other (No business)	92	58.2	96.8
No answer	5	3.2	100.0
Total	158	100.0	

As can be seen in Table 42, 47 respondents (29.7 percent) stated that their ‘business is operating’. Six participants (3.8 percent) reported their ‘business is sold’. Another eight persons (5.1 percent) confirmed their enterprise is ‘closed’. ‘Other’ was mentioned 92 times (58.2 percent). Five survey participants did not comment.

The outcome of this table has to be revised since there are several participants who are not involved in establishing an enterprise. When the options ‘other’ and ‘no answer’ are left out of consideration, the reevaluation bares important insights, as can be seen in Table 43.

Table 43: *Entrepreneurial Skills*

¹⁹¹ According to Adams (1996, p. 30), “business plans are used to attract capital”. As such it contains an executive summary, market analysis, company description, organization & management, marketing & sales, people, funding request, and financials.

	Frequency	Percent	Cumulative Percent
Business is operating	47	73.4	73.4
Business sold	6	9.4	82.8
Business closed	8	12.5	95.3
Other	3	4.7	100.0
Total	64	100.0	

Note: The base for calculations is n=64; this is the number of entrepreneurs.

The revised data in Table 43 illustrates that some three-quarters of established businesses are still operating, while some ten percent of the enterprises have been sold. Eight entrepreneurs (12.5 percent) closed the businesses for unknown reasons. Key finding here is that 85 percent of the entrepreneurs are successful in their undertaking of establishing businesses.

Question 41: If you have founded or co-founded a business, how many businesses did you start or co-founded?

Table 44: *Number of Businesses*

	Frequency	Percent	Cumulative Percent
1 Business	31	19.6	19.6
2 Businesses	21	13.3	32.9
3 Businesses	6	3.8	36.7
4 Businesses or more	6	3.8	40.5
No answer	94	59.5	100.0
Total	158	100.0	

The data of Table 44 presents that 31 respondents (19.6 percent) were involved in establishing '1 business'. Twenty-one participants (13.3 percent) were associated with '2 businesses'. The categories '3 businesses' and '4 businesses' were reported each by six

survey participants (3.8 percent). Ninety-four persons (59.5 percent) did not answer the question.

As in the previous case, the findings of this table have to be emended in order to focus only on the entrepreneurs.

Table 45: *Entrepreneurial Spirit*

	Frequency	Percent	Cumulative Percent
1 Business	31	48.4	48.4
2 Businesses	21	32.8	81.2
3 Businesses	6	9.4	90.6
4 Businesses or more	6	9.4	100.0
Total	64	100.0	

Note: The base for calculations is n=64; this is the number of entrepreneurs.

Table 45 exemplifies that 48 percent of entrepreneurs established one business only. However, 52 percent were involved in creation of two or more enterprises, a third of Turkish entrepreneurs ‘founded’ or ‘co-founded’ two businesses, ten percent launched three businesses, and another 10 percent instituted four or more companies.

This is a key finding demonstrating the entrepreneurial spirit of Turkish immigrants in California. More than half of Turkish American businesspersons were involved in establishing two or more enterprises.

Question 42: If you have founded or co-founded a business, how many employees are working for your organization?

Table 46: *Number of Employees*

	Frequency	Percent	Cumulative Percent
Less than 5	33	20.9	20.9
Between 5 and 10	13	8.2	29.1
Between 11 and 20	8	5.1	34.2
Between 21 and 50	5	3.2	37.4
Between 51 and 100	2	1.3	38.7
More than 100	1	.6	39.3
No answer	96	60.7	100.0
Total	158	100.0	

As can be seen in Table 46, 33 respondents (20.9 percent) stated that they employ 'less than 5' persons. The category 'between 5 and 10' was reported by 13 participants (8.2 percent). Eight survey participants (5.1 percent) described their number of employees with 'between 11 and 20'. The class 'between 21 and 50' was mentioned five times (3.2 percent). Two respondents (1.3 percent) identified their company's number of co-workers with 'between 51 and 100'. The segment 'more than 100' was chosen by one person (.6 percent). Ninety-six survey participants did participate in this question.

Since non-entrepreneurs dilute the results of this question with 96 'no answers', please see Table 47 for adjusted data.

Table 47: *Entrepreneur's Number of Employees*

	Frequency	Percent	Cumulative Percent
Less than 5	33	51.6	51.6
Between 5 and 10	13	20.3	71.9
Between 11 and 20	8	12.5	84.4
Between 21 and 50	5	7.8	92.3
Between 51 and 100	2	3.1	95.4
More than 100	1	1.5	96.9
No answer	2	3.1	100.0
Total	64	100.0	

Note: The base for calculations is n=64; this is the number of entrepreneurs.

The adjusted table illustrates that the majority of Turkish entrepreneurs employ less than 5 persons (51.6 percent). Twenty percent are in the category 'between 5 and 10', while 12.5 percent identify their organization's number of co-workers 'between 11 and 20'. The class 'between 21 and 50' was reported by 7.8 percent. Another 3.1 percent mentioned 'between 51 and 100', while 1.5 percent stated the business employs 'more than 100' persons.

The findings in Table 47 show that 70 percent of businesses employ up to 10 persons. Twenty-five percent of Turkish American entrepreneurs are operating enterprises with more than 11 employees.

Question 43: If you have founded or co-founded a business, in what industry is your business?

Table 48: *Range of Industries*

	Frequency	Percent	Cumulative Percent
Engineering	8	5.1	5.1
Financial Services, Insurance	5	3.2	8.2
General Business	4	2.5	10.8
Health Care	3	1.9	12.7
Hospitality, Culinary	4	2.5	15.2
Information Technology	2	1.3	16.5
Law, Justice, Law Enforcement	1	.6	17.1
Retail, Wholesale	14	8.9	25.9
Wellness, Recreation	4	2.5	28.5
Multiple industries	6	3.8	32.3
Other	14	8.9	41.2
No answer	93	58.8	100.0
Total	158	100.0	

A review of Table 48 shows that entrepreneurs embrace both services and products. However, the main focus is on the service sector. A reevaluated list of *range of industries* can be seen in Table 49.

Table 49: *Entrepreneur's Range of Industries*

	Frequency	Percent	Cumulative Percent
Engineering	8	12.5	12.5
Financial Services, Insurance	5	7.8	20.3
General Business	4	6.3	26.6
Health Care	3	4.7	31.3
Hospitality, Culinary	4	6.3	37.5
Information Technology	2	3.1	40.6
Law, Justice, Law Enforcement	1	1.6	42.2
Retail, Wholesale	14	21.9	64.1
Wellness, Recreation	4	6.3	70.3
Multiple industries	6	9.4	79.7
Other	13	20.3	100.0
Total	64	100.0	

Note: The base for calculations is $n=64$; this is the number of entrepreneurs.

In addition to Table 49, the category ‘other’ is detailed in Table 50. As it can be seen from both tables, Turkish immigrants are currently self-employed in all areas of business in California.

Table 50: *Entrepreneur’s Range of Industries – Other*

	Frequency	Percent	Cumulative Percent
Architecture	1	1.6	1.6
Construction	2	3.1	4.7
Consulting	1	1.6	6.3
Education	1	1.6	7.8
Export	1	1.6	9.4
Food Wholesale	2	3.1	12.5
Hair Styling	1	1.6	14.1
Publications	1	1.6	15.6
Real Estate	1	1.6	17.2
Other*	2	3.1	20.3
Total	13	20.3	

* No further details

Among the most frequent listed areas are ‘retail, wholesale’ with 20.3 percent of entrepreneurs, ‘engineering’ (12.5 percent), ‘multiple industries’ (9.4 percent) and ‘financial services, insurance’ (7.8 percent).

Question 44: If you have founded or co-founded a business, what are the organization's approximately annual revenues?

Table 51: *Annual Revenues*

	Frequency	Percent	Cumulative Percent
Less than \$500,000	35	22.2	22.2
Between \$500,000 and \$1 Million	6	3.8	25.9
Between \$1 Million and \$5 Million	11	7.0	32.9
Between \$5 Million and \$10 Million	3	1.9	34.8
Between \$10 Million and \$50 Million	4	2.5	37.3
More than \$50 Million	3	1.9	39.2
No answer	96	60.8	100.0
Total	158	100.0	

Table 51 reveals that the majority of businesses have 'less than \$500,000' annual revenue. Only small percentages seem to belong to the other categories. As in the case of previous tables, the segment 'no answer' is obscuring the results. Please see Table 52 for revised data.

Table 52: *Entrepreneur's Annual Revenues*

	Frequency	Percent	Cumulative Percent
Less than \$500,000	35	54.7	54.7
Between \$500,000 and \$1 Million	6	9.4	64.1
Between \$1 Million and \$5 Million	11	17.2	81.3
Between \$5 Million and \$10 Million	3	4.7	85.9
Between \$10 Million and \$50 Million	4	6.3	92.2
More than \$50 Million	3	4.7	96.9
No answer	2	3.1	100.0
Total	64	100.0	

Note: The base for calculations is $n=64$; this is the number of entrepreneurs.

As the revised data from Table 52 shows, 54.7 percent of businesses are in the lowest category with 'less than \$500,000' in annual revenue. However, 21.9 percent are established enterprises with sales 'between \$1 million and \$10 million'. The classes above '\$10 million' are home to 11 percent of the businesses.

Here, the line between the categories with the highest and lowest frequencies can be drawn at \$5 million. Once a company exceeds this line in revenues, it is situated among few large companies; only 15.7 percent of the entrepreneurs belong to this group.

Question 45: If you have founded or co-founded a business, to what extent was it difficult to finance your business?

Table 53: *Level of Difficulty*

	Frequency	Percent	Cumulative Percent
Not at All	12	7.6	7.6
Little	16	10.1	17.7
Somewhat	15	9.5	27.2
Much	8	5.1	32.3
Great	13	8.2	40.5
No Answer	94	59.5	100.0
Total	158	100.0	

At first glance, the frequencies in Table 53 seem to be equally distributed among the categories. Nonetheless, an adjusted list of answers gives more insights on the findings, as can be seen in Table 54.

Table 54: *Entrepreneur's Level of Difficulty*

	Frequency	Percent	Cumulative Percent
Not at All	12	18.8	18.8
Little	16	25.0	43.8
Somewhat	15	23.4	67.2
Much	8	12.5	79.7
Great	13	20.3	100.0
Total	64	100.0	

*Note: The base for calculations is n=64; this is the number of entrepreneurs.
The median for this question is 3.*

As can be noted from Table 54, the majority of entrepreneurs (43.8 percent) had 'no' or 'little' difficulties in financing their enterprises. Almost a quarter of businesspersons stated 'somewhat' challenges. Regarding 'much' obstacles on the monetary aspect was complained by 12.5 percent, while 20.3 percent faced 'great' impediments in their undertaking.

About two-thirds of all Turkish American entrepreneurs had no significant difficulties in financing their businesses, while one-third experienced 'much' or 'great' obstacles. According to a study of the Small Business Administration (1998, p. 23), financial problems are the second most reason for filing bankruptcy.

Question 46: If you have founded or co-founded a business, to what extent would you describe your business as “Turkish community oriented”?

Table 55: “*Turkish Community*” Orientation

	Frequency	Percent	Cumulative Percent
Not at All	36	22.8	22.8
Little	9	5.7	28.5
Somewhat	8	5.1	33.5
Much	8	5.1	38.6
Great	3	1.9	40.5
No Answer	94	59.5	100.0
Total	158	100.0	

Table 55 evinces a clear tendency away from ethnic oriented businesses. However, the next table enables a deeper look at corrected information.

Table 56: *Entrepreneur’s “Turkish Community” Orientation*

	Frequency	Percent	Cumulative Percent
Not at All	36	56.3	56.3
Little	9	14.1	70.3
Somewhat	8	12.5	82.8
Much	8	12.5	95.3
Great	3	4.7	100.0
Total	64	100.0	

Note: The base for calculations is $n=64$; this is the number of entrepreneurs.
The median for this question is 1.

As can be seen in Table 56, more than 56 percent of entrepreneurs do ‘not at all’ target customers of the Turkish community. This is a clear result of ethnic independency. In addition, the median with a score of one stresses this argument. This finding is even more supported when the numbers of the next two categories are added. Consequently, more than eight of ten businesses are not

Turkish community oriented, while only a small fraction (4.7 percent) is reliant on members of their own ethnic background.

Question 47: If you have founded or co-founded a business, to what extent was it in your overall experience difficult to establish your business?

Table 57: *Overall Challenge*

	Frequency	Percent	Cumulative Percent
Not at All	11	7.0	7.0
Little	17	10.7	17.7
Somewhat	16	10.1	27.8
Much	15	9.5	37.3
Great	5	3.2	40.5
No Answer	94	59.5	100.0
Total	158	100.0	

The findings of Table 57 indicate that besides 'great' difficulties, the statements of entrepreneurs were equally shared by all other categories. Table 58 provides an undiluted view on the results.

Table 58: *Entrepreneur's Overall Challenge*

	Frequency	Percent	Cumulative Percent
Not at All	11	17.2	17.2
Little	17	26.6	43.8
Somewhat	16	25.0	68.8
Much	15	23.4	92.2
Great	5	7.8	100.0
Total	64	100.0	

*Note: The base for calculations is n=64; this is the number of entrepreneurs.
The median for this question is 3.*

Table 58 shows that the overall challenge in establishing a business varies to a great extent. While the extremes are less mentioned, most of the entrepreneurs mentioned almost equally the classes 'little', 'somewhat' and 'much' with approximately 25 percent. The categories 'not at all' and 'great' were reported by 17.2 percent and 7.8 percent respectively.

However, two-thirds of Turkish American entrepreneurs experienced rather ease than difficulties in founding or co-founding a business, while 23.4 percent deplored about 'much' obstacles and only 7.8 percent complained about 'great' problems.

Responses to Part 5 – Closing Part

The last part of the questionnaire is focusing on the level of involvement in ethnic community organizations, the scale of self-perception regarding “Turkish Americanness” and a brief outlook in the degree of success of the Turkish immigrant in California.

The survey concludes with the option of participating in a personal interview with the researcher and the opportunity to leave comments and suggestions.

Question 48: Are you involved in ethnic community organizations?

Table 59: *Ethnic Community Involvement*

	Frequency	Percent	Cumulative Percent
No	62	39.2	39.2
Yes	88	55.7	94.9
No answer	8	5.1	100.0
Total	158	100.0	

Table 59 shows that 62 participants (39.2 percent) stated that they have no contact to ethnic community organizations, while 88 respondents (55.7 percent) were involved in the Turkish commune. Eight survey participants (5.1 percent) did not answer this question. Please see Table 60 for an in-depth analysis on survey participants’ involvement in ethnic community organizations.

Table 60: *In-depth Ethnic Community Involvement*

	Frequency
Involvement without further explanation	28
Turkish American Association of California (TAAC)	17
American Turkish Association of Southern California (ATASC)	16
American Turkish Association of Southern California - San Diego (ATASC-SD)	15
Orange County Turkish American Association (OCTAA)	6
Turkish Education Foundation (TEF)	5
Los Angeles Turkish American Association (LATAA)	4
House of Turkey (HOT)	4
Turkish American Ladies League (TALL)	3
Turkish American Alliance for Fairness (TAAF)	2
Group Anatolia	1
UCLA Turkish Student Organization	1
Assembly of Turkish American Associations (ATAA)	1
Turkish American Scientists and Scholars Association (TASSA)	1
Izmir Long Beach Sister City	1
Total	105

As can be seen in Table 60, the total amount of statements exceeds the number of participants who are involved in ethnic community organizations. The reason for this phenomenon is that some participants are linked with multiple organizations. In total, 17 persons stated more than one ethnic organization they are associated with.

Question 49: To what extent would you describe yourself as "Turkish American"?

Table 61: *Turkish Americanness*

	Frequency	Percent	Cumulative Percent
Not at All	20	12.7	12.7
Little	15	9.5	22.2
Somewhat	30	19.0	41.1
Much	27	17.1	58.2
Great	58	36.7	94.9
No answer	8	5.1	100.0
Total	158	100.0	

Note: The median for this question is 4.

As Table 61 reveals, 20 respondents (12.7 percent) characterized themselves 'not at all' as a "Turkish American". 'Little' Turkish Americanness is reported by 15 participants (9.5 percent). The category 'somewhat' was stated by 30 survey participants (19 percent). Twenty-seven respondents (17.1 percent) describe themselves as 'much' Turkish American, while 58 persons (36.7 percent) replied 'great'. The non-response rate in this case was 5.1 percent.

The results of Table 61 are among the key findings of this study. It illustrates the self-perception of the level of integration of the individual. In total, more than 72 percent describe themselves as Turkish Americans to an extent of 'somewhat', 'much' and 'great'. The most interesting aspect is that the category 'great' experienced by far the highest frequency. The median score of four supports the statement that Turkish immigrants in California refer to themselves in large parts as Turkish Americans.

Question 50: To what extent do you see yourself successful in California?

Table 62: *Attitude of Success*

	Frequency	Percent	Cumulative Percent
Not at All	3	1.9	1.9
Little	2	1.3	3.2
Somewhat	33	20.9	24.1
Much	65	41.1	65.2
Great	47	29.7	94.9
No answer	8	5.1	100.0
Total	158	100.0	

Note: The median for this question is 4.

As can be seen from Table 62, only three persons (1.9 percent) complained about the absence of success in California. Another two participants (1.3 percent) stated of being 'little' successful. 'Somewhat' positive were the opinion of 33 respondents (20.9 percent). Sixty-five survey participants (41.1 percent) experienced 'much' success in California. Being 'great' successful was stated by 47 participants (29.7 percent). Eight persons did not comment the question.

The findings are very clear; more than 90 percent of Turkish immigrants perceive themselves as successful ('somewhat', 'much' and 'great'). Even more impressive is the number of persons who consider themselves as 'much' and 'great' successful: 70.8 percent. The high median score of four sustains the extreme positive attitude.

Question 51: Within the next five years, to what extent do you expect to be successful in your business/work in California?

Table 63: *Prospect of Success*

	Frequency	Percent	Cumulative
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			Percent
Not at All	2	1.3	1.3
Little	2	1.3	2.5
Somewhat	16	10.1	12.7
Much	50	31.6	44.3
Great	75	47.5	91.8
No answer	13	8.2	100.0
Total	158	100.0	

Note: The median for this question is 5.

Table 63 shows that only a fraction of participants are rather pessimistic than optimistic. The categories ‘not at all’ and ‘little’ success within the next five years were reported by two persons (1.3 percent). Sixteen respondents (10.1 percent) expect ‘somewhat’ prosperity. ‘Much’ success is anticipated by 50 survey participants (31.6 percent). Seventy-five participants (47.5 percent) look forward to ‘great’ success. Thirteen persons did not disclose their opinion in this matter.

The median score of five is self-explanatory. Eighty percent of all survey participants are very optimistic and anticipate ‘much’ or ‘great’ success in their undertakings in California.

Question 52: Can I contact you for a personal interview?

Table 64: *Personal Interview*

	Frequency	Percent	Cumulative Percent
No	73	46.2	46.2
Yes	75	47.5	93.7
No answer	10	6.3	100.0
Total	158	100.0	

A review of Table 64 shows that there is equilibrium in the willingness for a personal interview. While 73 respondents (46.2 percent) refused being contacted for a personal interview, 75 participants (47.5 percent) agreed to this option. Ten persons were neutral in this subject.

Table 65: *Choice of Language*

	Frequency	Percent	Cumulative Percent
Turkish	43	27.2	27.2
English	115	72.8	100.0
Total	158	100.0	

As can be seen from Table 65, the option of choosing the Turkish version of the survey was taken by 43 participants (27.2 percent), while the majority of respondents, 115 persons (72.8 percent), utilized the English version. Since this decision of language has to be made before participating in the survey, there are no non-responses.

Table 66: *Interest in Findings*

	Frequency	Percent	Cumulative Percent
No	68	43.0	43.0
Yes	90	57.0	100.0
Total	158	100.0	

Similar to *Choice of Language*, there were no non-responses in the final question. Sixty-eight respondents (43 percent) stated that they were not interested in the conclusions of the study. On the other side, 90 survey participants (57 percent) expressed their interest in receiving a summary of findings.

Participants in the survey were also given the option in leaving comments or suggestions for the researcher. In total 29 respondents (18.4 percent) did so. Survey participants expressed overall their happiness about the first study of this kind, motivated the researcher in his work and wished good luck. Most of the comments articulated the anticipation for findings of the study.

Pearson's Chi-Square Testing

In the second part of this chapter, inter-group relations and differences among the sample are examined. For this reason, correlations between results are being tested using advanced statistical analysis tools.

To investigate the relationship between two variables, Pearson's chi-square is used¹⁹². This is a test of independence of variables using hypothesis testing.¹⁹³ Statistical hypothesis testing always includes two statements. According to Weiers (2005, p. 310), "the null hypothesis is a statement about the value of a population parameter and is put up for testing in the face of numerical evidence. The null hypothesis is either rejected or fails to be rejected." On the other hand, "the alternative hypothesis is an assertion that holds if the null hypothesis is false" (Weiers, 2005, p. 311).

Pearson's chi-square is applied to test the hypothesis of no association of columns and rows in tabular data. Chi-square is more likely to establish significance to the extent that (1) the relationship is strong, (2) the sample size is large, and/or (3) the number of values of the two associated variables is large (Sharp, 1982; Weiers, 2005).

¹⁹² Pearson's chi-square testing is also known as 'contingency table analysis'.

¹⁹³ According to Lind, Marchal, & Wathen (2005, p. 317), a hypothesis is "a statement about a population parameter developed for the purpose of testing".

Here, the null hypothesis (H_0) states that the variables are independent of each other, while the alternative hypothesis (H_1) states that the variables are not independent of each other (Weiers, 2005).

Requirements (assumptions) for applying Pearson's chi-square test are (Garson, 2007):

- Random sample data
- A sufficiently large sample size (minimum 50)
- Adequate cell sizes (5 or more)¹⁹⁴
- Independence (observations must be independent)
- Similar distribution (observations must have the same underlying distribution)
- Finite values (observations are grouped in categories)
- Normal distribution of deviations
- Data level (nominal, ordinal, or interval data may be used with chi-square tests)

The collected data of this study meet all requirements for Pearson's chi-square testing. All hypotheses are tested with a confidence level of .05 ($\alpha = .05$).

¹⁹⁴ The more cells contain less than a cell size of five, the more inaccurate the application of Pearson's Chi-Square becomes.

Inter-Group Relations

In this section, several possible inter-group relations are explored of correlation. This includes examining various relationships, such as 'level of education' and 'place of origin', and 'motivation of migration to California' and 'level of entrepreneurship'.

Hypothesis testing 1: 'Level of Education' and 'Place of Origin in Turkey'

H₀: The variables are independent

H₁: The variables are not independent (there is a relationship)

Table 67: *Adjusted Data Matrix for Data Processing*

		27. What is your level of education?			
		High School and less	College Degree	Graduate Degree	Total
9. Where in Turkey are you originally from?	Istanbul	6	20	48	74
	Ankara	0	8	24	32
	West Turkey	2	8	19	29
	Other	4	6	13	23
Total		12	42	104	158

Data Table was adjusted in order to comply with the requirements (assumptions) for applying Pearson's chi-square testing.

Table 68: *Chi-Square test for 'Level of Education' and 'Place of Origin in Turkey'*

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.152	6	.406
N of Valid Cases	158		

df = Degree of Freedom

The p-value (Asymp. Sig.) indicates "fail to reject" the Null-hypothesis.

As Table 68 shows, Chi-square has a value of 6.152. However, the critical value with a Degree of Freedom of 6 equals to 12.592¹⁹⁵. Therefore, since χ^2 is smaller than the critical value of 12.592, it fails to reject the Null-hypothesis.

Conclusion: The statistics (calculation) show clearly that there is no statistical relationship between the variables 'Level of Education' and 'Place of Origin in Turkey'. Therefore, the assumption, Turkish immigrants from metropolitan areas, such as Istanbul or Ankara, would rather have a higher level of education than persons from other places, is rejected. There is no statistical significant data to support any place of origin/education relevance.

¹⁹⁵ Critical value from Lind, Marchal, & Wathen (2005, p. 718), Appendix B, Critical Values of Chi-Square, here with a confidence level of .05 ($\alpha = .05$).

Hypothesis testing 2: 'Level of Education' and 'Age Group'

H₀: The variables are independent

H₁: The variables are not independent (there is a relationship)

Table 69: *Adjusted Data Matrix for Data Processing*

		3. What is your age group?					No answer	Total
		Under 30 years	30 to 39 years	40 to 49 years	50 to 65 years	Over 65 years		
27. What is your level of education?	High School & less	2	2	4	2	1	1	12
	College Degree	5	12	12	11	2	0	42
	Graduate Degree	20	38	31	13	2	0	104
Total		27	52	47	26	5	1	158

Data Table was adjusted in order to comply with the requirements (assumptions) for applying Pearson's chi-square testing.

Table 70: *Chi-Square test for 'Level of Education' and 'Age Group'*

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	20.064	10	.029
N of Valid Cases	158		

df = Degree of Freedom

The p-value (Asymp. Sig.) indicates "reject" the Null-hypothesis.

As can be seen from Table 70, Chi-square has a value of 20.064. Since the critical value with a Degree of Freedom of 10 equals to 18.307¹⁹⁶, χ^2 is larger than the critical value. Therefore, the Null-hypothesis is rejected and the alternative hypothesis accepted.

Conclusion: The data confirm a statistical significant relationship between the variables 'Level of Education' and 'Age Group'. It demonstrates that younger Turkish immigrants have higher level of education.

¹⁹⁶ Critical value from Lind, Marchal, & Wathen (2005, p. 718), Appendix B, Critical Values of Chi-Square, here with a confidence level of .05 ($\alpha = .05$).

The level of 'College Degree and higher' is some 92 percent and there is significant increase in the number of persons with a 'Graduate Degree'. In the group 'over 65 years' the rate is 40 percent; adjoining group '50 to 65 years' is 50 percent. This increases to 66 percent in the '40 to 49 years' fraction and to 73 percent in the '30 to 39 years' group. The highest rate with 74 percent is the 'under 30 years' category.

Hypothesis testing 3: 'Motivation of Migration' and 'Time of Migration'

H₀: The variables are independent

H₁: The variables are not independent (there is a relationship)

Table 71: *Adjusted Data Matrix for Data Processing*

		11. Why did you come to the U.S.?			
		Family/ Personal Interest	Work	Study	Total
10. When did you come to the U.S.?	Before 1970	5	2	2	9
	Between 1970 and 1980	10	2	15	27
	Between 1981 and 1990	6	6	20	32
	Between 1991 and 2000	18	11	29	58
	After 2000	9	8	15	32
Total		48	29	81	158

Data Table was adjusted in order to comply with the requirements (assumptions) for applying Pearson's chi-square testing.

Table 72: *Chi-Square test for ‘Motivation of Migration’ and ‘Time of Migration’*

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.883	8	.352
N of Valid Cases	158		

df = Degree of Freedom

The p-value (Asymp. Sig.) indicates “fail to reject” the Null-hypothesis.

Table 72 reveals that Chi-square has a value of 8.883. Since the critical value with a Degree of Freedom of 8 equals to 15.507¹⁹⁷, χ^2 is smaller than the critical value. Therefore, it fails to reject the Null-hypothesis.

Conclusion: There is no statistical significant data to support any dependence or relationship between the two variables. Therefore, the assumption that the motivation of Turkish immigrants migrating to California might alter over time is rejected.

¹⁹⁷ Critical value from Lind, Marchal, & Wathen (2005, p. 718), Appendix B, Critical Values of Chi-Square, here with a confidence level of .05 ($\alpha = .05$).

Hypothesis testing 4: 'Place of Origin in Turkey' and 'Level of Entrepreneurship'

H₀: The variables are independent

H₁: The variables are not independent (there is a relationship)

Table 73: *Adjusted Data Matrix for Data Processing*

		37. Have you founded or co-founded a business?			
		No	Yes, my own business	Yes, co-founded	Total
9. Where in Turkey are you originally from?	Istanbul	44	23	7	74
	Ankara	20	7	5	32
	West Turkey	15	8	6	29
	Other	15	5	3	23
Total		94	43	21	158

Data Table was adjusted in order to comply with the requirements (assumptions) for applying Pearson's chi-square testing.

Table 74: *Chi-Square test for 'Place of Origin in Turkey' and 'Level of Entrepreneurship'*

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.610	6	.729
N of Valid Cases	158		

df = Degree of Freedom

The p-value (Asymp. Sig.) indicates "fail to reject" the Null-hypothesis.

As can be seen from Table 74, Chi-square has a value of 3.610. Since the critical value with a Degree of Freedom of 6 equals to 12.592¹⁹⁸, χ^2 is smaller than the critical value. Therefore, it fails to reject the Null-hypothesis.

Conclusion: There is no data to support a statistical significant relationship between the two variables. Therefore, the assumption that

¹⁹⁸ Critical value from Lind, Marchal, & Wathen (2005, p. 718), Appendix B, Critical Values of Chi-Square, here with a confidence level of .05 ($\alpha = .05$).

immigrants from a specific region in Turkey might be more entrepreneurial than others is rejected.

Hypothesis testing 5: ‘Motivation of Migration to California’ and ‘Level of Entrepreneurship’

H₀: The variables are independent

H₁: The variables are not independent (there is a relationship)

Table 75: *Adjusted Data Matrix for Data Processing*

		37. Have you founded or co-founded a business?			
		No	Yes, my own business	Yes, co-founded	Total
18. Why did you come to California?	Family	18	9	2	29
	Work	31	10	5	46
	Study	27	13	10	50
	Personal Desire/Interest	3	8	3	14
	Location/Other	15	3	1	19
Total		94	43	21	158

Data Table was adjusted in order to comply with the requirements (assumptions) for applying Pearson's chi-square testing.

Table 76: *Chi-Square test for ‘Motivation of Migration to California’ and ‘Level of Entrepreneurship’*

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	16.002	8	.042
N of Valid Cases	158		

df = Degree of Freedom

The p-value (Asymp. Sig.) indicates “reject” the Null-hypothesis.

As can be noted from Table 76, Chi-square has a value of 16.002. Since the critical value with a Degree of Freedom of 8 equals

to 15.507¹⁹⁹, χ^2 is larger than the critical value. Therefore, the Null-hypothesis is rejected and the alternative hypothesis accepted.

Conclusion: The provided data confirm a statistical significant relationship between the variables 'Motivation of Migration to California' and 'Level of Entrepreneurship'. These Turkish immigrants who came to California to study or for personal desire/interest are more likely to be entrepreneurial than other their peers with other motivations. On the other hand, Turkish immigrants who are motivated by family, work or location are less likely to establish or co-found business.

This is a key finding, since it stresses the importance of attracting more students and immigrants with personal desire to migrate to California. Forty-six percent of the students have 'founded' or 'co-founded' a business and the entrepreneurial rate for migrants with personal desire is even higher (78 percent).

¹⁹⁹ Critical value from Lind, Marchal, & Wathen (2005, p. 718), Appendix B, Critical Values of Chi-Square, here with a confidence level of .05 ($\alpha = .05$).

Hypothesis testing 6: 'Area of Settlement in California' and 'Level of Entrepreneurship'

H₀: The variables are independent

H₁: The variables are not independent (there is a relationship)

Table 77: *Adjusted Data Matrix for Data Processing*

		37. Have you founded or co-founded a business?			
		No	Yes, my own business	Yes, co-founded	Total
21.	San Francisco Bay Area	26	6	5	37
Where in California do you live?	Los Angeles	16	15	6	37
	San Diego	24	11	5	40
	Orange County	11	8	4	23
	Other	17	3	1	21
Total		94	43	21	158

Data Table was adjusted in order to comply with the requirements (assumptions) for applying Pearson's chi-square testing.

Table 78: *Chi-Square test for 'Area of Settlement in California' and 'Level of Entrepreneurship'*

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.051	8	.149
N of Valid Cases	158		

df = Degree of Freedom

The p-value (Asymp. Sig.) indicates "fail to reject" the Null-hypothesis.

As Table 78 shows, Chi-square has a value of 12.051. However, the critical value with a Degree of Freedom of 8 equals to 15.507²⁰⁰. Therefore, since χ^2 is smaller than the critical value of 15.507, it fails to reject the Null-hypothesis.

²⁰⁰ Critical value from Lind, Marchal, & Wathen (2005, p. 718), Appendix B, Critical Values of Chi-Square, here with a confidence level of .05 ($\alpha = .05$).

Conclusion: There is no statistical significant relationship between the two variables. Therefore, the assumption that the area or environment of settlement of Turkish immigrants in California might support entrepreneurial activity is rejected.

Hypothesis testing 7: 'Ethnic Community Involvement' and 'Level of Entrepreneurship'

H₀: The variables are independent

H₁: The variables are not independent (there is a relationship)

Table 79: *Adjusted Data Matrix for Data Processing*

		37. Have you founded or co-founded a business?			
		No	Yes, my own business	Yes, co-founded	Total
48. Are you involved in ethnic community organizations?	No	39	20	11	70
	Yes	55	23	10	88
Total		94	43	21	158

Data Table was adjusted in order to comply with the requirements (assumptions) for applying Pearson's chi-square testing.

Table 80: *Chi-Square test for 'Ethnic Community Involvement' and 'Level of Entrepreneurship'*

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.942	2	.624
N of Valid Cases	158		

df = Degree of Freedom

The p-value (Asymp. Sig.) indicates "fail to reject" the Null-hypothesis.

Table 80 reveals that Chi-square has a value of .942. The critical value in this case with a Degree of Freedom of 2 equals to

5.991²⁰¹. Therefore, since χ^2 is smaller than the critical value of 5.991, it fails to reject the Null-hypothesis.

Conclusion: There is no statistical significant relationship between the variables 'Ethnic Community Involvement' and 'Level of Entrepreneurship'. Therefore, the assumption that persons involved in ethnic community organizations might be more entrepreneurial than others is rejected.

Differences among the Sample

In the second section of Pearson's chi-square testing, differences among the sample are examined. For this reason, the sample was divided into two groups, first and second generation Turkish immigrants. While the first generation is defined as an immigrant arriving in the United States before 1981, the second generation includes all persons migrating after 1981 to the United States. Consequently, 36 persons belong to the 'first generation' and 122 persons to 'second generation', see Table 79.

The investigation of these two groups is performed in order to scrutinize possible differences or relations between the two immigrant generations. The perimeter was drawn at that point in time since the

²⁰¹ Critical value from Lind, Marchal, & Wathen (2005, p. 718), Appendix B, Critical Values of Chi-Square, here with a confidence level of .05 ($\alpha = .05$).

literature describes Turkish immigrants after 1980 to the United States as the “final wave” (Kaya, 2004, p. 297).²⁰²

Table 81: *Turkish Immigrant Grouping*

	Frequency	Percent	Cumulative Percent
First Generation (before 1981)	36	22.8	22.8
Second Generation (after 1981)	122	77.2	100.0
Total	158	100.0	

Hypothesis testing 8: ‘Place of Origin in Turkey’ and ‘Generation of Immigrant’

H₀: The variables are independent

H₁: The variables are not independent (there is a relationship)

Table 82: *Adjusted Data Matrix for Data Processing*

		55. What Generation of Turkish immigrant are you?		
		First Generation	Second Generation	Total
9. Where in Turkey are you originally from?	Istanbul	20	54	74
	Ankara	6	26	32
	West Turkey	4	25	29
	Other	6	17	23
Total		36	122	158

Data Table was adjusted in order to comply with the requirements (assumptions) for applying Pearson’s chi-square testing.

²⁰² In September 1980, under the leadership of the Chief of Staff General Kenan Evren a coup d’Etat was performed. The policy of openness of Turgut Özal, Prime Minister (1983-1989) and later President of Turkey (1989-1993), accelerated emigration to the rest of the world, including the United States.

Table 83: *Chi-Square test for 'Place of Origin in Turkey' and 'Generation of Immigrant'*

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.528	3	.470
N of Valid Cases	158		

df = Degree of Freedom

The p-value (Asymp. Sig.) indicates "fail to reject" the Null-hypothesis.

Table 83 shows that Chi-square has a value of 2.528. The critical value in this case with a Degree of Freedom of 3 equals to 7.815²⁰³. Therefore, since χ^2 is smaller than the critical value of 7.815, it fails to reject the Null-hypothesis.

Conclusion: There is no statistical significant relationship between the variables 'Place of Origin in Turkey' and 'Generation of Immigrant'. Therefore, the assumption that immigrants of the first generation would have been from a specific area in Turkey rather than the second generation is rejected.

²⁰³ Critical value from Lind, Marchal, & Wathen (2005, p. 718), Appendix B, Critical Values of Chi-Square, here with a confidence level of .05 ($\alpha = .05$).

Hypothesis testing 9: 'Motivation for Immigration to California' and
'Generation of Immigrant'

H₀: The variables are independent

H₁: The variables are not independent (there is a relationship)

Table 84: *Adjusted Data Matrix for Data Processing*

		55. What Generation of Turkish immigrant are you?		
		First Generation	Second Generation	Total
18. Why did you come to California?	Family	9	20	29
	Work	9	37	46
	Study	12	38	50
	Personal Desire/Interest	2	12	14
	Location/Other	4	15	19
Total		36	122	158

Data Table was adjusted in order to comply with the requirements (assumptions) for applying Pearson's chi-square testing.

Table 85: *Chi-Square test for 'Motivation for Immigration to California' and 'Generation of Immigrant'*

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.042	4	.728
N of Valid Cases	158		

df = Degree of Freedom

The p-value (Asymp. Sig.) indicates "fail to reject" the Null-hypothesis.

Table 85 reveals that Chi-square has a value of 2.042. The critical value in this case with a Degree of Freedom of 3 equals to 9.488²⁰⁴. Therefore, since χ^2 is smaller than the critical value of 9.488, it fails to reject the Null-hypothesis.

²⁰⁴ Critical value from Lind, Marchal, & Wathen (2005, p. 718), Appendix B, Critical Values of Chi-Square, here with a confidence level of .05 ($\alpha = .05$).

Conclusion: There is no statistical significant relationship between the variables 'Motivation for Immigration to California' and 'Generation of Immigrant'. Therefore, the assumption that immigrants of the first generation would have been settled to a specific area in California rather than the second generation is rejected.

Hypothesis testing 10: 'Area of Settlement in California' and
'Generation of Immigrant'

H₀: The variables are independent

H₁: The variables are not independent (there is a relationship)

Table 86: *Adjusted Data Matrix for Data Processing*

		55. What Generation of Turkish immigrant are you?		
		First Generation	Second Generation	Total
21. Where in California do you live?	San Francisco Bay Area	7	30	37
	Los Angeles	7	30	37
	San Diego	5	35	40
	Orange County	10	13	23
	Other	7	14	21
Total		36	122	158

Data Table was adjusted in order to comply with the requirements (assumptions) for applying Pearson's chi-square testing.

Table 87: *Chi-Square test for 'Area of Settlement in California' and 'Generation of Immigrant'*

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.960	4	.041
N of Valid Cases	158		

df = Degree of Freedom

The p-value (Asymp. Sig.) indicates "reject" the Null-hypothesis.

As can be seen from Table 87, Chi-square has a value of 9.960. Since the critical value with a Degree of Freedom of 4 equals to 9.488²⁰⁵, χ^2 is larger than the critical value. Therefore, the Null-hypothesis is rejected and the alternative hypothesis accepted.

Conclusion: The data confirm a statistical significant relationship between the variables 'Area of Settlement in California' and 'Generation of Immigrant'. Therefore, Turkish immigrants of the first generation have tended to settle down in the Greater Los Angeles Area than anywhere else in California. By contrast, the second generation is locally unbound and diverse.

This is a key finding, since it shows the difference in choosing locality. While the first generation was concentrated on the Greater Los Angeles Area²⁰⁶, the second generation is rather independent in its choice for settlement. The focus shifted from Central California to Southern California, emphasizing Greater Los Angeles, Orange County and San Diego.

²⁰⁵ Critical value from Lind, Marchal, & Wathen (2005, p. 718), Appendix B, Critical Values of Chi-Square, here with a confidence level of .05 ($\alpha = .05$).

²⁰⁶ Greater Los Angeles Area includes also Orange County.

Hypothesis testing 11: ‘Level of Education’ and ‘Generation of Immigrant’

H₀: The variables are independent

H₁: The variables are not independent (there is a relationship)

Table 88: *Adjusted Data Matrix for Data Processing*

		55. What Generation of Turkish immigrant are you?		
		First Generation	Second Generation	Total
27. What is your level of education?	High School and less	7	5	12
	College Degree	9	33	42
	Graduate Degree	20	84	104
Total		36	122	158

Data Table was adjusted in order to comply with the requirements (assumptions) for applying Pearson's chi-square testing.

Table 89: *Chi-Square test for ‘Level of Education’ and ‘Generation of Immigrant’*

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.410	2	.009
N of Valid Cases	158		

df = Degree of Freedom

The p-value (Asymp. Sig.) indicates “reject” the Null-hypothesis.

Table 89 shows that Chi-square has a value of 9.410. Since the critical value with a Degree of Freedom of 2 equals to 5.991²⁰⁷, χ^2 is larger than the critical value. Therefore, the Null-hypothesis is rejected and the alternative hypothesis accepted.

²⁰⁷ Critical value from Lind, Marchal, & Wathen (2005, p. 718), Appendix B, Critical Values of Chi-Square, here with a confidence level of .05 ($\alpha = .05$).

Conclusion: There is a statistical significant relationship between the variables 'Level of Education' and 'Generation of Immigrant'. Therefore, first generation Turkish immigrants have a lower education than the second generation.

This is another key finding. While some 20 percent of the first generation have 'High School or less' level of education, the rate of low level education decreases to only four percent of the second generation. 'College Degree' and 'Graduate Degree' increases from some 80 percent of the first generation to 96 percent of the second generation. Therefore, almost all Turkish Americans have a Bachelor's degree or higher. Out of the high-level educated persons, some 72 percent have a 'Graduate Degree' and some 18 percent a 'College Degree'.

Hypothesis testing 12: 'Income' and 'Generation of Immigrant'

H₀: The variables are independent

H₁: The variables are not independent (there is a relationship)

Table 90: *Adjusted Data Matrix for Data Processing*

		55. What Generation of Turkish immigrant are you?		
		First Generation	Second Generation	Total
36. How much is your annual income?	Under \$40,000	0	19	19
	Between \$40,000 and \$49,999	2	9	11
	Between \$50,000 and \$59,999	2	6	8
	Between \$60,000 and \$69,999	2	9	11
	Between \$70,000 and \$79,999	1	7	8
	Between \$80,000 and \$89,999	4	2	6
	Between \$90,000 and \$99,999	3	10	13
	Between \$100,000 and \$149,999	11	33	44
	More than \$150,000	7	20	27
	No answer	4	7	11
Total		36	122	158

Data Table was adjusted in order to comply with the requirements (assumptions) for applying Pearson's chi-square testing.

Table 91: *Chi-Square test for 'Income' and 'Generation of Immigrant'*

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	14.370	9	.110
N of Valid Cases	158		

df = Degree of Freedom

The p-value (Asymp. Sig.) indicates "fail to reject" the Null-hypothesis.

Table 91 reveals that Chi-square has a value of 14.370. Since the critical value with a Degree of Freedom of 9 equals to 16.919²⁰⁸, χ^2 is smaller than the critical value. Therefore, it fails to reject the Null-hypothesis.

²⁰⁸ Critical value from Lind, Marchal, & Wathen (2005, p. 718), Appendix B, Critical Values of Chi-Square, here with a confidence level of .05 ($\alpha = .05$).

Conclusion: The data does not support a statistical significant relationship between the variables 'Income' and 'Generation of Immigrant'. Therefore, the assumption Turkish immigrants of the first generation might have earned more/less than second generation is rejected.

This is another key finding. Although the second generation has a higher education than the first generation (see hypothesis testing 10), the educational advantage does not reflect in higher income. 'Income' is statistical independent from 'Generation of Immigrant'.

Hypothesis testing 13: 'Level of Entrepreneurship' and 'Generation of Immigrant'

H₀: The variables are independent

H₁: The variables are not independent (there is a relationship)

Table 92: *Adjusted Data Matrix for Data Processing*

		55. What Generation of Turkish immigrant are you?		
		First Generation	Second Generation	Total
37. Have you founded or co-founded a business?	No	20	74	94
	Yes, my own business	13	30	43
	Yes, co-founded	3	18	21
Total		36	122	158

Data Table was adjusted in order to comply with the requirements (assumptions) for applying Pearson's chi-square testing.

Table 93: *Chi-Square test for 'Level of Entrepreneurship' and 'Generation of Immigrant'*

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.339	2	.310
N of Valid Cases	158		

df = Degree of Freedom

The p-value (Asymp. Sig.) indicates "fail to reject" the Null-hypothesis.

As can be seen from Table 93, Chi-square has a value of 2.339. Since the critical value with a Degree of Freedom of 2 equals to 5.991²⁰⁹, χ^2 is smaller than the critical value. Therefore, it fails to reject the Null-hypothesis.

Conclusion: There no data to support a statistical significant relationship between the variables 'Level of Entrepreneurship' and 'Generation of Immigrant'. Therefore, the assumption first generation Turkish immigrants might be more or less entrepreneurial than the second generation is rejected.

The statistical analysis shows clearly that there is no relation between the entrepreneurial level of Turkish immigrants and the time of entry to the United States. As can be seen from Table 39 (Entrepreneurial Commitment), regardless of the time of entry, the level of entrepreneurship is very high among Turkish immigrants (40.5 percent) compared to Californians (10.8 percent).

Discussion of Findings

²⁰⁹ Critical value from Lind, Marchal, & Wathen (2005, p. 718), Appendix B, Critical Values of Chi-Square, here with a confidence level of .05 ($\alpha = .05$).

The study focused on Turkish immigrants and their contribution to California. However, since it is the first investigation on this ethnic group in California, the study conducted an in-depth research on Turkish immigrants. As such, it followed a holistic approach covering several aspects of the individual. This included background information, motivation, level of preparedness to California, education and employment, level of entrepreneurship, and individual's future outlook.

This part presents a brief discussion on a conceptual level where the descriptive statistics and the Pearson's Chi-Square testing yielded unprecedented findings.

First, the study revealed highly interesting insights of the members of the Turkish community in California. Even though some 60 percent of the participants have been living in the United States for less than 16 years, 81 percent are legally well established by becoming 'naturalized U.S. citizens' or 'green card holder'. Also, 60 percent are homeowners (apartment/condo or house). This complies with 53.9 percent of Californian homeowners.²¹⁰

Turkish immigrants are very well prepared for living in the United States and California. This can be seen in obtaining a Visa where some 70 percent reported 'no' or just 'little' challenge, as well as in adjusting to the American Lifestyle where some two-thirds of the respondents did not experienced difficulties.

²¹⁰ Data according to the United Census Bureau (2007), *2006 American Community Survey, Data Profile Highlights: California*.

Although some 22 percent of the participants stated being self-employed, the total percentage of entrepreneurial commitment is even higher with some 40 percent. This leads to the conclusion that participants have 'founded' or 'co-founded' business while they were still employed (68.4 percent). Another 30 percent of the participants expressed their intention of entrepreneurial activity.

Ninety-two percent reported to have a Bachelor's degree or higher. This high level of education linked with high adaptability (84 percent) resulted in some 75 percent of no difficulties in finding a job and some 79 percent in being unchallenged in the current position.

Second, the study revealed self-perception and the level of integration of Turkish individuals in California. Some 72 percent described themselves as Turkish Americans. In addition, more than 90 percent of the participants perceived themselves as successful in the Golden State. Also, some 80 percent of the respondents are very optimistic and anticipate 'much' or 'great' success in their undertakings. All these very high percentages confirm the commitment of participants to California and to the United States.

Third, in examining inter-group relations by applying Pearson's Chi-Square testing, independence or relationship between several variables were revealed. Here, contrary to the prospect, statistical independence between 'Level of Education' and 'Place of Origin in Turkey', 'Motivation of Migration' and 'Time of Migration', 'Place of Origin in Turkey' and 'Level of Entrepreneurship', 'Area of Settlement

in California' and 'Level of Entrepreneurship', and 'Ethnic Community Involvement' and 'Level of Entrepreneurship' were confirmed. However, there were statistical significant data to support a relationship between 'Level of Education' and 'Age Group', and 'Motivation of Migration to California' and 'Level of Entrepreneurship'. This resulted in the conclusion that the younger the Turkish immigrants are the higher is their level of education. Also, another finding is that Turkish immigrants who have come to California to study or for personal desire/interest were more likely to be entrepreneurial than their peers with other motivation.

Fourth, Pearson's Chi-Square was also applied to investigate differences amongst the sample. For this reason, the sample was divided into two groups, first generation and second generation. First generation was defined as Turkish immigrants who had entered the United States prior to 1981 (22.8 percent); consequently, the second generation included all persons who migrated after 1981 to the United States (77.2 percent).

Here, Pearson's Chi-Square testing was applied on selected variables to examine independence. The tests disclosed interesting discoveries, such as no statistical relationship between 'Place of Origin in Turkey' and 'Generation of Immigrant', 'Motivation for Immigration to California' and 'Generation of Immigrant', 'Income' and 'Generation of Immigrant', and 'Level of Entrepreneurship' and 'Generation of Immigrant'. However, there are statistical relationships between 'Area

of Settlement in California' and 'Generation of Immigrant', and 'Level of Education' and 'Generation of Immigrant'. Therefore, while first generation Turkish immigrants rather have chosen to live in the San Francisco Bay Area, the second generation is independent, implicit and flexible in its choice for settlement.

Also, while only 55.6 percent of the first generation has a 'Graduate degree', the percentage increased to 83.6 percent for the second generation. This high level of education reflects the excellent preparation of the second generation for migrating to the United States. Therefore, the second generation obtained a competitive advantage over other immigrants and Californians on the job market.

Furthermore, the statistical independence of the variables 'Income' and 'Generation of Immigrant' revealed that there is no effect of higher education on the income of the second generation.

Fifth, this study is the first research on Turkish immigrants in California. As such, the quantification of information is another major contribution of this study. The great participation (n=158) stresses the importance and the need for this research. While there have been numerous publications on other ethnic groups, the Turkish community has been neglected by the literature. The relevance of the presented data is that the study successfully quantified extensive aspects of motives, motivation and overall contribution of Turkish Americans to California.

Following a holistic approach, these findings are important for a comprehensive picture of Turkish immigrants in California. The study provides much needed and overdue insights of this neglected ethnic group.

CHAPTER 5

SUMMARY and CONCLUSIONS

While the first chapter described the theoretical parameters, such as research problem, background to the study, definitions, variables and limitations, the second chapter offered a broad overview over the existing literature regarding Turkish Americans in the United States. In the third chapter, the methodology was discussed in detail. This included research design, sample and instrumentation. Data analysis and findings were presented in the fourth chapter. In the second part of the chapter, statistical tools were applied to examine inter-group relations and distinctions among the sample.

In this chapter, a summary of the previous chapters are presented, the results of the study are reviewed, and significant relations and findings concluded, including a comprehensive description of the Turkish immigrant and the level of integration. Further, the total contribution consisting of personal income and entrepreneurial impact to business is computed. This data is processed and converted into the development of the model *Immigrant Integration Matrix*. The chapter is concluded with recommendations followed by concluding remarks.

Research Problem

Immigration and integration are the cornerstones of the great success of the United States. While other countries remained reluctant regarding immigrants, the United States encouraged people from throughout the world to come to America.²¹¹ Today, the United States is a mosaic embracing cultures and ethnic origins from all places.

Numerous studies have been conducted regarding general immigration and migrant's motives. However, Turkish immigrants have been neglected by academia. Only few scholars have researched the history of Turkish arrivals, while presently fewer studies have been conducted on Turkish Americans.

Historically, the geographical focus of existing studies regarding Turkish immigration to the United States was on the East Coast, primarily concentrating on the states of New York and New Jersey where some thirty percent of all Turkish Americans reside²¹². The West Coast, including California, had been relatively neglected although they represent some fifteen percent of Turkish immigrants.

As California has both the largest Gross Domestic Product (GDP) by state and the largest population in the United States,²¹³ it

²¹¹ The Statue of Liberty welcomed immigrants to the United States with the poem of Emma Lazarus *The New Colossus*, including: "Give me your tired, your poor, Your huddled masses yearning to breathe free, The wretched refuse of your teeming shore. Send these, the homeless, tempest-tost to me, I lift my lamp beside the golden door!"

²¹² Data according to the United States Census Bureau (2000).

²¹³ California's GDP was in 2006 according to the Bureau of Economic Accounts (BEA) \$1.7 trillion and its population according to United States Census Bureau (2006) 36.5 million.

was a neglected area regarding Turkish immigrants' contribution to business in California as well as the motivation for immigrating to the United States and to California.

Literature Review

Acquiring literature on Turkish immigration was a great challenge throughout the research. In contrast to Europe where literature on Turkish immigrants is abundant, only few scholars have conducted studies on this matter, especially regarding contemporary Turkish immigration.

While Karpat, Halman, Ahmed and later Grabowski gave an overview of Turkish immigrants' history, Kaya and Micallef investigated recent Turkish experiences in the United States. However, contemporary literature examined exclusively Turkish Americans in Greater New York City.

The review of existing literature evinced clearly the need for an in-depth study on Turkish Americans aside from Greater New York City as well as the matter of identity/history.

Methodology and Survey

The study employed an online questionnaire as the survey instrument. Participants were invited by eMail or through hyperlinks on websites of supporting Turkish American associations and organizations to complete the survey. The data collection was conducted between April and July 2007.

The survey was supported by several Turkish American organizations and associations. The original target group size was complemented by an unknown amount of contacts provided by the Turkish American Association of California (TAAC),²¹⁴ Association of Turkish American of Southern California (ATASC),²¹⁵ Los Angeles Turkish American Association (LATAA), Orange County Turkish American Association (OCTAA), American Turkish Association of Southern California - San Diego (ATASC-SD), Turkish American Ladies League (TALL), Turkish-North American Business Alliance (TNABA)²¹⁶, Daughters of Atatürk,²¹⁷ House of Turkey,²¹⁸ Turkiamia2,²¹⁹ Tulumba Community,²²⁰ and Türk Los Angeles (Turkla)²²¹.

²¹⁴ TAAC is located in San Francisco and serves the Turkish American community in North California including the San Francisco Bay Area.

²¹⁵ ATASC is located in Los Angeles and serves Southern California. LACTAA, OCTAA, ATASC-SD and TALL are chapters and affiliates of ATASC.

²¹⁶ TNABA provides directory services and infrastructure support for more than 40 Turkish-American Organizations in the US and Canada while hosting several organization websites.

²¹⁷ 'Daughters of Atatürk' is promoting especially Turkish women and Turkish heritage.

²¹⁸ 'House of Turkey' is a San Diego, CA, based non-profit organization promoting Turkish culture in Southern California.

²¹⁹ 'Turkiamia2' is a 'Yahoo! Group', dedicated to Turkish Americans in Southern California.

²²⁰ Tulumba Community is a national online forum, offering the Turkish community news, classifieds and calendar for special events.

²²¹ Turkla is the most frequently visited Turkish Internet news portal in California.

The questionnaire survey included several questions of sensitive nature regarding the participant, such as personal background information, income information and organization's annual revenues.²²²

The questionnaire was offered in two languages, English and Turkish. Some three-quarters of the participants chose to complete the English version. Both survey versions were identical in rank, content and number of questions.²²³

Summary of Findings

This section presents an overview over the findings. The discoveries of the study are significant regarding a complete and holistic portrayal of Turkish immigrants' contribution to business in California. Examining motivation and other background information of Turkish Americans was essential for a comprehensive understanding of their contribution. Therefore, all results of the study are equally important as they facilitate a complete overview of Turkish Americans in California.

One-hundred and fifty-eight responses were gathered (a response rate of 84.5 percent).²²⁴ This response rate was due to the

²²² Please see Chapter 3, *Methodology*, for more information on this subject.

²²³ The translation of the English questionnaire into Turkish was provided by a professional interpreter in Ankara, Turkey.

²²⁴ Calculation of response rate: amount of responses divided by the sample size, times 100. Here, $158/187 * 100 = 84.49$ percent. If the calculation would have based on the actual amount of successful eMails sent, the response rate would increase to 94.61 percent. 20 eMail contacts were incorrect and resulted in "Mail System Error" (undeliverable eMail).

immense attention the study attracted aided by Turkish organizations' and associations' interest.²²⁵

The “Turkish Immigrant”

In this section a comprehensive description of the most important findings regarding the *Turkish immigrant* in California is presented. This also includes background information.

While nearly all members of the early Turkish immigration were male,²²⁶ today, there is a relative balance between the genders (sixty percent male and forty percent female). There is a continuous progress of male/female balance since the arrival of the first Turkish immigrants in the United States in 1820.

Some sixty-three percent are ‘between 30 and 50 years’ of age, while another seventeen percent are ‘under 30 years’. Some ninety-three percent of all participants held a Bachelor’s degree or higher. This information corresponds with the results of the age group of ‘less than 50 years’ where some ninety-four percent are highly educated and highly motivated professionals.²²⁷

Table 94: *Level of Education and Age Group*

²²⁵ *Turkish Journal*, an online Turkish news website, conducted an interview with the author and published it on their website (see Appendix F for a copy of the interview). Several Turkish organizations linked to the interview and increased all the more the attention of the study.

²²⁶ Grabowski (2005), p. 90, Ahmed (1986), p. 12, Karpat (1985) p. 180.

²²⁷ Ninety-four percent is the result of adding the number of persons with ‘College Degree and higher’ in the group of ‘less than 50 years’ of age, then dividing it by the total number of persons of ‘less than 50 years’. Here, 118 (‘College Degree and higher’) divided by 126 (‘less than 50 years’ of age) equals to 93.7 percent.

	High School and less, percent	College Degree, percent	Graduate Degree, percent	Total
Under 30 years	7.4	18.5	74.1	100.0
30 to 39 years	3.8	23.1	73.1	100.0
40 to 49 years	8.5	25.5	66.0	100.0
50 to 65 years	7.7	42.3	50.0	100.0
Over 65 years	20.0	40.0	40.0	100.0
All Age Groups	7.6	26.6	65.8	100.0

As can be seen from Table 94, the younger members of the Turkish community have the higher numbers of graduate degree. While forty percent of the group 'over 65 years' held a graduate degree, the rate increased to seventy-four percent in the 'under 30 years' age group. In total, some twenty-seven percent have a college degree, while two-thirds of Turkish immigrants have possessed a graduate degree.

Although some forty-one percent confirmed to have 'founded' or 'co-founded' at least one business, only twenty-two percent of the survey participants said they were self-employed. Additionally 'retired' and 'employed' persons also 'founded' and 'co-founded' businesses. While fifty-five percent of the entrepreneurs are 'self-employed', forty-two percent are 'employees'. Only three percent are 'retirees'.

Table 95: *Occupation and Level of Difficulty*

		4. What is your occupation?			
		Employed	Self- Employed	Retired	Total
45. If you have founded or co-founded a business, to what extent was it difficult to finance your business?	Not at All	2	10	0	12
	Little	7	8	1	16
	Somewhat	5	9	1	15
	Much	5	3	0	8
	Great	8	5	0	13
Total		27	35	2	64

The finding leads to the conclusion that while Turkish immigrants are still in employment, they execute their entrepreneurial projects. This practice has the advantage of a safe income while establishing the business. However, as can be seen from Table 95, 'self-employed' persons have the least amount of financial difficulties in establishing their businesses. 'Employed' persons face double-exertion as they struggle to establish their entrepreneurial enterprise and exercise their duties toward their current employer.

The main motives for immigrating to the United States as it is for California are study, work and family. However, there are differences in the motivation between Turkish immigrants who came directly to the Golden State and those who have been already living elsewhere in the United States. Fifty percent said study was the primary reason for moving directly to California from abroad, while the main motive for Turkish immigrants previously living in the United States was work (forty-nine percent). In both instances family ranks third most important motive (some twenty percent).

Consequently, there are no indicators of *pull* or *push* factors as used by Karpas (1995, p. 176) and Grabowski (2005, p. 94),²²⁸ even though 'study' might be regarded as an individual *push* factor whereas 'family' and 'work' might be seen as individual *pull* factors. However,

²²⁸ Both Karpas and Grabowski are using the phrase *pull* and *push* factors to explain motives for early Turkish immigration to the United States between 1880 and 1920. *Push* factors are described as uncertainty of the Ottoman Empire, while *pull* factors are economical developments in the United States (industrialization and, therefore, the need for workers).

there are no indications of any mass immigration or emigration contingent on *pull* or *push* factors. Rather, here are personal motives leading to individual migration.²²⁹

²²⁹ Unlike the financial crisis in Turkey in 2000/2001 where no mass exodus took place, the financial crisis in Argentina in 2001 led to a mass emigration, especially to Spain, Italy and the United States. As many as 180,000 legal and illegal immigrants are estimated to flee to the United States, according to BBC News *Crisis prompts Argentine exodus* (January 12, 2002) and *Crisis send Argentines to Miami* (February 24, 2002).

Level of Integration

This part evaluates the level of integration of the subject into the Californian community and, thus, into the American society. For this reason, several variables have been coalesced, such as readiness to settle down, commitment, prospect, level of naturalization, and self-assessment.

At the present time, Turkish immigrants are living throughout California. There is no single preferred area of settlement. However, the emphasis is on three regions, the San Francisco Bay Area, Greater Los Angeles and San Diego. While in the nineteen-seventies and nineteen-eighties San Francisco and Los Angeles were the favorite areas to reside, in the nineteen-nineties San Diego became increasingly attractive to Turkish immigrants. This tendency corresponds with the population development in California.²³⁰

An indication of successful integration is also the level of income. Here, sixty-two percent had an income of more than \$70,000; some forty-five percent had \$100,000 or more while seventeen percent earned an annual income beyond \$150,000.

Some sixty percent own their home. Out of these, sixteen percent own an apartment/condo, while eighty-four percent a house. This is a very high percentage when compared to the fifty-four percent

²³⁰ According to the U.S. Census Bureau (2006), the population of San Francisco increased by 4 percent since 1970; while in the same period Los Angeles underwent a growth of 34 percent, San Diego experienced an increase of 81 percent.

of all Californian homeowners.²³¹ The commitment of living in the Golden State is very high with some seventy percent.²³²

Eighty-one percent are naturalized U.S. citizens or 'green card holders'. Some fifty-one percent were naturalized and some seventy-seven percent have immigrated to the United States before the year 2000. This is another confirmation of a long-term commitment.

Turkish Americans perceive themselves very successful in California. More than ninety percent expressed this positive attitude. Another some ninety percent anticipate success within the next five years. These highly optimistic expectations also reflect the ease of adjusting to the American Lifestyle. Some eighty-five percent did 'not at all' or only to the extent of 'somewhat' experienced difficulties in adapting to the *way of life* in the United States. This emphasizes great willingness of being a part of the "American Lifestyle".

Ultimately, the results of the self-assessment are surprisingly clear. More than seventy-two percent describe themselves as Turkish Americans. Some fifty-four percent characterize themselves even to an extent of 'much' or 'great' Americans with Turkish origin. This self-assessment confirms the successful integration into the Californian and American society.

²³¹ Data according to the U.S. Census Bureau (2007), *2006 American Community Survey, Data Profile Highlights: California*.

²³² This includes consideration of both the intention and the actual length of residence. The original intention to stay in the state for 'more than five years' (seventy-two percent) was confirmed by the actual time of residing (seventy percent).

Contribution to Business

Here, the scope and level of Turkish immigrants' contribution to business in California is determined. The first section examines the share and amount of 'Personal Income'²³³ in California. In the second part, the entrepreneurial impact to the economy is analyzed.

Personal Income in California

For calculating the share and amount of the complete personal income of Turkish Americans in California in terms of Dollars, first the immediate income is computed, second step was to calculate the average 'Direct Personal Income',²³⁴ and the fourth step was to generalize the calculation by applying the results to the general Turkish community.

First, the 'Total Direct Personal Income' is computed by multiplying "Frequency" with "Defined Income", as can be seen from Table 96.²³⁵

Table 96: *Total Direct Personal Income*

	Frequency	Defined Mean Income, \$	Total Direct Personal Income, \$
Under \$20,000	6	10,000	60,000

²³³ According to the U.S. Department of Commerce, 'Personal Income' is total sum of all personal income sources, including wage and salary disbursements, supplements to wages and salaries, proprietors' income with inventory valuation and capital consumption adjustments, rental income of persons with capital consumption adjustment, personal dividend income, personal interest income, and personal current transfer receipts.

²³⁴ The 'total direct disposable income' is the immediate income that is received by all persons in form of wages or salaries. This definition disaccords with the definition of 'Personal Income'.

²³⁵ Since pre-defined categories were selected in the survey, the defined amounts are an approximation to the real income. The numbers are deliberately evaluated conservatively to avoid an optimistic estimation and, therefore, ensure a realistic scenario.

Between \$20,000 and \$29,999	7	25,000	175,000
Between \$30,000 and \$39,999	6	35,000	210,000
Between \$40,000 and \$49,999	11	45,000	495,000
Between \$50,000 and \$59,999	8	55,000	440,000
Between \$60,000 and \$69,999	11	65,000	715,000
Between \$70,000 and \$79,999	8	75,000	600,000
Between \$80,000 and \$89,999	6	85,000	510,000
Between \$90,000 and \$99,999	13	95,000	1,235,000
Between \$100,000 and \$149,999	44	125,000	5,500,000
More than \$150,000	27	150,000	4,050,000
No answer	11	10,000	110,000
Total	158		14,100,000

Second, as Table 96 shows, the total amount of direct personal income is \$14,100,000. For the average 'direct personal income', the sum is divided by the amount of survey participants, here one-hundred fifty-eight which equals an average 'direct personal income' of \$89,240.51 per person.

Third, to generalize the income, the average 'direct personal income' is multiplied by the number of persons in the labor force. According to the U.S. Census Bureau (2000), 7,860 Turkish Americans are in the Californian labor force. Thus, the total direct monetary contribution is \$701,430,408.60.²³⁶

This sum equals to a share of .0895 percent of the total 'wage and salary disbursements' in California.²³⁷ Since the amount does not include other income sources, such as rental income, personal dividend income, personal interest income, personal current transfer receipts, etc., the total personal income, according to the definition of

²³⁶ Calculation: 7,860 times \$89,240.51 equals to \$701,430,408.60.

²³⁷ The total 'salary and wage disbursements' in California (2006) were \$784,027,730,000; Data according to U.S. Department of Commerce, Bureau of Economic Analysis, Table SA04 - *State income and employment summary - California 2006*.

the U.S. Department of Commerce, is determined by the share of Turkish Americans of the total personal income in California.

The total personal income in California in the year 2006 was \$1,434,909,558,000.²³⁸ Thus, the total share of Turkish Americans amounts to \$1,284,244,054.41.²³⁹

The Turkish community has a labor force of 7,860 out of a total labor force of 15,977,879 in California. This is equal to .0492 percent. The share of .0895 percent of the total personal income is almost twice as high as the share of the labor force of Turkish Americans.

²³⁸ Op. cit.: U.S. Department of Commerce.

²³⁹ This amount is .0895 percent of the total personal income in California in 2006.

Entrepreneurial Impact to California

While the personal income shows the immediate monetary effect on California, the entrepreneurial impact is more complicated. Besides the revenues of the business and the personal income of the entrepreneur, wages and salaries of the employees also have to be taken into account.

In the previous section, the personal income was determined while here the focus is on the entrepreneurial revenues and income of the employees. As mentioned earlier, some forty-one percent established or co-established a business. However, if the number of businesses 'sold' and 'closed' are deducted, some thirty percent are still involved in business.²⁴⁰

To calculate the indirect entrepreneurial impact through its employees, first, the mean number for each 'number of employee' category of operating businesses was defined, as can be seen from Table 97.²⁴¹ This analysis is similar to the determination of *Total Direct Personal Income* (Table 96). Second, the 'average number of employees' is determined. The third is to reveal the total amount of entrepreneurial undertakings in the Turkish American community. Forth, this number is multiplied with the 'average number of employees' to compute the 'total dependent employees'. In the last

²⁴⁰ Please see Table 42 for details.

²⁴¹ While in the first five categories the median was assumed, in the last category ('more than 100') the minimum count was chosen to ensure a conservative/careful approach to determine the impact of employee's salaries/wages on the economy.

step, the results are multiplied with the ‘average earning per job’ in California. The outcome is the total indirect entrepreneurial impact on the economy.

Table 97: *Total Number of Employees*

	Business operating	Defined Mean Employee Count	Total
Less than 5	26	3	78
Between 5 and 10	11	7	77
Between 11 and 20	5	13	65
Between 21 and 50	2	35	70
Between 51 and 100	2	75	150
More than 100	1	100	100
Total	47		540

As can be noted from Table 97, the total amount of employees in the category ‘business operating’ amounts to 540. Second, to calculate the ‘average number of employees’, this number is divided by the sum of ‘business operating’. Consequently, an average business employs 11.5 persons.²⁴²

Third, the total amount of still operating entrepreneurs is some thirty percent.²⁴³ The number of Turkish Americans in California in ‘labor force’ is 7,860. Thus, the total amount of Turkish American entrepreneurs amounts to 2,338.²⁴⁴ Forth, the result is multiplied with the ‘average number of employees’ what equals to 26,887 ‘dependent employees’.

In the last step, the amount of ‘dependent employees’ is multiplied with the ‘average earning per job’ to determine the total

²⁴² Calculation: 540 divided by 47 equals to 11.5.

²⁴³ The exact number is 29.75 percent.

²⁴⁴ Calculation: 7,860 times 29.75 percents equals to 2,338.

indirect entrepreneurial impact on the economy. According to the Federal Government (FedStats)²⁴⁵, the ‘average earning per job’ in California in 2005 was \$51,842. As a result, the ‘total indirect entrepreneurial impact’ through its employees on the economy is \$1,393,875,854.²⁴⁶

Further, the ‘total revenues of businesses’ have to be computed and later added to the ‘total indirect entrepreneurial impact’ to complete the total entrepreneurial impact on the economy. First step is to define ‘mean revenue’ per category. Then, calculate the ‘average revenue per business’. Third, the ‘total amount of Turkish American businesses’ is multiplied by the ‘average revenue per business’ to determine the ‘total revenues of businesses’ and, therefore, the direct impact on the economy.

Table 98: *Total Revenues*

	Business operating	Defined Mean Revenues	Total, \$
Less than \$500,000	26	250,000	6,500,000
Between \$500,000 and \$1 Million	6	750,000	4,500,000
Between \$1 Million and \$5 Million	7	2,500,000	17,500,000
Between \$5 Million and \$10 Million	1	7,500,000	7,500,000
Between \$10 Million and \$50 Million	4	30,000,000	120,000,000
More than \$50 Million	3	50,000,000	150,000,000
Total	47		306,000,000

As Table 98 reveals, the total revenues are \$306,000,000. In the second step, to determine the ‘average revenue per business’, the

²⁴⁵ Data according to the Federal Government, FedStats - California, retrieved on November 6, 2007, from <http://www.fedstats.gov/qf/states/06000.html>.

²⁴⁶ Calculation: 26,887 times \$51,842 equals to \$1,393,875,854.

amount is divided by the sum of ‘business operating’ which relates to an ‘average revenue per business’ of \$6,510,638.30.²⁴⁷

Third, the ‘total revenues of businesses’ are computed by multiplying ‘average revenue per business’ by the ‘total amount of Turkish American businesses’.²⁴⁸ This equals to \$15,221,872,234.40.²⁴⁹

Consequently, the total impact of Turkish American entrepreneurs is the sum of indirect impact, through salaries and wages, and direct impact, through business revenues. As can be seen from Table 99, the total impact on the economy is \$16,615,748,088. This is a share of some one percent of the total GDP of California.²⁵⁰

Table 99: *Total Entrepreneurial Impact on Economy*

Type of Impact	Total, \$
Indirect impact (salaries and wages)	1,393,875,854
Direct impact (revenues)	15,221,872,234
Total	16,615,748,088

²⁴⁷ Calculation: \$306,000,000 divided by 47 equals to \$6,510,638.30.

²⁴⁸ The ‘total amount of Turkish American businesses’ was already determined in the previous section.

²⁴⁹ Calculation: \$6,510,638.30 times 2,338 equals to \$15,221,872,345.40.

²⁵⁰ Calculation: \$16,615,748,088 divided by \$1,727,355,000,000 equals to .962 percent.

Summary of Contribution to Business

Although the Turkish American labor force in California has a share of only .0492 percent of the total labor force, their contribution to the economy is considerable. In total, the personal income amounts to \$1,284,244,054, a share of .0895 percent of the total personal income in the state. This complies with the findings of the study in terms of income, education and commitment.

Sixty-nine percent of Turkish Americans earned more than \$60,000 per year. The computed average income is \$89,240.51 per person. This is fifty-eight percent higher than the median household income of \$56,645 in California.²⁵¹

While twenty-nine percent of Californians have a Bachelor's degree or higher, some ninety-two percent of Turkish Americans possess a Bachelor's degree or higher.²⁵² The entrepreneurial commitment is some forty-one percent, and another forty percent plan to realize their entrepreneurial projects within foreseeable timetable.

With these anticipations of perception, the results of *personal income* and *entrepreneurial impact* on the economy are not surprising. In total, the contribution to California amounts to \$17,899,992,142. While this represents some one percent of the GDP of California, it is equal to two-thirds of the GDP of North Dakota, half of South Dakota

²⁵¹ Data according to U.S. Census Bureau (2006).

²⁵² Loc. cit.

or Wyoming, and a third of West Virginia, as can be seen in Figure 12 (Appendix E). However, the total contribution is conservative-carefully computed. All numbers were selected from the lower range of eligible figures. The actual contribution might very well exceed the presented total.

Development of Model

In the previous sections of the chapter, the key findings were presented and discussed. The “Turkish Immigrant” was described with its most characteristic attributes. Also, the level of integration of Turkish immigrants into the Californian and, therefore, American community were discussed. Finally, the total contribution to business was computed by determining the personal income and the entrepreneurial impact of Turkish Americans to California.

The findings derived from descriptive statistics and advanced statistical analysis. However, while the results showed detailed characteristics, it lacked of a comprehensive and holistic overview. The study attempts to remedy this deficiency and present the data in a more coherent and cohesive form.

For this purpose, a special model (matrix) was developed embedding all the significant information regarding Turkish Americans.

Data Transformation

To present the data in a more comprehensive form, a selection of the findings was assigned to five categories, which were utilized for graphical illustrations.

The five categories are:

1. Generation
2. Education
3. Integration
4. Entrepreneurship
5. Contribution

Questions with commonalities and references to the categories were selected. However, the survey design applied various types of questions, such as closed-ended questions, multiple-choice, categorical responses, and Likert scale. While some categories included also elements from various types of questions, some questions had to be transformed into comparable data.

Some questions in the categories were other than a Likert scale and as a consequence no median could be computed. However, the results of these queries were weighted in a manner to comply with the five-point Likert scale.

As can be seen from Table one-hundred, the category generation and has only one assignment, while others have several.

Table 100: *Categorization of Questions*

Category	Questions
Generation	10

Education	15, 16, 27
Integration	7, 14, 17, 35, 49, 50, 51
Entrepreneurship	37, 38, 45, 47
Contribution	36, 37, 40

First, the sample was divided according to the time of entry to the United States. For this reason, four generations of Turkish Americans were determined, as can be seen from Table 101.

Table 101: *Categorization of Generation*

	Frequency	Percent
First Generation (before 1981)	36	22.79
Second Generation (between 1981 and 1990)	32	20.25
Third Generation (between 1991 and 2000)	58	36.71
Forth Generation (after 2000)	32	20.25
Total	158	100.0

Earlier, the sample was divided into two generations, first generation (pre-1981) and second generation (post-1981). This segmentation was in accordance with the literature (Kaya, 2004). However, the findings of this study evinced that it is more appropriate to divide the sample into four groups. As the study demonstrates, there are significant differences among the generations. Therefore, the most suitable and consistent manner is to utilize the timeframes ‘before 1981’, ‘between 1981 and 1990’, ‘between 1991 and 2000’, and ‘after 2000’.

Second step was to correlate ‘education’ to each generation as Table 102 details.

Table 102: *Category Score of Education*

	1 st	2 nd	3 rd	4 th
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	Generation	Generation	Generation	Generation
Question 15 ²⁵³	4	4	3	4
Question 16 ²⁵⁴	4	3	4	4
Question 27 ²⁵⁵	5	5	5	5
Total	13	12	12	13
Category Score ²⁵⁶	4.33	4.00	4.00	4.33

In the third step, the category score for ‘integration’ were calculated, as can be seen from 103.

Table 103: *Category Score of Integration*

	1 st Generation	2 nd Generation	3 rd Generation	4 th Generation
Question 7 ²⁵⁷	5	5	4	1
Question 14 ²⁵⁸	4	4	4	4
Question 17	3	4	4	4
Question 35 ²⁵⁹	4	4	2	2
Question 49	4	5	4	2
Question 50	4	5	4	4
Question 51	5	5	4	4
Total	29	32	26	21
Category Score ²⁶⁰	4.14	4.57	3.71	3.00

²⁵³ A reversed median of question 15 was applied to enable computation.
²⁵⁴ A reversed median of question 16 was applied to enable computation.
²⁵⁵ The median of question 15 was calculated by a weighted computation.
²⁵⁶ Calculation: Total divided by the number of questions.
²⁵⁷ The median of question 7 was calculated by a weighted computation.
²⁵⁸ A reversed median of question 14 was applied to enable computation.
²⁵⁹ The median of question 35 was calculated by a weighted computation.
²⁶⁰ Calculation: Total divided by the number of questions.

The forth step was to compute scores for the category ‘entrepreneurship’, as can be seen from 104.

Table 104: *Category Score of Entrepreneurship*

	1 st Generation	2 nd Generation	3 rd Generation	4 th Generation
Question 37 ²⁶¹	3	5	1	1
Question 38	4	4	3	3
Question 45 ²⁶²	4	3	3	4
Question 47 ²⁶³	3	3	3	2
Total	14	15	10	10
Category Score ²⁶⁴	3.50	3.75	2.50	2.50

Fifth step was to calculate personal income, indirect and direct impact in the category ‘contribution’ for each generation. Here, income is assigned to each generation, as can be seen from Table 105.

Table 105: *Assignment for Personal Income for each Generation*

	1 st Generation	2 nd Generation	3 rd Generation	4 th Generation
Under \$20,000	0	1	2	3
Between \$20,000 and \$29,999	0	0	4	3
Between \$30,000 and \$39,999	0	0	4	2
Between \$40,000 and \$49,999	2	1	4	4
Between \$50,000 and \$59,999	2	0	0	6
Between \$60,000 and \$69,999	2	2	5	2
Between \$70,000 and \$79,999	1	2	3	2
Between \$80,000 and \$89,999	4	1	1	0
Between \$90,000 and \$99,999	3	2	7	1
Between \$100,000 and \$149,999	11	12	18	3
More than \$150,000	7	10	7	3
No answer	4	1	3	3
Subtotal	36	32	58	32
Total				158

²⁶¹ The median of question 37 was calculated by a weighted computation.

²⁶² A reversed median of question 45 was applied to enable computation.

²⁶³ A reversed median of question 47 was applied to enable computation.

²⁶⁴ Calculation: Total divided by the number of questions.

With the assigned income for each generation, the actual income can be computed, as shown in Table 106.

Table 106: *Calculation for Personal Income for each Generation*

Defined Mean Income ²⁶⁵	1 st Generation	2 nd Generation	3 rd Generation	4 th Generation
Frequency in Table 105 x \$10,000	0	\$10,000	\$20,000	\$30,000
Frequency in Table 105 x \$25,000	0	0	\$100,000	\$75,000
Frequency in Table 105 x \$35,000	0	0	\$140,000	\$70,000
Frequency in Table 105 x \$45,000	\$90,000	\$45,000	\$180,000	\$180,000
Frequency in Table 105 x \$55,000	\$110,000	0	0	\$330,000
Frequency in Table 105 x \$65,000	\$130,000	\$130,000	\$325,000	\$130,000
Frequency in Table 105 x \$75,000	\$75,000	\$150,000	\$225,000	\$150,000
Frequency in Table 105 x \$85,000	\$340,000	\$85,000	\$85,000	0
Frequency in Table 105 x \$95,000	\$285,000	\$190,000	\$665,000	\$95,000
Frequency in Table 105 x \$125,000	\$1,375,000	\$1,500,000	\$2,250,000	\$375,000
1 Frequency in Table 105 x \$50,000	\$1,050,000	\$1,500,000	\$1,050,000	\$450,000
Frequency in Table 105 x \$10,000	\$40,000	\$10,000	\$30,000	\$30,000
Subtotal	\$3,495,000	\$3,620,000	\$5,070,000	\$1,915,000
Total				\$14,100,000

The actual amount of income was generalized to the population of Turkish Americans in California and then calculated into the population percentage. As shown in Table 107, the personal income for each generation is listed.

Table 107: *Actual Personal Income for each Generation*

	1 st Generation	2 nd Generation	3 rd Generation	4 th Generation
Income, as percentage of the Sample ²⁶⁶	24.79	25.67	35.96	13.58
Income, as total Dollar of the Population ²⁶⁷	318,364,101	329,665,449	461,814,162	174,400,343

To calculate the indirect entrepreneurial impact, the number of employees in ‘businesses operating’ was assigned to each generation.

²⁶⁵ The ‘Defined Mean Income’ is applied as the survey only revealed income categories.

²⁶⁶ Calculation: ‘Total’ (here \$14,100,000) divided by ‘Income for each Generation’.

²⁶⁷ Calculation: ‘Percentage’ of the ‘Total Personal Income’ (\$1,284,244,054.41).

The total amount of 'businesses operating' is 47 (see Table 97). As shown in Table 108, each corresponding number of employees was assigned to the respective category.

Table 108: *Assignment for Indirect Impact for each Generation*

	1 st Generation	2 nd Generation	3 rd Generation	4 th Generation
Less than 5	9	5	9	3
Between 5 and 10	2	4	3	2
Between 11 and 20	1	1	2	1
Between 21 and 50	0	1	1	0
Between 51 and 100	0	1	0	1
More than 100	1	0	0	0
Subtotal	13	12	15	7
Total				47

With the assigned number of employees for each generation, the actual number of employees was calculated, as shown in Table 109.

Table 109: *Calculation for Indirect Impact for each Generation*

Defined Mean Number of Employees ²⁶⁸	1 st Generation	2 nd Generation	3 rd Generation	4 th Generation
Frequency in Table 108 x 3	27	15	27	9
Frequency in Table 108 x 7	14	28	21	14
Frequency in Table 108 x 13	13	13	26	13
Frequency in Table 108 x 35	0	35	35	0
Frequency in Table 108 x 75	0	75	0	75
Frequency in Table 108 x 100	100	0	0	0
Subtotal	154	166	109	111
Total				540

The percentages of employees were then compared to the total population. As can be seen from Table 110, the amount in Dollars for the indirect impact is listed for each generation.

Table 110: *Actual Indirect Impact for each Generation*

²⁶⁸ The 'Defined Mean Number of Employees' are applied as the survey only revealed categories in actual number of employees.

	1 st Generation	2 nd Generation	3 rd Generation	4 th Generation
Number of employees, as percentage of the Sample ²⁶⁹	28.52	30.74	20.19	20.55
Indirect Impact, as total Dollar of the Population ²⁷⁰	397,533,394	428,477,438	281,423,535	286,441,488

Next, the direct impact (revenues of businesses) per generation was computed. As can be seen from Table 111, the frequencies are listed for each ‘category of revenues’ per generation.

Table 111: *Assignment for Revenues for each Generation*

	1 st Generation	2 nd Generation	3 rd Generation	4 th Generation
Less than \$500,000	8	6	8	4
Between \$500,000 and \$1 Million	2	1	3	0
Between \$1 Million and \$5 Million	1	3	2	1
Between \$5 Million and \$10 Million	0	1	0	0
Between \$10 Million and \$50 Million	2	1	0	1
More than \$50 Million	0	0	2	1
Subtotal	13	12	15	7
Total				47

After assigning the revenues for each generation, the actual revenues were calculated. Please see Table 112 for details.

²⁶⁹ Calculation: ‘Total’ (here 540) divided by ‘Number of Employees for each Generation’.

²⁷⁰ Calculation: ‘Percentage’ of the ‘Indirect Impact’ (\$1,393,875,854).

Table 112: *Calculation for Revenues for each Generation*

Defined Mean Revenues ²⁷¹	1 st Generation	2 nd Generation	3 rd Generation	4 th Generation
Freq. in Table 111 x \$250,000	\$2,000,000	\$1,500,000	\$2,000,000	\$1,000,000
Freq. in Table 111 x \$750,000	\$1,500,000	\$750,000	\$2,250,000	0
Freq. in Table 111 x \$2,500,000	\$2,500,000	\$7,500,000	\$5,000,000	\$2,500,000
Freq. in Table 111 x \$7,500,000	0	\$7,500,000	0	0
Freq. in Table 111 x \$30,000,000	\$60,000,000	\$30,000,000	0	\$30,000,000
Freq. in Table 111 x \$50,000,000	0	0	\$100,000,000	\$50,000,000
Subtotal	\$66,000,000	\$47,250,000	\$109,250,000	\$83,500,000
Total				\$306,000,000

To generalize the actual revenues to the population, the revenues were transformed into percentages and applied to the population. Table 113 reveals the amount in Dollars for revenues for each generation.

Table 113: *Actual Direct Impact (Revenues) for each Generation*

	1 st Generation	2 nd Generation	3 rd Generation	4 th Generation
Direct Impact (revenues), as percentage of the Sample ²⁷²	21.57	15.44	35.70	27.29
Direct Impact (revenues), as total \$ of the Population ²⁷³	3,283,357,841	2,350,257,073	5,434,208,388	4,154,048,933

To complete the calculations for the total entrepreneurial impact, the 'actual indirect impact for each generation' and the 'actual revenues for each generation' were combined, as shown in Table 114.

Table 114: *Total Entrepreneurial Impact for each Generation*

Type of Impact	1 st Generation	2 nd Generation	3 rd Generation	4 th Generation
Indirect impact	397,533,394	428,477,438	281,423,535	286,441,488
Direct impact (revenues)	3,283,357,841	2,350,257,073	5,434,208,388	4,154,048,933
Total	3,680,891,235	2,778,734,511	5,715,631,923	4,440,490,421

²⁷¹ The 'Defined Mean Revenues' are applied as the survey only revealed categories in actual revenues of the business.

²⁷² Calculation: 'Total' (here \$306,000,000) divided by 'Revenues for each Generation'.

²⁷³ Calculation: 'Percentage' of the 'Revenues' (\$15,221,872,234.40).

The final step was to compute the total amount of ‘contribution’ was to add ‘total personal income for each generation’ to ‘total entrepreneurial impact for each generation’, as can be seen from Table 115.

Table 115: *Total Contribution for each Generation*

Type of Impact	1 st Generation	2 nd Generation	3 rd Generation	4 th Generation
Total Personal Income	318,364,101	329,665,449	461,814,162	174,400,343
Total Entrepreneurial Impact	3,680,891,235	2,778,734,511	5,715,631,923	4,440,490,421
Total	3,999,255,336	3,108,399,960	6,177,446,085	4,614,890,764

All figures in Dollars.

An overview of the results is presented in Table 116.

Table 116: *Overview of Category Scores and Values*

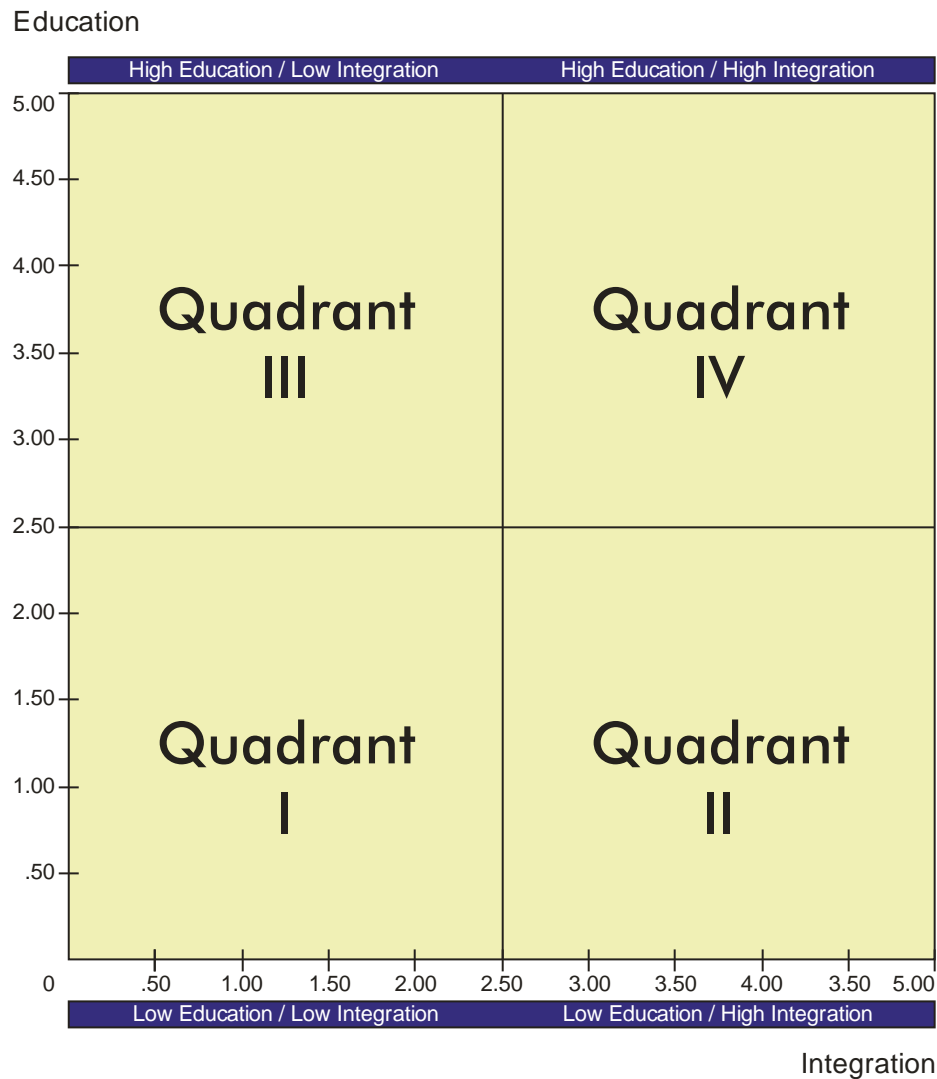
Category	Population (percent)	Education (score)	Integration (score)	Entrepreneurship (score)	Contribution (\$)
1 st Generation	22.79	4.33	4.14	3.50	3,999,255,336
2 nd Generation	20.25	4.00	4.57	3.75	3,108,399,960
3 rd Generation	36.71	4.00	3.71	2.50	6,177,446,085
4 th Generation	20.25	4.33	3.00	2.50	4,614,890,764
All Generations	100.0	4.17*	3.86*	3.06*	17,899,992,142

* *Average median score.*

Application of Model

As illustrated in Table 116, every generation was associated with an individual score in each of the five categories. To illustrate the level of integration and contribution of each generation to California including all derived information, an *Immigrant Integration Matrix* was developed, as shown in Figure 9.

Figure 9: *Immigrant Integration Matrix*



As can be seen from Figure 9, the *Immigrant Integration Matrix* is a two-by-two matrix with the horizontal axis representing *Integration* and the vertical axis representing *Education*. Every immigrant is somewhere on the continuum of integration. The variable includes the immigrant's readiness, commitment and self-perception as factors for integrating into the society. It ranges from high to low level of integration.

The level of education is a critical variable and corresponds to the characteristics of the “knowledge worker” as defined by Peter Drucker.²⁷⁴ Also, “information is data endowed with relevance and purpose. Converting data into information thus requires knowledge. And knowledge, by definition, is specialized” (Drucker, 2003, p. 101). Thus, the higher the education the more specialized is the person. Today, knowledge and even more *special knowledge* are the key elements in the information era. Consequently, education is highly significant in relation with integration to establish a comprehensive overview on the immigrant's status. The term “knowledge”, as in this context, relates to Quadrant III and Quadrant IV.

The relationship between education and integration determines the position of the immigrant group in the matrix. As a result, there are four possible combinations:

²⁷⁴ Peter Drucker introduced the term “Knowledge Worker” in his book *Landmarks of Tomorrow* (1959). He predicted the importance of knowledge and the increased use of information instead of manual labor. Today, knowledge workers are participants in the knowledge economy where information and its manipulation is the commodity.

1. *Quadrant I.* This is the quadrant of low education/low integration relationship. Here, immigrants are poorly educated and badly integrated. Members of the mass immigration in the late 19th and early 20th Century are an example for this category; cultural differences and language barriers are typical hurdles hard to overcome.
2. *Quadrant II.* This quadrant with low education/high integration is home to well established immigrants. Next to skilled and unskilled workers/employees, generally small business entrepreneurs are in this category. Members are naturalized U.S. citizens as they have lived for a long period of time in the country. Also, they are usually part of a wave of immigration from one country or region.
3. *Quadrant III.* High education/low integration is usually the transitional phase towards the next category of high education/high integration. However, although members are highly educated in this quadrant, some lack of the ability to integrate themselves or simply need more time to adjust to the society. For example, experts in highly specialized areas, who work for several years in the United States, then return to their home country due to cultural differences and/or missing bonds regarding the host country. The entrepreneurial level is non-existing or low.

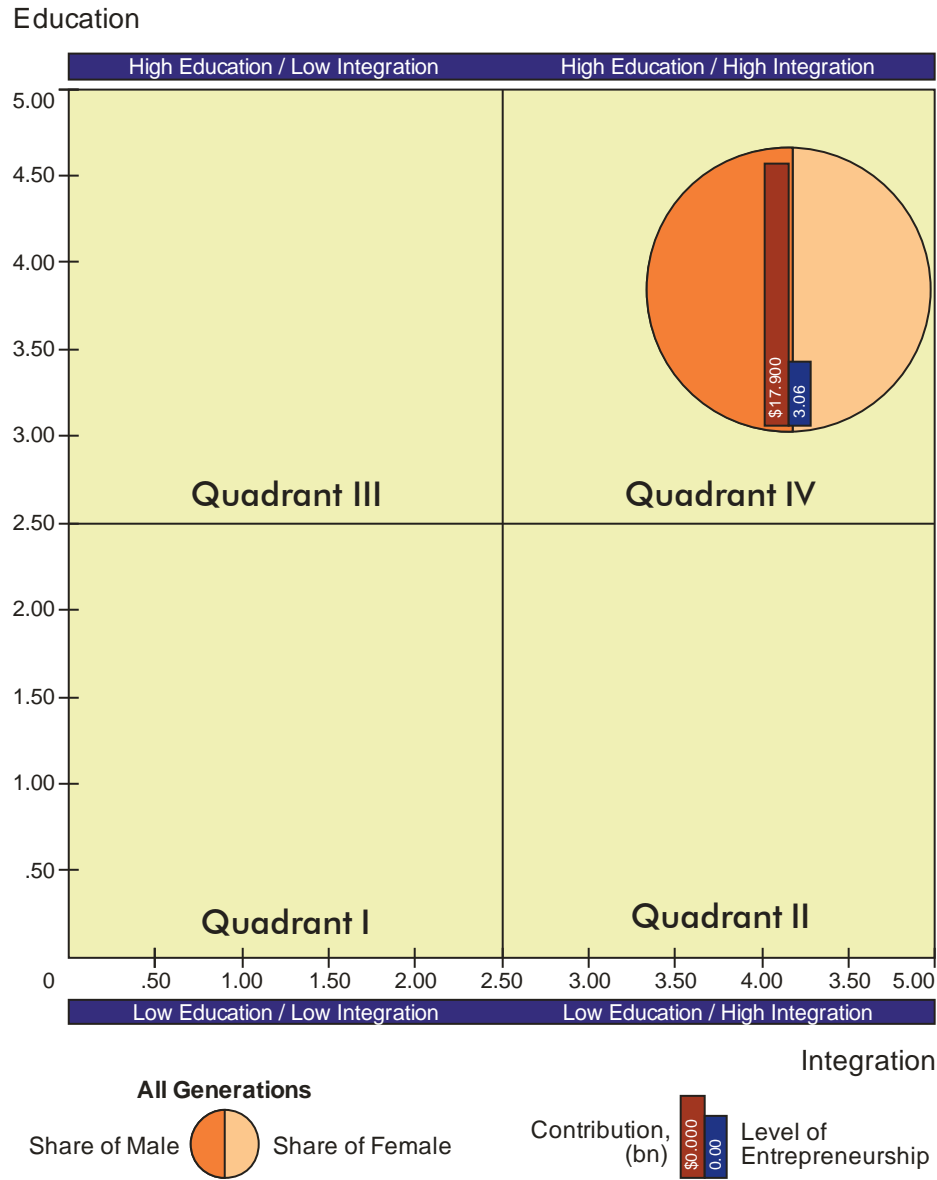
4. *Quadrant IV*. This is the highest category with high education/high integration. People in this quadrant are both very well educated and able to integrate into the society. Commonly, most members are naturalized U.S. citizens, green card holders or have long-term Visa. Typical jobs include middle, high and senior management positions, academic careers, and other specialized professions. Entrepreneurial undertakings include all kind and size of businesses.

Regarding the title of the model, *Immigrant Integration Matrix* responds directly to immigrants and their level of integration in the society. Only two scores are needed for both, computing the position of the investigated group in the matrix and revealing the contained information at first glance. Further, *Immigrant* refers to any group of immigrants, here Turkish Americans in California, to determine their overall score and to compare within the investigated group and/or with different groups. *Integration* indicates the point of time when the analysis takes place.²⁷⁵ Eventually, *Matrix* describes the type of model used to illustrate the information.

²⁷⁵ The *Immigrant Integration Matrix* examines immigrant groups after their arrival in the host country, viz. post-immigration. Also, the *Immigrant Integration Matrix* is most suitable as a substructure to develop a pre-immigration model. This model could support officials in their evaluation of prospective immigrants before issuing immigration visa or green cards. The new model would complement existing “immigration point-systems”, such as applied in Canada, Australia, New Zealand and Great Britain, and further a discussed point-system in the United States.

In the following illustration, the data for ‘all generations’ from Table 116 are applied.

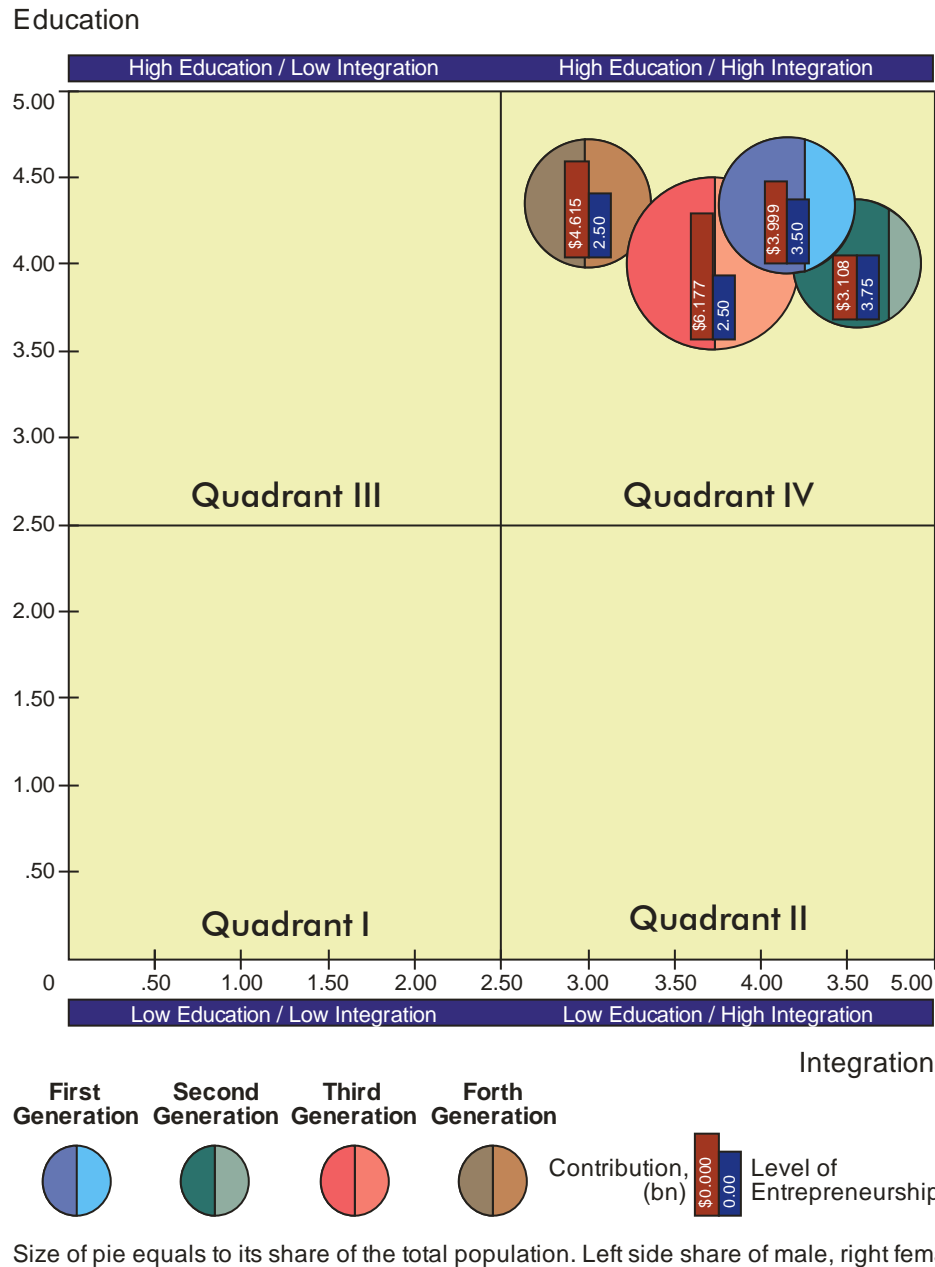
Figure 10: *Immigrant Integration Matrix – All Generations*



As can be seen from Figure 10, Turkish Americans, as a total of all generations, in California are very well established. The position of the investigated group is in Quadrant IV. The total contribution amounts to \$17.900bn, while their level of Entrepreneurship is

relatively high with 3.06 out of 5.00. Also, there is a nearly equilibrium between male and female immigrants.

Figure 11: *Immigrant Integration Matrix – Single Generation*



As illustrated in Figure 11, each generation is shown in the *Immigrant Integration Matrix* with its special features. While all

generations are in Quadrant IV, their single positions differ distinctively from each other.

First generation incorporates the second highest level of education, integration and level of entrepreneurship. The contribution of \$4 billion places it third while its male population is some two-thirds. The second generation has the highest level in integration while it ranks last in education. Also, only a quarter are female. However, it has the highest level of entrepreneurship.

Most of the members are in the third generation (36.71 percent). Their contribution with some \$6.2 billion ranks first, although the level of entrepreneurship is in the third place. Here, the share of male and female immigrants is in equilibrium. The fourth generation contributes some \$4.6 billion. While it is ranked first in education, it comes last in integration. The level of entrepreneurship is identical with the third generation. For the first time, female immigrants represent the majority.

The tendency is clearly apparent; the level of education and the amount of contribution is increasing. The same is true for the share of female immigrants who surpassed their counterparts for the first time in the history of Turkish immigration to the United States.

The low scores of integration of the third and fourth generations are mostly due to their relatively short stay in the United States and

California. As can be seen from the second generation, they are very well established as Turkish Americans.

Advantages of Model

The *Immigrant Integration Matrix* offers valuable information. It can be used by organizations, institutions, authorities and academia to determine the level of integration, education, contribution and entrepreneurship of Turkish Americans in California. However, the model is not limited to one specific group. It offers a frame to incorporate all significant information from any immigrant group. As such, it can be used to compare within one ethnic group, as done in this study, or show differences and commonalities among various immigrant groups.

With the segmentation into Quadrants I, II, III, and IV, it also communicates the current status of the investigated group or groups. The model transforms the complex information from the abstract data into visual and easy to understand graphical display.

Another major advantage of using the matrix is that it facilitates to draw conclusions and anticipate tendencies, therefore, consequences of acts or failure to act in context with immigration. This is especially important in integrating successful ethnic immigrants into the society.

As a result, the *Immigrant Integration Matrix* can be used for evaluating the current state of ethnic or immigrant groups in their efforts of successful integration, for displaying tendencies of ethnic groups, and comparing differences within and among various groups.

Recommendations

The recommendations are divided into two sections. The first part expresses advices on the research methods and parameters regarding the survey. In the second part, recommendations regarding further research are articulated. Also, possible applications of the model are suggested.

Research Methods

The study is exploratory in nature. The focus group has never been researched before in the presented manner. For this reason, the survey design and the survey questions are newly designed and applied. The quantification of information on Turkish Americans in California is a major contribution of the study.

Areas of recommendations are:

1. Research Design
2. Method of Data Collection
3. Research Focus

First, although the present research design was successful, there are several areas with opportunity for improvement. The survey

included fifty-two questions in total. This is rather close to the upper limit of questions for surveys as participants might feel imposed and, thus, lose interest in completing the questionnaire. “Clear and concise questionnaires can help get the best response”, Burgess (2001, p. 3). Therefore, it is recommended to conduct a survey with fewer questions to avoid low response rate.

The study applied various types of questions, such as closed-ended questions, multiple-choice, categorical responses, and Likert scale. The utilized combination hereof was successful throughout the questionnaire. However, the applied categories especially regarding revenues, income and number of employees were not optimally segmented. It is suggested to offer more categories or apply open-ended questions to gather more detailed information. Also, in part 4 (entrepreneurship) of the survey, participants who were not involved in entrepreneurial undertakings omitted these questions. To ease data processing, it is advised to include the response option “does not apply”. The same is true for questions regarding education.

Since the investigated target persons are originally Non-English speakers, here Turkish Americans, giving the opportunity of choice of language, English or Turkish, resulted in higher response rate. Forty-three participants (27.2 percent) took advantage of completing the survey in the alternative language. Therefore, it is recommended to offer a bi-lingual survey to ease participation and increase overall response rate.

Second, the methods of data collecting applied by the study were highly efficient. Utilizing the advantages of an online survey combined with the assistance of Turkish American organizations and associations resulted in a response rate of 84.5 percent. Additional paper and pencil surveys might have increased the total amount of responses; however, the high costs of data collection would be incommensurate with the benefits of additional responses. Therefore, it is recommended to exploit the possibilities of the Internet to conduct a survey.

The study has worked close with Turkish American organizations and associations who provided further contacts and access to their members. Attempts failed, though, to contact official Turkish representatives and ask for their assistance in conducting the study.²⁷⁶ However, it is advised to contact official representatives of ethnic minorities and seek for their assistance, for example to increase the number of survey participants in form of additional contacts.

Third, as the study is highly exploratory, the research focus included besides level and scope of contribution to business also background data, motivation and integration, education and employment, entrepreneurship, and a closing part. As aforementioned, the quantification of data on the investigated target group is a major contribution of the study to knowledge. Nevertheless,

²⁷⁶ Several attempts to contact the Consulate General of Turkey in Los Angeles, CA, failed.

it recommends consolidating the research focus on one or two aspects for further studies.

Further Research and Application of Model

While several studies have been conducted on early Turkish immigration to the United States, contemporary Turkish immigration has been mostly neglected by the academia. Only few scholars have researched contemporary Turkish immigration, such as Kaya or Micallef. Here, more research in general on Turkish Americans is recommended.

Also, further studies are needed in terms of geographical balance. While the focuses on previous studies were on Greater New York City, this study has investigated the Turkish community in California. Additional research is needed especially in the states of Florida, Illinois, Massachusetts, New Jersey, Pennsylvania, Texas, and Greater Washington, DC²⁷⁷. Next to New York and California, these states are home to the largest population of Turkish Americans in the United States.

Another recommendation is to research similarities and dissimilarities among the Turkish community on both state level and national level. This study evinced differences within Turkish Americans in California in various aspects, such as level of entrepreneurship, integration, education and contribution, as can be

²⁷⁷ Greater Washington, DC, includes also Maryland and Virginia.

seen from Figure 11. Distinctions among Turkish communities whether within a state or across country would offer new knowledge and, thus, more insights of the level of entrepreneurship, integration, education and contribution of ethnic groups or, as in this study, generations.

This study recommends several applications regarding the use of the model *Immigrant Integration Matrix*. It communicates at the first glance the embedded information in a visual elegant yet easy to understand form. It can be used to analyze the status of a specific immigrant group as it also might be utilized to compare segments within and across ethnic minorities. As such, the model might be applied by

- Ethnic Organizations
- Businesses
- Governmental Authorities
- Academia

The application of the model is recommended to ethnic organizations, such as Turkish American associations and organizations, to assess the actual status of their community within a specific geographical area. For this reason, the organization may utilize the matrix on a county-, region-, state- or national-wide level. The model optionally assesses and/or compares the actual level of integration and education of the group. The ethnic organization would

use the model to promote their community and, therefore, support the overall integration process of their members.

Used as a comparison, the *Immigrant Integration Matrix* offers businesses a suitable and appropriate tool to evaluate potential employees. As the organization determines its needs in terms of education, the vertical axis of the model shows the actual level of education of the employee target group. Additionally, the horizontal level represents the level of integration, indicating the level of ease to incorporate the ethnic group into the organization's company culture.

The *Immigrant Integration Matrix* offers at the first glance the actual level of integration and education. The use of the model is recommended to governmental authorities as they can assess their overall integration policies when applied to all immigrants. When applied to different ethnic immigrants, the model shows the particular level of progress of each group. This would allow implementing specific policies for each immigrant group. Another application for immigration policy is to assess the overall current position of a specific ethnic group; when satisfied or dissatisfied with the integration progress and level of education, the immigration quota for this ethnic group would be adjusted by increase or decrease respectively.

For academia, it is recommended to utilize the model to investigate various minorities and their level of integration, education, entrepreneurship, contribution, and even the share of male/female.

Further applications include the comparison between different groups and/or among the same group. The model facilitates examining distinctions or similarities in cross-relations over time. These new insights would reveal and contribute knowledge.

Concluding Remarks

The study investigated Turkish immigrants and their contribution to California. As such, it conducted the first broad research on this ethnic group in California. Following a holistic approach, the study covered several aspects of the individual including background information, motivation, level of preparedness to California, education and employment, level of entrepreneurship, and the individual's self-assessment.

As a conclusion to the data, the study delivered a comprehensive description of the Turkish immigrant and the level of integration in California. Further, it computed the total contribution of Turkish Americans to business in the Golden State, including personal income and entrepreneurial impact. These findings were evaluated, processed and transformed to develop the model *Immigrant Integration Matrix*. The model illustrates in form of a matrix the relation between education and integration. It also embeds information regarding total contribution, level of entrepreneurship, and share of male/female within the group. The model was then used to display distinctions within the Turkish American community in California. The visual illustration communicates all the data at one glance and is easy to understand.

The *Immigrant Integration Matrix* is applicable in several areas by several organizations, such as ethnic organizations, businesses,

governmental authorities, academia, etc. The model displays, compares, and positions ethnic minorities or immigrant groups in the matrix. It facilitates the anticipation for potential need for governmental involvement and/or change of policies to ease the integration process.

With its significant findings, the study contributed to knowledge. It promotes and illustrates with the application of the *Immigrant Integration Matrix* the overall integration process of Turkish immigrants. Ultimately, the study fills the vacancy of exploration of Turkish Americans in California.

APPENDIX

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Ertan Elmaağaçlı**San Diego, California**[Website](#)[Turkish Immigrant
Questionnaire](#)[About the Questionnaire](#)[About Ertan](#)**Sayın bayan ve baylar, dear Turkish American,**

My name is Ertan Elmaağaçlı and I am a doctoral candidate at the California School of International Management in San Diego, California. My dissertation study investigates the business contribution of Turkish immigrants to California.



Until today, there has not been any research on Turkish immigrants and their business contribution to California. Your participation in this study is highly welcomed; it provides relevant and much needed insights about the Turkish community in California.

The findings of the study will bridge the gap of missing information and promote the integration process of Turkish immigrants not only in California but in the United States.

For your convenience, the survey is online, easy accessible and you have the choice of two languages, English or Turkish. Completing the questionnaire will take less time than enjoying a cup of Turkish coffee. If you wish, I would be more than happy to provide you with a summary of the findings.

During this survey, I guarantee discretion and anonymity. Your information will be electronically processed and analyzed; the results will only appear as part of a statistical data summary.

If you have any questions, please feel free to contact me at 619-795-2771 or at survey@elmaagacli.com. This letter and questionnaire have been approved by my doctoral faculty committee.

Your participation in this survey is greatly appreciated and very welcomed. With your support, this study will promote and increase awareness of the Turkish community in California.

Thank you very much for your cooperation.

Saygılarımla,
Sincerely,

Ertan Elmaağaçlı

Click here to go to the survey



FORWARD TO A

FRIEND

Forwarding this eMail to a friend or family will make a difference.

With your support, this study will promote and increase awareness of the Turkish community in California.

FORWARD TO

FAMILY

Copyright © 2007 by EET™

If you are experiencing trouble with the display of this eMail, please click here: survey.elmaagacli.com

I. Background Information

1. What is your country of origin?
 - a. Turkey
 - b. USA
 - c. Other

2. Are you
 - a. Male
 - b. Female

3. What is your age group?
 - a. Under 20 years
 - b. Between 20 and 29 years
 - c. Between 30 and 39 years
 - d. Between 40 and 49 years
 - e. Between 50 and 65 years
 - f. Over 65 years

4. Are you
 - a. Employed
 - b. Self-employed
 - c. Student
 - d. Retired
 - e. Homemaker
 - f. Unemployed

5. Where were you born?
 - a. Turkey
 - b. USA
 - c. Other: _____ [please specify]

6. What is your current status?
 - a. Green card holder
 - b. Naturalized US citizen
 - c. Born US citizen
 - d. VISA: _____ [please specify]
 - e. Other: _____ [please specify]

7. Do you own or rent a residence? [multiple answers possible]
 - a. Rent: Apartment/Condo
 - b. Rent: House
 - c. Own: Apartment/Condo
 - d. Own: House

8. How many persons are living in your household?
 - a. 1 person
 - b. 2 persons
 - c. 3 persons
 - d. 4 persons
 - e. 5 or more persons

9. Where in Turkey did do you originally come from?
- Istanbul
 - Ankara
 - West Turkey (Aegean Sea)
 - North Turkey (Black Sea)
 - Central Turkey
 - South Turkey (Mediterranean Sea)
 - North East Turkey
 - South East Turkey
 - Other: _____ [please specify]
10. If you are an Immigrant, when did you come to the U.S.?
- before 1970
 - between 1970 and 1980
 - between 1981 and 1990
 - between 1991 and 2000
 - after 2000
11. If you are an Immigrant, why did you come to the United States?
- Family
 - Work
 - Study
 - Personal Interest
 - Other: _____ [please specify]
12. What generation of immigrant or Turkish American are you?
- 1st Generation
 - 2nd Generation
 - 3rd Generation
 - 4th Generation or more
13. If you are an Immigrant, to what extent did you encounter difficulties in obtaining a Visa for the U.S.?
- Not at all 1 [] 2 [] 3 [] 4 [] 5 [] Great
14. To what extent did you experience challenges in adjusting to “American Lifestyle”?
- Not at all 1 [] 2 [] 3 [] 4 [] 5 [] Great
15. To what extent did you encounter difficulties finding a job?
- Not at all 1 [] 2 [] 3 [] 4 [] 5 [] Great
16. To what extent do you feel challenged in your current job?
- Not at all 1 [] 2 [] 3 [] 4 [] 5 [] Great
17. To what extent do you feel treated the same way as other citizens?
- Not at all 1 [] 2 [] 3 [] 4 [] 5 [] Great

II. Background Information about California

18. Why did you come to California?
- Family
 - Work
 - Study
 - Personal Desire/Interest
 - Location
 - Other: _____ [please specify]
19. How long have you been living in California?
- less than 1 year
 - between 1 and 5 years
 - between 6 and 10 years
 - between 11 and 20 years
 - more than 21 years
20. Where did you live in the United States before coming to California? [multiple answers possible]
- New York
 - Washington, DC
 - Pennsylvania
 - New Jersey
 - Massachusetts
 - Illinois
 - Texas
 - Florida
 - Michigan
 - Other: _____ [please specify]
 - nowhere [settled directly in California]
21. Where in California do you live?
- San Francisco Bay Area [including Oakland and San Jose]
 - Sacramento
 - Fresno County
 - Los Angeles County
 - San Bernardino County
 - San Diego County
 - Orange County
 - Other: _____ [please specify]
22. How long did you originally plan to live in California
- less than 1 year
 - up to 3 years
 - up to 5 years
 - more than 5 years
23. To what extent did you know about California?
- Not at all 1 [] 2 [] 3 [] 4 [] 5 [] Great
24. To what extent was your information accurate?
- Not at all 1 [] 2 [] 3 [] 4 [] 5 [] Great
25. To what extent has your life in California met your expectations?
- Not at all 1 [] 2 [] 3 [] 4 [] 5 [] Great
26. To what extent was it difficult to adjust to California?
- Not at all 1 [] 2 [] 3 [] 4 [] 5 [] Great

III. Information about Education & Employment

27. What is your level of education?
- Less than High School
 - High School
 - College Degree
 - Graduate Degree
28. If you have studied or if you are studying, in what field? [multiple answers possible]
- Accounting
 - Architecture
 - Arts
 - Agriculture
 - Business, Economics
 - Communications (journalism, media, Radio/TV broadcasting, advertising, ...)
 - Computer, Information Technology
 - Culinary, Hospitality
 - Engineering
 - Environment
 - Health, Medical
 - Recreation, Sports, Fitness
 - Travel, Tourism
 - Other: _____ [please specify]
29. Where have you studied? [multiple answers possible]
- USA
 - Turkey
 - European Union
 - Other: _____ [please specify]
30. What was your occupation before coming to California?
- Student
 - Teacher
 - Worker
 - Engineering
 - Marketing
 - Sales
 - Food service
 - Health care
 - Wellness
 - Information technology
 - Insurance
 - Financial services
 - none
 - Other: _____ [please specify]
31. What industry are you currently working in?
- Agriculture
 - Engineering
 - Financial Services, Insurance
 - General Business
 - Health Care
 - Hospitality, Culinary
 - Information Technology
 - Law, Justice, Law Enforcement
 - Retail, Wholesale
 - Wellness, Recreation
 - Other: _____ [please specify]
32. What is your current job title?

33. What are the organization's approximately annual revenues?
- a. Less than \$500,000
 - b. Between \$500,000 and \$1 Million
 - c. Between \$1 Million and \$5 Million
 - d. Between \$5 Million and \$10 Million
 - e. Between \$10 Million and \$50 Million
 - f. More than \$50 Million
34. How many employees does the organization have?
- a. Less than 5
 - b. Between 5 and 10
 - c. Between 11 and 20
 - d. Between 21 and 50
 - e. Between 51 and 100
 - f. More than 100
35. How long have you been with the organization?
- a. Less than 1 year
 - b. Between 1 and 3 years
 - c. Between 3 and 5 years
 - d. More than 5 years
36. How much is your annual income?
- a. Under \$20,000
 - b. Between \$20,000 and \$29,999
 - c. Between \$30,000 and \$39,999
 - d. Between \$40,000 and \$49,999
 - e. Between \$50,000 and \$59,999
 - f. Between \$60,000 and \$69,999
 - g. Between \$70,000 and \$79,999
 - h. Between \$80,000 and \$89,999
 - i. Between \$90,000 and \$99,999
 - j. Between \$100,00 and \$149,999
 - k. More than \$150,000

IV. Entrepreneurship

37. Have you founded or co-founded a business?
- Yes – my own business
 - Yes – co-founded
 - No
38. If you have **not** founded or co-founded a business, are you planning of starting your own business?
- Yes – within the next 12 months
 - Yes – within the next 5 years
 - Yes – no timeline yet
 - No
39. If you have founded or co-founded a business, have you had a Business Plan?
- Yes
 - No
40. If you have founded or co-founded a business, what is the current status?
- Business is running
 - Business sold
 - Business closed
 - Other: _____ [please specify]
41. If you have founded or co-founded a business, how many businesses did you start or co-founded?
- 1 Business
 - 2 Businesses
 - 3 Businesses
 - 4 and more Businesses
42. If you have founded or co-founded a business, how many persons are working for your organization?
- Less than 5
 - Between 5 and 10
 - Between 11 and 20
 - Between 21 and 50
 - Between 51 and 100
 - More than 100
43. If you have founded or co-founded a business, in what industry?
- Agriculture
 - Engineering
 - Financial Services, Insurance
 - General Business
 - Health Care
 - Hospitality, Culinary
 - Information Technology
 - Law, Justice, Law Enforcement
 - Retail
 - Wellness, Recreation
 - Other: _____ [please specify]

44. If you have founded or co-founded a business, what are the organization's approximately annual revenues?

- a. Less than \$500,000
- b. Between \$500,000 and \$1 Million
- c. Between \$1 Million and \$5 Million
- d. Between \$5 Million and \$10 Million
- e. Between \$10 Million and \$50 Million
- f. More than \$50 Million

45. If you have founded or co-founded a business, to what extent was it difficult to finance your business?

Not at all 1 [] 2 [] 3 [] 4 [] 5 [] Great

46. If you have founded or co-founded a business, to what extent would you describe your business as "Turkish community oriented"?

Not at all 1 [] 2 [] 3 [] 4 [] 5 [] Great

47. If you have founded or co-founded a business, to what extent was it in your overall experience difficult to establish your business?

Not at all 1 [] 2 [] 3 [] 4 [] 5 [] Great

V. Closing Part

48. Are you involved in ethnic community organizations, such as ATASC (American Turkish Association of Southern California), TAAC [Turkish American Association of California], AFOT (American Friends of Turkey), etc.?

- a. No
- b. Yes: _____ [please specify]

49. To what extent would you describe yourself as "Turkish American"?

Not at all 1 [] 2 [] 3 [] 4 [] 5 [] Great

50. To what extent do you see yourself successful in California?

Not at all 1 [] 2 [] 3 [] 4 [] 5 [] Great

51. Within the next five years, to what extent do you expect to be successful in your business/work in California?

Not at all 1 [] 2 [] 3 [] 4 [] 5 [] Great

52. Can I contact you for a personal interview?

- a. Yes
- b. No

Contact information/Comments: _____

I. Temel Bilgiler

1. Menşe ülkeniz nedir?
 - a. Türkiye
 - b. ABD
 - c. Diğer
2. Cinsiyetiniz
 - a. Erkek
 - b. Kadın
3. Yaşınız nedir?
 - a. 20 yaş altı
 - b. 20 ile 29 yaş arası
 - c. 30 ile 39 yaş arası
 - d. 40 ile 49 yaş arası
 - e. 50 ile 65 yaş arası
 - f. 65 yaş üstü
4. İş durumunuz
 - a. Çalışıyorum
 - b. Kendi işimin sahibiyim
 - c. Öğrenciyim
 - d. Emekliyim
 - e. İşsizim
 - f. Ev kadınıyım
5. Nerede doğdunuz?
 - a. Türkiye
 - b. ABD
 - c. Diğer: _____ [lütfen belirtin]
6. Mevcut durumunuz nedir?
 - a. Yeşil kart sahibi
 - b. Göçmen ABD vatandaşı
 - c. Doğuştan ABD vatandaşı
 - d. Vize: _____ [lütfen belirtin]
 - e. Diğer: _____ [lütfen belirtin]
7. Bir eve sahip misiniz veya kirada mısınız?
 - a. Kira: Daire/Condo
 - b. Kira: Ev
 - c. Sahip: Daire/Condo
 - d. Sahip: Ev
8. Evinizde kaç kişi yaşıyor?
 - a. 1 kişi
 - b. 2 kişi
 - c. 3 kişi
 - d. 4 kişi
 - e. 5 veya daha fazla kişi
9. Türkiye'nin neresinden geliyorsunuz?
 - a. İstanbul
 - b. Ankara

- c. Batı Anadolu (Ege)
- d. Kuzey Anadolu (Karadeniz)
- e. İç Anadolu
- f. Güney Anadolu (Akdeniz)
- g. Kuzeydoğu Anadolu
- h. Güneydoğu Anadolu
- i. Diğer: _____ [lütfen belirtin]

10. Eğer Göçmenmeniz, ABD'ye ne zaman geldiniz?

- a. 1970 öncesi
- b. 1970 ile 1980 arası
- c. 1981 ile 1990 arası
- d. 1991 ile 2000 arası
- e. 2001 ile 2005 arası
- f. 2005 sonrası

11. Eğer Göçmenmeniz, ABD'ye niçin geldiniz?

- a. Aile
- b. İş
- c. Eğitim
- d. Kişisel İlgi
- e. Diğer: _____ [lütfen belirtin]

12. Kaçınıcı kuşak göçmen veya Türk asıllı Amerikalısınız?

- a. 1. Kuşak
- b. 2. Kuşak
- c. 3. Kuşak
- d. 4. Kuşak veya daha fazla

13. Eğer Göçmenmeniz, ABD'ye giriş için vize alırken ne derecede zorluklarla karşılaştınız?

Hiç 1 [] 2 [] 3 [] 4 [] 5 [] Çok

14. "Amerikan Tarzı Yaşama" ayak uydururken ne derecede zorluklar tecrübe ettiniz?

Hiç 1 [] 2 [] 3 [] 4 [] 5 [] Çok

15. Bir iş bulurken ne derecede zorluklarla karşılaştınız?

Hiç 1 [] 2 [] 3 [] 4 [] 5 [] Çok

16. Mevcut işinizin sizi ne dereceye kadar zorladığını düşünüyorsunuz?

Hiç 1 [] 2 [] 3 [] 4 [] 5 [] Çok

17. Diğer vatandaşlarla ne dereceye kadar eşit muamele gördüğünüzü düşünüyorsunuz?

Hiç 1 [] 2 [] 3 [] 4 [] 5 [] Çok

II. Kaliforniya hakkında Temel Bilgiler

18. Neden Kaliforniya'ya geldiniz?
- Aile
 - İş
 - Eğitim
 - Kişisel İstek/İlgi
 - Yer
 - Diğer: _____ [lütfen belirtin]
19. Kaliforniya'da ne kadar süredir yaşıyorsunuz?
- 1 yıldan az
 - 1 ile 5 yıl arası
 - 6 ile 10 yıl arası
 - 11 ile 20 yıl arası
 - 21 yıldan fazla
20. Kaliforniya'ya gelmeden önce ABD'de nerede yaşıyordunuz?
- New York
 - Washington, DC
 - Pennsylvania
 - New Jersey
 - Massachusetts
 - Illinois
 - Texas
 - Florida
 - Michigan
 - Diğer: _____ [lütfen belirtin]
 - Hiçbir yerde [sadece Kaliforniya'ya yerleşmiş]
21. Kaliforniya'da nerede yaşıyorsunuz?
- San Francisco Bay Bölgesi [Oakland ve San Jose dahil]
 - Sacramento
 - Fresno County
 - Los Angeles County
 - Orange County
 - San Bernardino County
 - San Diego County
 - Diğer: _____ [lütfen belirtin]
22. Kaliforniya'da kaç yıl yaşamayı planlamıştınız?
- 1 yıldan az
 - 3 yıla kadar
 - 5 yıla kadar
 - 5 yıldan fazla
23. Kaliforniya hakkında ne kadar bilgiye sahiptiniz?
- Hiç 1 [] 2 [] 3 [] 4 [] 5 [] Çok
24. Bildiklerinizin ne kadarı doğru çıktı?
- Hiç 1 [] 2 [] 3 [] 4 [] 5 [] Çok
25. Kaliforniya'daki yaşamınız beklentilerinizi ne kadar karşıladı?
- Hiç 1 [] 2 [] 3 [] 4 [] 5 [] Çok
26. Kaliforniya'ya alışmak ne kadar zor oldu?
- Hiç 1 [] 2 [] 3 [] 4 [] 5 [] Çok

III. Eğitim ve İş ile ilgili bilgiler

27. Eğitim seviyeniz nedir?

- a. İlk Okul
- b. Lise
- c. Ön Lisans
- d. Lisans

28. Hangi alanda okudunuz veya okuyorsunuz?

- a. Muhasebe
- b. Mimari
- c. Sanat
- d. Tarım
- e. İşletme, Ekonomi
- f. İletişim bilimleri (gazetecilik, medya, Radyo/TV, yayın, reklam, ...)
- g. Bilgisayar, Bilgi Teknolojileri
- h. Aşçılık, Konukseverlik
- i. Mühendislik
- j. Çevre
- k. Sağlık, Tıp
- l. Eğlence, Spor, Fitness
- m. Seyahat, turizm
- n. Diğer: _____ [lütfen belirtin]

29. Nerede okudunuz?

- a. ABD
- b. Türkiye
- c. Avrupa Birliği
- d. Diğer: _____ [lütfen belirtin]

30. Kaliforniya'ya gelmeden önce hangi işle uğraşıyordunuz?

- a. Öğrenci
- b. Öğretmen
- c. İşçi
- d. Mühendis
- e. Pazarlama
- f. Satış
- g. Yemek hizmeti
- h. Sağlık bakım
- i. Sağlık
- j. Bilgi teknolojisi
- k. Sigorta
- l. Mali hizmetler
- m. Hiç biri
- n. Diğer: _____ [lütfen belirtin]

31. Şu anda hangi endüstride çalışıyorsunuz?

- a. Evsahipliği, Aşçılık
- b. Sağlık bakımı
- c. Sağlık, Eğlence
- d. Bilgi teknolojisi
- e. Mali Hizmetler, Sigorta
- f. Hukuk, Adalet, Kanunun Yürürlüğe konması
- g. Mühendislik
- h. Genel Konular
- i. Perakende / Toptan Satış
- j. Tarım
- k. Diğer: _____ [lütfen belirtin]

32. Şu anda iş ünvanınız nedir?

33. Kuruluşunuzun tahmini yıllık gelirleri nedir?

- a. 500,000\$dan az
- b. 500,000 ve \$1 Milyon \$ arası
- c. 1 Million ve \$5 Milyon \$ arası
- d. 5 Milyon ve 10 Milyon \$ arası
- e. 10 Milyon ve 50 Milyon \$ arası
- f. 50 Milyon \$dan fazla

34. Kuruluşunuzda kaç kişi çalışmaktadır?

- a. 5 kişiden az
- b. 5 ve 10 kişi arası
- c. 11 ve 20 kişi arası
- d. 21 ve 50 kişi arası
- e. 51 ve 100 kişi arası
- f. 100 kişiden fazla

35. Ne kadar süredir bu kuruluşta çalışıyorsunuz?

- a. 1 seneden az
- b. 1 - 3 yıl arası
- c. 3 -5 yıl arası
- d. 5 yıldan fazla süredir

36. Yıllık geliriniz ne kadar?

- a. 20,000\$dan az
- b. 20,000 – 29,999 \$ arası
- c. 30,000 - 39,999 \$ arası
- d. 40,000 - 49,999 \$ arası
- e. 50,000 - 59,999 \$ arası
- f. 60,000 - 69,999 \$ arası
- g. 70,000 - 79,999 \$ arası
- h. 80,000 - 89,999 \$ arası
- i. 90,000 - 99,999 \$ arası
- j. 100,000 - 149,999 \$ arası
- k. 150,000 \$dan fazla

IV. Giriřimcilik

37. Hiç bir iş kurdunuz mu veya ortak olarak kurdunuz mu?
- Evet – kendi işim
 - Evet – ortak olarak kurdum
 - Hayır
38. Eğer bir iş kurmadıysanız veya ortak olarak kurmadıysanız, kendi işinizi kurmayı planlıyor musunuz?
- Evet – 12 ay içerisinde
 - Evet – gelecek 5 sene içerisinde
 - Evet – henüz zamanı belli değil
 - Hayır
39. Eğer bir iş kurduysanız veya ortak olarak kurduysanız, bir İş Planınız var mı?
- Evet
 - Hayır
40. Eğer bir iş kurduysanız veya ortak olarak kurduysanız, şu andaki durumunuz nedir?
- İşim devam ediyor
 - İşimi sattım
 - İşim kapandı
 - Diğer: _____ [lütfen belirtin]
41. Eğer bir iş kurduysanız veya ortak olarak kurduysanız, kaç tane iş kurdunuz, veya kaç tanesinde ortak olarak bulundunuz?
- 1
 - 2
 - 3
 - 4 veya daha fazla
42. Eğer bir iş kurduysanız veya ortak olarak kurduysanız, kuruluşunuzda kaç kişi çalışıyor?
- 5den az
 - 5 – 10 kişi arası
 - 11 – 20 kişi arası
 - 21 – 50 kişi arası
 - 51- 100 kişi arası
 - 100 kişiden fazla
43. Eğer bir iş kurduysanız veya ortak olarak kurduysanız, hangi sektörde?
- Tarım
 - Mühendislik
 - Mali Hizmetler, Sigorta
 - Genel Konular
 - Sağlık Bakımı
 - Ev sahipliği, Aşçılık
 - Bilgi teknolojisi
 - Hukuk, Adalek, Kanunun Yürürlüğe konması
 - Perakende
 - Sağlık, Eğlence
 - Diğer: _____ [lütfen belirtin]
44. Eğer bir iş kurduysanız veya ortak olarak kurduysanız, kuruluşunuzun tahmini yıllık geliri nedir?

- a. 500,000\$dan az
- b. 500,000 - 1 Milyon \$arası
- c. 1 Milyon - 5 Milyon \$ arası
- d. 5 Milyon - 10 Milyon \$ arası
- e. 10 Milyon - 50 Milyon \$ arası
- f. 50 Milyon \$dan fazla

45. Eğer bir iş kurduysanız veya ortak olarak kurduysanız, hangi dereceye kadar işinizi finanse etmek zordu?

Hiç 1[] 2[] 3[] 4[] 5[] Çok

46. Eğer bir iş kurduysanız veya ortak olarak kurduysanız, işinizi hangi dereceye kadar "Türk Toplumuna Yönelik" olarak tanımlarsınız?

Hiç 1[] 2[] 3[] 4[] 5[] Çok

47. Eğer bir iş kurduysanız veya ortak olarak kurduysanız, hangi dereceye kadar genel tecrübenize göre kendi işinizi kurmak zordur?

Hiç 1[] 2[] 3[] 4[] 5[] Çok

V. Kapanış bölümü

48. ATASC (American Turkish Association of Southern California), AFOT (American Friends of Turkey), vb. gibi etnik toplum kuruluşlarına katılıyor musunuz?

- a. Hayır
- b. Evet:_____ [lütfen belirtin]

49. Hangi dereceye kadar, kendiniz "Türk Amerikan" olarak tanımlarsınız?

Hiç 1[] 2[] 3[] 4[] 5[] Çok

50. Hangi dereceye kadar kendinizi Kaliforniya'da başarılı olarak görüyorsunuz?

Hiç 1[] 2[] 3[] 4[] 5[] Çok

51. Gelecek 5 sene içinde, Kaliforniya'da kendi işinizde/çalıştığınız yerde ne kadar başarılı olmayı bekliyorsunuz?

Hiç 1[] 2[] 3[] 4[] 5[] Çok

52. Sizinle kişisel bir röportaj için iletişim kurabilir miyim?

- a. Evet
- b. Hayır

İletişim Bilgileri/Yorumlar: _____

Chi-Square testing: Settlement of Turkish immigrants in California
according to U.S. Census Bureau and the
Study

H₀: The variables are independent

H₁: The variables are not independent (there is a relationship)

Table 117: *Data According to U.S. Census Bureau*

	Observed N	Expected N	Residual
San Francisco	24	16.7	7.3
Sacramento	4	16.7	-12.7
Los Angeles	33	16.7	16.3
San Diego	19	16.7	2.3
Orange County	12	16.7	-4.7
Other	8	16.7	-8.7
Total	100		

Data was transformed into percentage.

Table 118: *Data According to the Study*

	Observed N	Expected N	Residual
San Francisco	23	16.7	6.3
Sacramento	2	16.7	-14.7
Los Angeles	23	16.7	6.3
San Diego	25	16.7	8.3
Orange County	15	16.7	-1.7
Other	12	16.7	-4.7
Total	100		

Table 119: *Chi-Square test for 'Data According U.S. Census Bureau'
and 'Data According to the Study'*

	Data according U.S. Census	Data according the Study
Chi-Square(a)	35.000	23.360
df	5	5
Asymp. Sig.	.000	.000

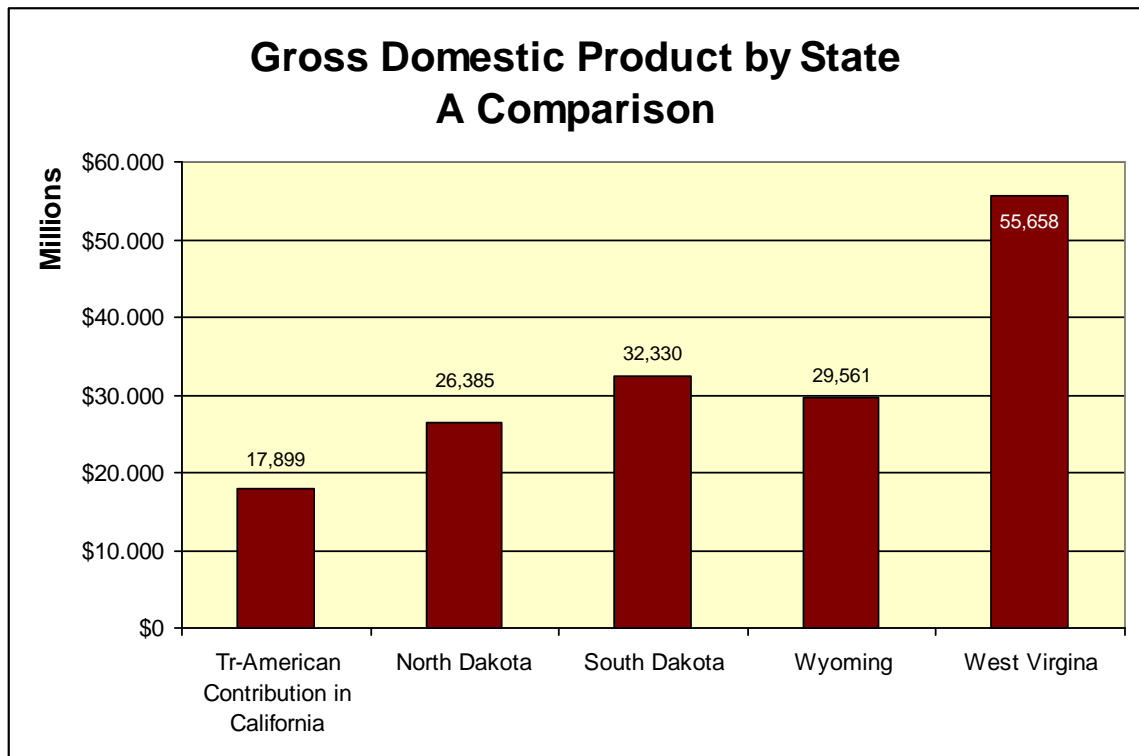
df = Degree of Freedom

The p-value (Asymp. Sig.) indicates "reject" the Null-hypothesis.

As can be seen from Table 102, while in the instance of 'Data according to U.S. Census Bureau' Chi-square has a value of 35.000, in the instance of 'Data according to the Study' Chi-square has a value of 23.360. Since the critical value in both data sources has a Degree of Freedom of 5 what equals to 11.070²⁷⁸, χ^2 is in both instances greater than the critical value. Therefore, the Null-hypothesis is rejected and the alternative hypothesis accepted.

Conclusion: Chi-square testing confirmed a statistical significant relationship between the 'Data according to U.S. Census Bureau' and 'Data according to the Study'.

²⁷⁸ Critical value from Lind, Marchal, & Wathen (2005, p. 718), Appendix B, Critical Values of Chi-Square, here with a confidence level of .05 ($\alpha = .05$).

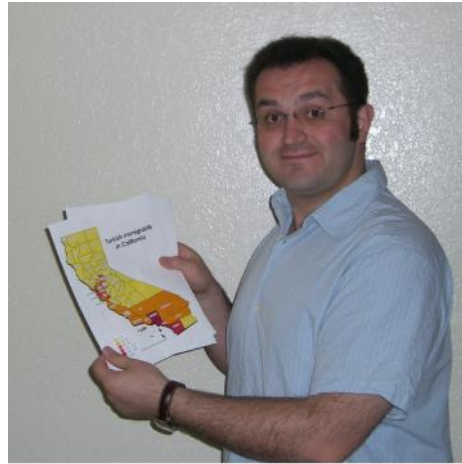
Figure 12: *Gross Domestic Product by States – A Comparison*

Source: U.S. Department of Commerce, Bureau of Economic Analysis,
Gross Domestic Product by State (2006), Data tables

Turkish Journal, June, 03, 2007

[Translated from Turkish]

<http://www.turkishjournal.com/i.php?newsid=979>



June 3, 2007 Işıl ÖZ / SAN DIEGO (Turkish Journal) - “Until today, the research on Turkish immigrants and Turkish origin persons are rather shallow and incomplete” says Ertan Elmağaçlı, who is trying to close the gap of missing investigation with his study on this special topic. Turkish Journal spoke to him...

Mr. Elmağaçlı was born in 1972 in Siegen, Germany, where he completed elementary school, high school and grammar school; in February 2003 he came to the United States. First, he received his degree “Bachelor of Science in Management” (2003), then “Master of Business Administration” (2004) and in the same year he started his doctoral program. He studies at the California School of International Management (CSIM) in San Diego on his dissertation “Turkish Immigrants’ Business Contribution to California”. The study will promote and increase awareness of the Turkish community in California and show their contribution to economy.

What questions do you want to answer with your study, I ask Mr. Elmağaçlı.

“The study wants to answer questions, such as ‘why have Turkish immigrants immigrated to California, how deep are they involved to business in California and how much do they contribute?’, as well as, ‘how well are Turkish immigrants prepared to do so?’”, he replies.

When have the first Turkish immigrants arrived in the United States and how many Turkish immigrants are among us right now?

“According to the United States Census Bureau, the first official Turkish immigrant arrived 1820 in the United States. Since 1820, more than 495,000 Turkish immigrants have come to the USA. Right now, approximately 120,000 Turkish immigrants are living in the United States.”

Where are the largest settlements of Turks?

“The largest settlement is in New York with more than 23,000; followed by California (15,000), New Jersey (12,000), Florida (10,000), and Texas (5,000).

In California, the average income of a Californian family is \$53,025, whereas Turkish immigrants earn \$68,232 per year.

Furthermore, only 26,62% of California residents have a Bachelor’s degree or higher, while 53,5% of Turkish immigrants have a Bachelor’s degree or higher.”

Where in California do Turks live?

“More than 4,850 Turks are living in the County of Los Angeles, 1,773 in Orange County, 1,753 in San Diego County, approximately 2,535 in the San Francisco Bay Area, and 540 in Sacramento.”

Until today, has there been any comprehensive study done about Turkish immigrants in the United States?

“There is a study from Mr. Ilhan Kaya, who researched Turkish immigrants in the state of New York in 2005; “Identity and Space: The Case of Turkish Americans”.”

Are there any associations or organizations in California supporting you in your study?

“Yes, all major associations are very helpful, such as ATASC (Los Angeles), ATASC-San Diego, OCTAA (Orange County), TAAC (San Francisco), or DOA (Daughters of Atatürk). There are also organizations and internet communities supporting me in my research, such as TNABA (Turkish North American Business Alliance), Turquiamia (Yahoo Group), or Tulumba Turkish Community.”

During your study, have you encountered any surprising information?

“The Turkish community is very excited and eager to participate in this survey. Since it is the first study of its kind, it attracts a lot of attention. All major associations and organizations are excited about the results and findings of the study. Preliminary results show that Turkish immigrants are very well educated and in general whether self employed or intend to be self employed very shortly. Most of the immigrants came to California in order to study or to work. Those, who came to study, stayed after completing their education in California.”

The data in your study shows there is a rather large Turkish community in California; do you think that the Turkish community is representing themselves adequately?

Associations and organizations are trying to increase the level of awareness of the Turkish community in this matter. Unfortunately, with the lack of a Turkish lobby, the efforts of promoting and raising awareness of the Turkish community are only within the community itself. That is, the Turkish community is strong among Turks, but lacks of support and interaction within the Californian community.”

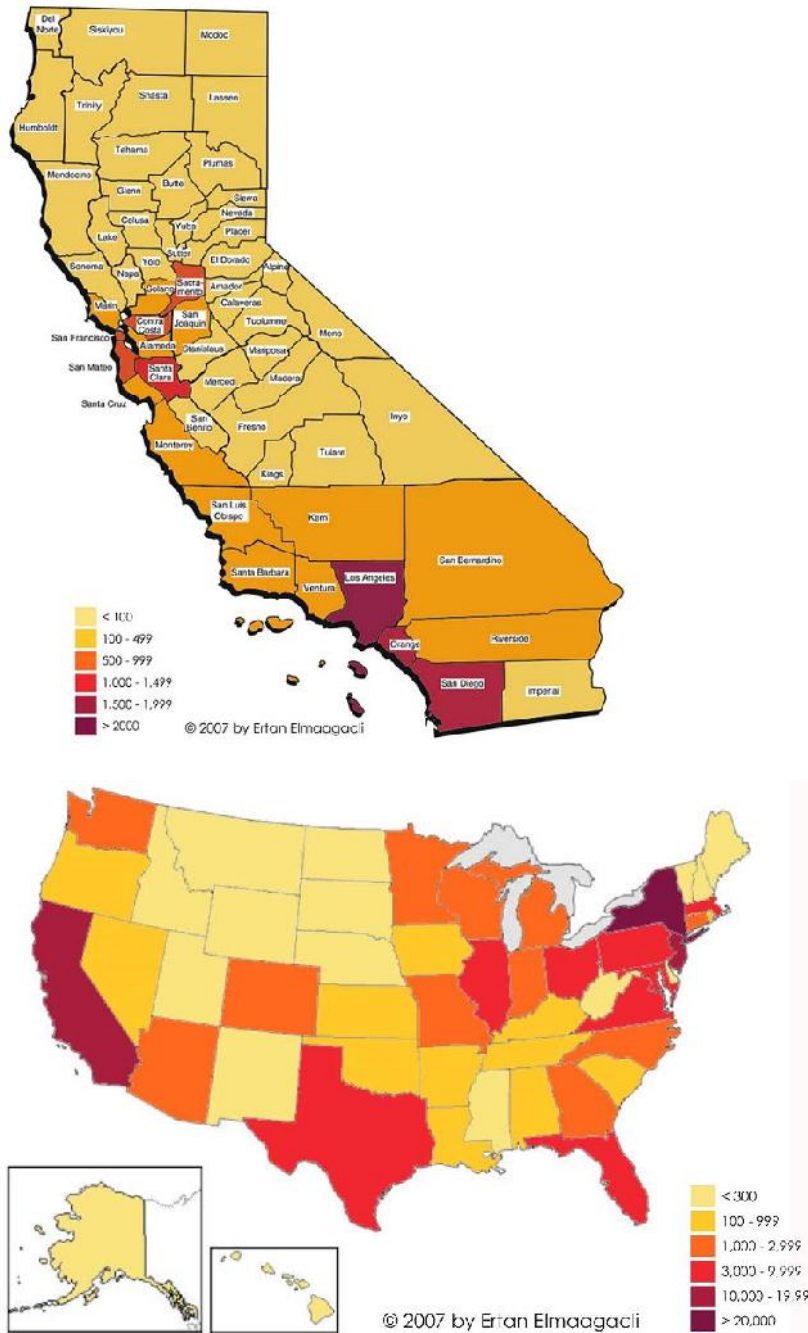
Mr. Elmağaçlı states that until today 127 persons participated in the survey. He offers the survey in Turkish and in English. The survey will be open until the end of June. He adds, “In total, I will be collecting data for more than eight weeks. After closing the survey, I am going to start with processing the data and formulating the findings”.

What kind of findings do you expect?

“The study is investigating the Turkish community and especially the community’s contribution to business. The findings will show that the Turkish immigrants in California are entrepreneurial and highly educated, that is highly knowledgeable. The study will not only increase the awareness but also turn public’s attention to the Turkish community. Until today, the research on Turkish immigrants and Turkish origin persons are rather shallow and incomplete. This study will close the gap of missing investigation of Turkish immigrants and Turkish Americans in California. I want to publish the findings in the media and increase even more the awareness.”

Please visit the survey’s home page <http://survey.elmaagaccli.com>, and participate in the study of Turkish immigrants.

“I believe, with your kind support this study will benefit and promote the Turkish community not only in California, but in the United States”, says Mr. Elmağaçlı. We wish him good luck and success with his studies.



TURKISH JOURNAL

Turkish Journal, May 4, 2007; <http://www.turkishjournal.com/i.php?newsid=979>

Dear Turkish American Friends,

As we have announced before, Ertan Elmaagacli is a doctoral candidate at the California School of International Management in San Diego, CA. His dissertation study investigates the business contribution of Turkish Immigrants to California.

He has created an online survey which has been well received within our community and some of you may have already participated in. For those of you who have not had a chance to do so thus far, your participation in this study will be greatly appreciated.

[Please click here for more information and to participate in this survey.](#)

Also, **[please click here for an interview with Ertan published online at Turkish Journal.](#)**

Thank you,

ATASC-San Diego Board

PS: ATASC-San Diego is not a sponsor or affiliate of this study.

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Welcome to another edition of the newsletter of the Turkish North American Business Alliance (TNABA). Published bi-weekly, the TNABA Newsletter is a valuable source of business information concerning Turkish American businesses, professionals, and job seekers. If you received this newsletter from a friend, you may sign up for our mailing list by clicking here.

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	Göçmenlik - Immigration
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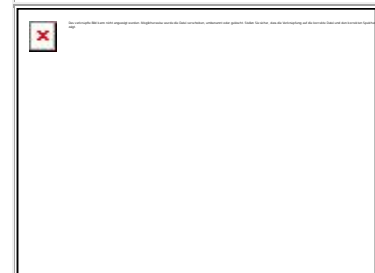
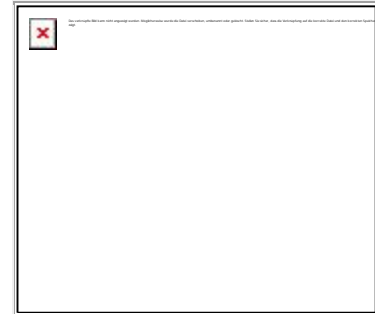
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Read more...



TNABA member Ertan Elmaagacli is conducting a research on Turkish immigrants in California and their contribution to business. Until now, there is no or very little research about Turkish immigration and integration to the United States, let alone California. The online survey is in both English and Turkish.

It will take less time than enjoying a cup of Turkish coffee ...

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