

Annex A. Analyzed studies focusing on the impact of human capital on Internationalization of small and medium-sized enterprises

Author	Country	Year	Sample	Respondents	Significant factors	Measure of Internationalization
Lafuente, E., Stoian, M.C., Rialp, J. (2015)	Romania	2015	319	Survey data set of Romanian SMEs	(Entrepreneur's human capital and perception) Management studies; Labor experience (years); Number of founders (Entrepreneurial team); Fear of business failure;	Export behavior (entry, sustainability and de-internationalization)
Marinova, S. & Marinov, M. (2017)	Bulgaria	Oct. – Nov. 2015	1500	Data were collected using semi-structured face-to-face interviews with owners-managers,	Motives for internationalization inducement; Entrepreneur's international mindset; Entrepreneur's commitment to internationalization inducement;	Internationalization inducement (exporting within zero to two years of establishment)
Alves, M.F.R., Galina, S.V.R., Macini, N., Carvalho, L.C., Costa, T. (2017)	More than 50 different countries	2009 and 2013	At least 2,000 individuals per country	Secondary data, the Adult Population Survey Individual-Level Data of the Global Entrepreneurship Monitor (GEM)	Innovation, gender, skills, opportunity, sector, and country;	Internationalization (Exportation: export intensity level of 1% or more)
Kunday, Ö., & Pi, E. (2015)	Turkey	2015	121, 974	Individuals that have participated in The Global Entrepreneurship Monitor GEM Project	Innovation; business skills of the entrepreneur; motive for starting up a SME;	Export orientation
Bianchi, C., & Wickramasekera, R. (2016)	Chile	2013	136	The managers/ person in charge of the export activity of SMEs	Firm export commitment; managerial perception of export benefits, internal barriers, external barriers, firm resources and capabilities;	Export intensity (stage of export development; % export sales/total sales in the previous 12 months ; Number of international countries entered)
Acedo, F. J., & Rosario, M. (2011)	Spain	2011	945	Secondary information. Data from ESEE (Encuesta Sobre Estrategias Empresariales –	Product innovation; process innovation; patents in Spain; foreign patents; utility models; internal R&D expenditures and	Speed of entry into international markets

				Survey of Business Strategies) is a statistical research tool .	external R&D expenditures. the proportion of graduates within the organization's total employees and the proportion of these dedicated to R&D activities;	
Dikova, Desislava Jakli, Andreja (2016)	Slovenia	2016	40.000	Secondary Data from Agency of Republic of Slovenia for Public Records and Related Services (AJPES) and information on direct (inward and outward) investment recorded by the central bank (Bank of Slovenia, BS)	Number of exporting countries; Exports per country; Number of product varieties; Exports per product variety; Exports per country times product; Physical capital; Employment; Human capital; Exports ; Foreign ownership in the SME; Foreign direct investments;	Productivity (value added/ calculated as a difference between sales revenues and production costs, and taken as logarithm value)
Angelo, A. D., If, T. D., Majocchi, A., & Buck, T. (2016).	Italy	2004 and 2007	736 Italian manufacturing firms	Secondary Data of the Italian "Survey of Manufacturing Firms" collected by UniCredit (largest Italian bank by assets)	External managers; Family influenced; Fam inf*Ext mng; Family ownership; Fam own*Ext mng;	the ratio of foreign to total sales (FSTS), equivalent to export intensity if the latter includes the local sales of overseas representative offices, subsidiaries, etc. as a dependent variable
Love, J. H., Roper, S., & Zhou, Y. (2016).	UK	2011-2013	1900	Secondary data (from a regular, large-scale, official survey commissioned by UK Trade & Investment (UKTI), a non-ministerial government department which assists UK firms with export activity and supports and assists inward foreign direct Investment.)	Internationalization experience, Innovation, Experienced senior management;	Export intensity
Zhang, X., Ma, X., Wang, Y., Li, X., & Huo, D. (2016)	China	2006	500	randomly selected firm	Innovativeness; Proactiveness; Risk-taking; Business ties; Political ties.	Measured the degree of internationalization by number of foreign countries to which an SME's products were exported in 2006.

Mesa A. F. & Alegre J. (2015)	Spain	2004	150	Italian and Spanish ceramic tile producers	Experimentation, risk taking, environmental t., dialogue, participated., product effectiv. , process effectiv., innovation efficiency, entrepreneur orientation.	Export intensity
Wood, A., Logar, C. M., & Jr, W. B. R (2015)	JAV	2015	188	Export performance of 188 observations of 47 small to medium companies that engaged in a program designed to increase export activity.	International market orientation, resources, Affinity, Expectancy, Instrumentality, Vale nce	Initiation of exporting
Sui, S., Morgan, H. M., & Baum, M. (2015)	Canada	2015	3077	Secondary data from Statistics Canada's 2007 Survey and the General Index of Financial Information (GIFI) and telephone interviews collected extensive firm demographic data	Global markets Regional market Immigrant-owned French English Allophone R&D intensity Company size Productivity	internationalization strategy, has three manifestations: (1) Domestic (2) Regional and (3)Global;
Onkelinx, J., Manolova, T. S., & Edelman, L. F. (2016)	Belgium	2015	1922	Secondary data from National Bank of Belgium (NBB). Foreign trade data are based on customs data for extra-EU trade and the Intrastat inquiry for intra-EUtrade.	Number of export countries ln Value added per employee ln Number of employees ln Firm age ln Import relative to industry mean ln Intangible assets ln Number of export products ln Training cost per employee ln	Degree of internationalization (e ratio of export to total sales)
Felicio, J. A., Meidutė, I., & Kyvik, Ø (2016)	Portugal Norway, and Lithuani a	2014	526	The questionnaire consists on self-response of the top managers of Portuguese, Norwegian, and Lithuanian SMEs. The	Individual GM (Cognitions, Knowledge, behavior) Corporate GM (analytical, risk-taking, aggressive, situational, strategical posture)	Internationalization effect, International know-how activities, International networking activities
Dimitratos, P., Johnson, J. E., Plakoyiannaki, E., & Young, S. (2016)	USA	2016	44	(a) forty-four in-depth personal interviews; (b) examination of enterprise	international entrepreneurial culture (IEC)(namely risk attitude, market orientation and	Internationalization dimensions (time for internationalization, international market presence, international

				documents, archival data and trade publications; and, (c) observation in the settings of investigated firms. In	networking propensity)	mode).
Javalgi, R. G., & Todd, P. R. (2011).	India	2011	150	The data consisted of 150 survey responses	Entrepreneurial Orientation, Management Commitment, Market Turbulence, Human Capital	Degree of Internationalization(Pe rcentage of foreign sates to total sales)