기업가 정신과 노동

황준욱 · 전병유

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요 약

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(trait)

제 1 장
서 론

1. 연구 목적, 방법과 구성

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1[ ] : .

2[ ] :

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‘entrepreneur’

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entrepreneur :

(Someone who organizes a business venture and assumes the risk for it.).

: Webster on-line [2]

‘entrepreneurship’

(health) .

entrepreneurship :

, , (The organization,

1) http://krdic.daum.net/dickr/search.do?q=%EA%B8%B0%EC%97%85%EA%B0%80

2) http://www.websters-online-dictionary.org/definition/ENTREPRENEUR

management, and assumption of risks of a business or enterprise, usually implying an element of change or challenge and a new opportunity.).

: Webster on-line [3]

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( )

( ), . (capitalist)

(manager) ,

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[4].

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3) http://www.websters-online-dictionary.org/definition/entrepreneurship

4) : 2009 2 13 ( ) 7 30 ,

, http://cafe.daum.net/twincamp/4uXu/41?docid=1DdCT|4uXu|41|20090218101852&q=%BE%C8%C3%B6%BC%F6%2C%20%B1%E2%BE%F7%B0%

나. 경제사적 정의

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, .

Ricketts(2006)

. 18, 19

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. 19

‘ (men of business)’

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, . ,

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20 , , ,

. , ,

“ (businessman) ”(Jewkes, 1943; Ricketts, 2006, p. 38) .

‘ ’

, .

Ricketts(2006)

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A1%2C%20%B1%E2%BE%F7%B0%A1&srchid=CCB1DdCT|4uXu|41|20090218101852

. (objects)

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다. 이 연구에서의 정의

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. Knight(1921) ,

(risk) (uncertainty)

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. “ ( )

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Schumpeter(1912) , “

(mechanism) ,

(agent)” .

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( ) “

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제 2 장
기업가 정신

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1. 기업가 및 기업가 정신에 대한 개념 및 특성

가. 기업가(起業家)와 유사한 개념들

( ) ( ), ,

.

( ) ( ), ,

. ( )

? Metcalfe(2006)

.

.

Schumpeter

.

.

(creative

destruction).

. Casson

,

. “

”

(Casson, 1982).

Schumpeter . Kirzner

(1978) Schum-

peter . Schumpeter

.

Schumpeter

.

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Kirzner

,

. Schumpeter

,

Kirzner .

Kirzner

,

( )

.

Baumol(1990)

, ,

.

(manager) ?

?

. Schum-

peter ,

(Metcalfe,

2006). (judgement)

,

(Ricketts, 2006).

. Hartmann(1959)

,

.

[5].

Casson et al.(2006) Schumpeter

, Kirzner Hayek

.

Casson .

(start-up) (self-employment) .

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5) Metcalfe(2006) .

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Metcalfe(2006)

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나. 기업가와 시장, 이윤

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Metcalfe(2006)

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. Schum-

peter

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2. 기업가 정신과 혁신

Schumpeter

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가. 기업가 정신과 불확실성 및 실패

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Knight(1921)

( ) ,

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”(Knight, 1921, p.20) .

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20% .

Knight(1921) , ,

(uncertainty)

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. Casson(1993) [6] “

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Minniti & Bygrave(2001)

, ,

.

나. 기업가 정신과 지식

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( )

$$f = f(L,\ K, e),\ \ e = e(L,\ K), \tag{1}$$

e L K L K

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( )

6) Fogel et al.(2006) .

$$f = f(L,\ K, I,\ e^*), \qquad (2)$$

I , e^* (1) e I

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. Metcalfe(2006) “

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” . ,

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(collective learning)

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(common knowledge)

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? Metcalfe(2006) ,

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다. 기업가 정신과 네트워크

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(Gompers et al., 2005). ,

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(Licht & Siegel, 2006).

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라. 기업가 정신과 기업 특성

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Audretsch & Keilbach(2006) ,

Schumpeter(1942), Chandler(1977), Galbraith(1962)

,

.

.

. Shearer(1984)

, Lerner(2006)

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(Chen & Hambrick, 1995),

, , ,

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(Dean et al., 1998).

Keummerle(2006)

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(,) ,

.

(routine)

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3. 기업가 정신과 금융

가. 기업가 정신 발현에서 금융의 역할

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. (competency),

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나. 기업가 정신에 적합한 금융 형태 : 벤처캐피털과 대안들

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Cressy(2006) ,

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. PWC(Price Waterhouse Coopers) , ,

2000 63% 2003 33%

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4.5~6% [7].

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7) Cressy(2006) .

. Cressy(1993) 1%

.

.

(syndication of investments) . Cressy(2006)

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4. 사회적 기업가 정신(social entrepreneurship)

가. 사회적 기업가 정신의 의의와 정의

(social enterprise) 3

.

Skoll((2008, v~vi)

.

(talent), (skill)

(vision) .

(evolutionary)

(revolutionary) .

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(Nicholls, 2008, xiii).

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. Dees(1998) “

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Nicholls(2008, p.23)

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Nicholls(2008)

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나. 사회혁신 기업가 정신의 사회적 책임

Dees(1998)

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Nicholls(2008) ,

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. Nicholls(2008)

‘ (social market failure)’

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( ) (

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다. 사회혁신 기업가 정신의 운영과정상 특징

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(Nicholls, 2008, p.21).

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5. 소결 : 혁신과정으로 보는 기업가 정신

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제 3 장
기업가 정신과 고용

1. 문제 제기

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. 1970

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(Gilbert et al., 2004).

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2. 기업가 정신과 노동시장

Knight(1921)

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가. 직업선택으로서의 기업가

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(Parker, 2006)

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(Parker, 2006).

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나. 인적자본과 기업가 성과

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. Ashenfelter et al.(1999)

. 6.6%

6.1%( ), 6%( ) .

( )

? Parker(2006)

.

. Casson(2003)

.

(Wolpin, 1977).

. , ‘ ’

.

. Parker(2006)

8).

.

.

(Taylor, 1999),

(Holtz-Eakin et al., 1994),

(Audretsch and Mahmood, 1995),

(Taylor, 1999).

(Kangasharju and Pekkala, 2002).

(Audretsch and Mahmood, 1995; Taylor, 1999) .

3. 기업가 정신의 고용효과

, “ ”

“ ” . Paul (2000) . ,

. (Entrepreneurship)

. (start-ups)

. Audretsch(1995)

‘ ’

8)

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(age) .

,

(spill-over

effect) .

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. Schumpeter ,

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(niche) .

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가. 신생 소기업과 고용

(Entrepreneurship)

.

, (Small and Medium-sized Enterprises :

SMEs)

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OECD

95%, 60～70%

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, . ,

500 .

60%, 70%

.

. (High

Growth Firms) (Technology-Based Firms)

. SMEs 5

(High

Growth Firms) .

,

. SMEs , 1990

25～35%

SMEs , SMEs 25%

. SMEs

. SMEs

, , ,

, SMEs

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Birch(1987)

.

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Gibrat [9].

(law of proportionate effects). Gibrat

.

$$\log(\chi^t) = \alpha + \beta\log(\chi^{t-1}) + \epsilon$$

χ^t . Gibrat β unity 1 .

β 1 .

β 1 .

Gibrat

. .

(exit) β

. Hall(1987)

. Delmar et al.(2003)

( ) ( )

, Coad(2007)

Birch Index .

.

(right-

skewed) ,

.

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9) Gibrat(1931)

.

(lognormal distribution) .

.

‘ (limit distribution)’ .

,

.

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.

Fizaine(1968) ‘ ’

‘ (firm age) ’

. Dunne et al.(1989)

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(Barron et al., 1994).

. , Brown and Medoff(1989) Brown, Hamilton, and Medoff(1990) ,

, ,

. Brixy et al.(2006)

, 8%

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, Storey and Johnson(1987)

(Birmingham Model)

(Boston Model), (Bologna Model)

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. (job shedding)

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나. 혁신, 성장, 그리고 고용

(Carden, McKinsey Global Survey of Business Executives)

(Hay and Kamshad, 1994).

(,)

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. Mansfield(1977)

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(X),

(Y),

(Z) .

(X+Y+Z).

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R&D

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Calderini and Swann(1996)

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(Hall et al., 2006).

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(Spiezia and

Vivarelli, 2000).

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다. 고성장기업과 고용

.

(High Growth Firms : HGFs)
(New Technology-Based Firms : NTBFs)

.

‘ (, Gazelle)’ ‘high impact firms’ .

(Ahmad and Gonnard, 2007; Europe Innovaion, 2008). .

. OECD(2008)

3～5

. Holzl and Friesenbichler(2008)

250 .

Autio(2007) , GEM(Global Entrepreneurship Monitor) 2000～06 5

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,

. 5 100

1.7% ,

50% . 90% 25%

.

,

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. GEM

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. , , ,

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Paul(2000) (HGFs)

. , HGFs

. , HGFs

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. ,

HGFs .

. , HGFs

,

.

. , HGFs R&D

,

. HGFs

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.

OCED(1998) (New Technology-Based Firms:

NTBFs) . OECD

,

NTBFs

(Intel, Microsoft) .

, OECD

.

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. ,

‘ ’ 10).

라. 기업의 성장동력에 관한 이론

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.

.

(optimal size) .

.

,

(Hart and Oulton, 1996).

,

. Lucas(1978)

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10) .

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.

.

. Penrose(1959)

.

(profit-maximizing) (profit-seeking),

(quantifiable risk)

(unquantifiable uncertainty) .

, ‘ (economies of growth)’

. Penrose(1959) learning-by-doing

.

. (managerial resources) .

,

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. ‘ ’

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(operating costs) (Penrose Effect).

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(Coad, 2007).

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Churchil and Lewis(1983)

. (1) (existence) (2) (survival) (3) (success) (4) take-off( ) (5) (resource maturity).

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(Learning processes) . Coad(2007) ,

, , ,

. , ,

(organisational capital) (, ,

) .

,

. Churchill

and Lewis(1983) ‘ (success-disengagement)’ ‘

- (success-growth)’ . ‘

’

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v u’

Z•fM vz2 pÉn™uý

vz2 uEuEt- jƒ’

\s²Yí vpÍ jƒñu1 •¢ƒI \s²Yí „IaÆu- \s²YíbÑuE u}u uîuaZÍ ƒî
pÍuîue _efs½ uEƒao zöw±b`• Zpuaw-g¹ vkm vz2ua \s²YíbÑua „I
aÆƒE`•I1wu`µp‘ „EZªu1 „oƒE`• a]uus¡o vþt•ƒI sÚƒMu1ƒE`• Zpa±
n™pÑua`Ñc9i‰s½vkm vz2ua \s²Yí „IaÆs½g»u- sîƒ’u1 vé`• vsj
t•oyuau} zöw±u}uE sÚƒMu1ƒEZyb`Ñ vz2urs5u}t- ZâZâvz2u- Zªu®
uE[ífljy„At- lMge \pj-„Aei`• „EZªƒEs½o w-ozuîue nÊn•o ƒ’n®Zé
kmuEz*{‰ iüuiu} g™z*{‰u1tñƒao`• \s²Yí „IaÆZé ƒîpÍua ƒbpÙuîua
ei`• n™pÑs¼zéh–ƒE\ pÉu~ƒEsî`Ñ sÙeÙ[ZYíbÑuE ZªƒÅZé sÝ[YbÑu- u÷
u- ƒîpÍuî \s²bÑuE z*s²Zé vþoy\s²uE Zjua j-„As½ u.uîu>ƒE`• Zª
v BEBQ UFJDWPFO PN ƒbps½uîuaei`• n™pÑu1 ujásÙví`Ñ
_1uE 0&$%uEX + P4CU VE ZB DU"TO BMZ TBJOT4U SBUF HZ YuE
fM vþuE ƒE^…`• iåe…uE\„ygi Yíu’ u„It–ƒE`• \s² uE €¦wÂu- sÚaÆuî
ue \s²Yí vpÍuasµu)h] uagi uiu}g™ uñe¢Zé sÝZ•wÀZÍu} ƒEsî`Ñ 0&$%
uE\p ƒîpÍ uiu}g™z*{‰s½ZíƒI vz2 [yZÍuE o%juwåYí X\pj-„AYí
uiu}g™z*{‰fl sÝZ•b p uu`• u„•ƒI v]Zau1 jáu’ƒasi ƒI`ÑYei`• Zpua
sµ`Ñ uaZpuEƒEkmvz2 Zévu E ƒE^…YíZªsîZé ƒîpÍ `‘fu1 vZÍƒUu)fl
qUnµflt¡ \p\j\s² /FX 5FDIOPMPHZ '#S NT F EzEs²Zé o

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(WEF, 2009, p.42).

. (WEF, 2009, p.43)

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1) ( )

2)

3)

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WEF ,

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(WEF, 2009, p.44).

(experimental learning)

(WEF, p.44).

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나. 기업가 정신 구현 과정에서 접근하는 정책 방안

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OECD

. OECD(1998)

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OECD(1996)

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, (supportive financial system), ,

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, OECD

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(one-stop shops)

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. OECD(1998)

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(loan guarantee programme) .

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, (private equity finance,
organized equity market) .

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(New Technology-
Based Firms : NTBFs)

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. NTBFs

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(business incubator), ,

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OECD(1996) (geographi-
cally-targetted and area-based policies)

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OJT .

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. , ① (business angel)
(venture capital)
, (financing) , ②
, ③

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. .

. ,

.

,

(pool) .

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