

기업가 정신과 노동

황준욱 · 전병유

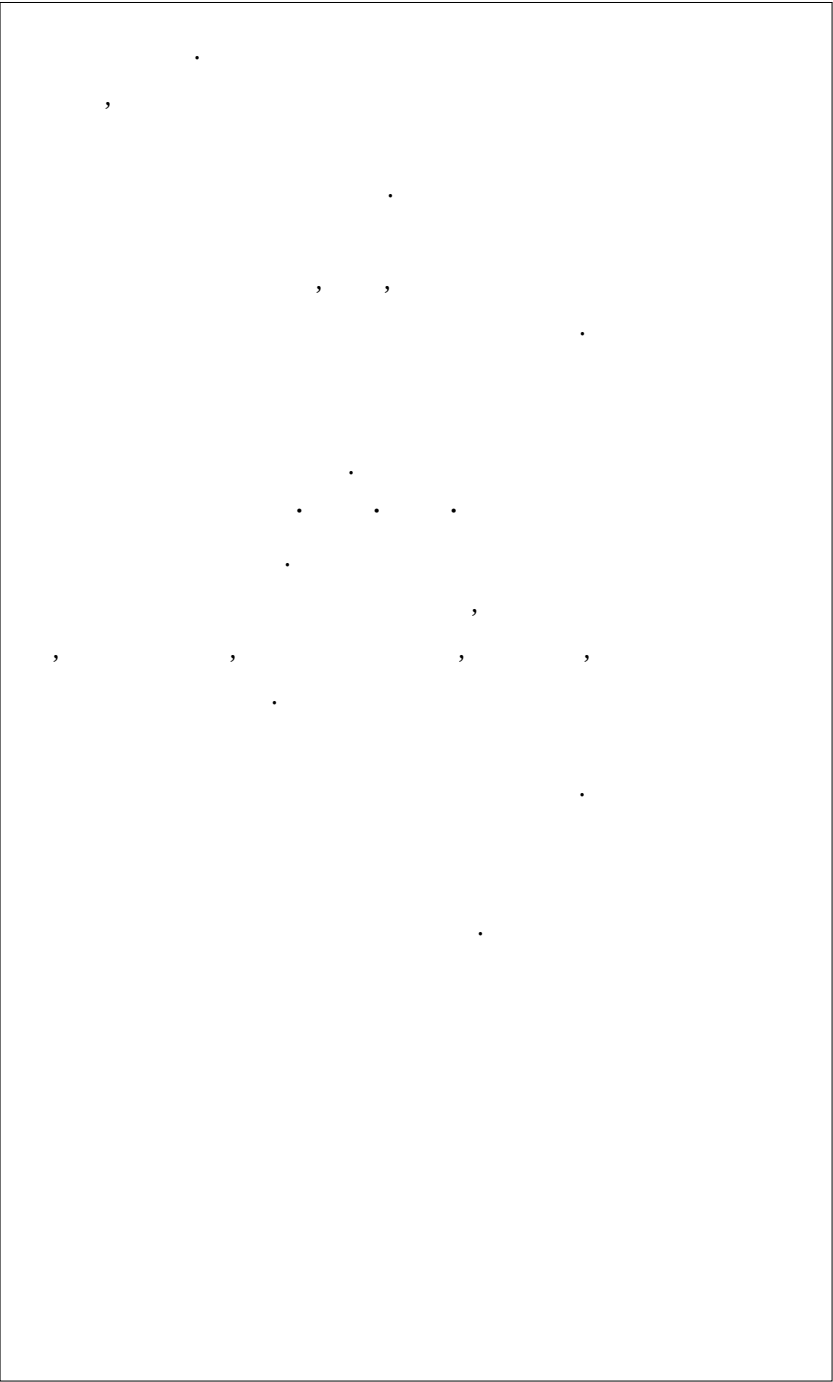
목 차

요 약	i
제1장 서 론	() 1
1.	1
2.	2
제2장 기업가 정신	() 8
1.	8
2.	13
3.	19
4. (social entrepreneurship)	22
5. :	26
제3장 기업가 정신과 고용	() 28
1.	28
2.	29
3.	32
제4장 결론 : 정책 시사점	() 45
1.	45
2.	51
참고문헌	61

요약

· ,
· ,
, , ,
,
,
, ,
·
·
·
·
·

(trait)



제 1 장 서 론

1. 연구 목적, 방법과 구성

2 기업가 정신과 노동

2. 기업가 정신에 대한 정의

가. 사전상의 정의

1[]: .
2[]:

‘entrepreneur’

_____, _____, _____ (The organization,

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

4 기업가 정신과 노동

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)

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%>

(risk) (uncertainty)

,

. “ ()

” .

,

.

Schumpeter(1912) , “

(mechanism) ,

(agent)” .

,

() “

” . “

, ,

” .

제 2 장

기업가 정신

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

(1978)

peter

. Kirzner

Schum-

. Schumpeter

Schumpeter

Kirzner

. Schumpeter

Kirzner

Kirzner

,
 ()
 .
 Baumol(1990)
 , ,
 (manager) ?
 ?
 . Schum-
 peter ,
 (Metcalf, judgement)
 2006).
 ,
 (Ricketts, 2006).
 . Hartmann(1959)
 ,
 .
 5).
 Casson et al.(2006) Schumpeter
 , Kirzner Hayek
 .
 Casson
 .
 (start-up) (self-employment) .
 ,
 .

5) Metcalfe(2006) .

Metcalf(2006)

나. 기업가와 시장, 이윤

Metcalfe(2006)

· ,

·

·

,

·

,

,

·

·

,

·

·

·

,

·

·

()

·

,

·

,

·

,

·

peter

. Schum-

()

()

()

2. 기업가 정신과 혁신

Schumpeter

“

”

가. 기업가 정신과 불확실성 및 실패

Knight(1921)

()

“

”(Knight, 1921, p.20)

20%

Knight(1921)

(uncertainty)

. Casson(1993) 6) “

, , .

. , ,

” .

?

?

.

Minniti & Bygrave(2001)

, ,

.

나. 기업가 정신과 지식

.

,

.

,

()

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

$$e \quad L \quad K \qquad L \quad K$$

,

()

6) Fogel et al.(2006) .

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

$$I, e^* \quad (1) \quad e \quad I$$

?

. Metcalfe(2006) “

”

(collective learning)

(common knowledge)

? Metcalfe(2006) ,

다. 기업가 정신과 네트워크

(Gompers et al., 2005).

(Licht & Siegel, 2006).

라. 기업가 정신과 기업 특성

Audretsch & Keilbach(2006) ,
Schumpeter(1942), Chandler(1977), Galbraith(1962)
 ,
 .
 . Shearer(1984)
 , Lerner(2006)
 .
 .
 (Chen & Hambrick, 1995),
 , , ,
 ,
 (Dean et al., 1998).
 Keummerle(2006)

·
·
·
(,) ,
·
(routine)
,
· , ,
·
·

3. 기업가 정신과 금융

가. 기업가 정신 발현에서 금융의 역할

·
·
·
·
·
·

기업가 정신과 노동

나. 기업가 정신에 적합한 금융 형태 : 벤처캐피털과 대안들

Cressy(2006)

Coopers)

2000

63%

2003

33%

4.5~6%

7) Cressy(2006)

. PWC(Price Waterhouse

7).

. Cressy(1993) 1%

.

(syndication of investments) . Cressy(2006)

. ,

,

.

.

,

(window dressing) ,

.

.

,

,

.

(Bygrave, 1987; Lockett and Wright, 2001). Bygrave(1987)

, Remer(2005)

.

4. 사회적 기업가 정신(social entrepreneurship)

가. 사회적 기업가 정신의 의의와 정의

(social enterprise) 3

.
Skoll((2008, v ~vi)
. (talent), (skill)
(vision) .
(evolutionary)
(revolutionary) .
. (Nicholls, 2008, xiii).
,
,
. ,
, /
.

·

,

·

·

,

· Dees(1998)

“

” “

,

” “

,

,

” “

,

” “

,

”

·

Nicholls(2008, p.23)

“

,

”

Nicholls(2008)

나. 사회혁신 기업가 정신의 사회적 책임

Dees(1998)

Nicholls(2008)

. Nicholls(2008)

(social market failure)’

다. 사회혁신 기업가 정신의 운영과정상 특징

•

· ,

(Nicholls, 2008, p.21).

,

5. 소결 : 혁신과정으로 보는 기업가 정신



제 3 장
기업가 정신과 고용

1. 문제 제기

기업가 정신은 경제 성장의 원동력으로서, 새로운 아이디어를 창출하고 이를 실현화하는 과정에서 중요한 역할을 한다. 특히, 중소기업의 성장과 고용 창출에 있어 기업가 정신은 핵심적인 요소로 인식되고 있다. 그러나 기업가 정신의 개념과 구성 요소에 대해서는 학계와 실무계에서 다양한 의견이 존재한다. 본 장에서는 기업가 정신의 개념을 명확히 하고, 그 구성 요소와 기업가 정신이 고용에 미치는 영향을 분석한다. 또한, 기업가 정신을 함양하기 위한 정책적 시사점을 제시한다.

기업가 정신의 개념은 1970년대 이후 학계에서 본격적으로 연구되기 시작했다. Schumpeter (1934)는 기업가 정신을 혁신, 즉 새로운 제품, 서비스, 또는 생산 방법의 개발로 정의했다. Kirzner (1982)는 기업가 정신을 시장에서의 불균형을 발견하고 이를 교정하는 과정으로 보았다. Schumpeter와 Kirzner의 접근 방식은 각각 혁신 중심의 기업가 정신과 시장 교정 중심의 기업가 정신으로 분류된다. 최근에는 기업가 정신을 더 포괄적으로 보며, 혁신뿐만 아니라 새로운 비즈니스 모델을 창출하고, 새로운 시장을 개척하는 능력으로 정의하고 있다. (Gilbert et al., 2004).

기업가 정신의 구성 요소에 대해서는 다양한 학설이 존재한다. Schumpeter (1934)는 혁신을 기업가 정신의 핵심 요소로 보았다. Kirzner (1982)는 시장 교정 능력을 기업가 정신의 핵심 요소로 보았다. 최근에는 기업가 정신을 더 포괄적으로 보며, 혁신뿐만 아니라 새로운 비즈니스 모델을 창출하고, 새로운 시장을 개척하는 능력으로 정의하고 있다. (Gilbert et al., 2004).

2. 기업가 정신과 노동시장

Knight(1921)

가. 직업선택으로서의 기업가

(Parker, 2006)

(Parker, 2006).

，
，
．

나. 인적자본과 기업가 성과

，
()

，
，
． 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)

Birch(1987)

Gibrat 9).

(law of proportionate effects). Gibrat

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

χ^t . Gibrat β unity 1 .
 $\beta = 1$.
 $\beta = 1$.

Gibrat

(exit) β

. Hall(1987)

. Delmar et al.(2003)

() ()
 , Coad(2007)

Birch Index

(right-

skewed) ,

9) Gibrat(1931)

(lognormal distribution)

·
 ‘ (limit distribution)’ ·
 ,
 ·
 ,
 ·
 Fizaine(1968) ‘ ,
 ‘ (firm age) ,
 · Dunne et al.(1989)
 ·
 ,
 ·
 ·
 (Barron et al., 1994).
 · , Brown and Medoff(1989) Brown,
 Hamilton, and Medoff(1990) ,
 , ,
 · Brixy et al.(2006)
 , 8%
 ·
 , Storey and Johnson(1987)
 (Birmingham Model)
 (Boston Model), (Bologna Model)
 ·
 ,

shedding) . (job

나. 혁신, 성장, 그리고 고용

(Carden,
McKinsey Global Survey of Business Executives)

(Hay and Kamshad, 1994).

(,)

. Mansfield(1977)

(X),

(Y),

(Z)

(X + Y + Z).

R&D

Calderini and Swann(1996)

650

다. 고성장기업과 고용

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

‘ (, Gazelle)’ ‘high impact firms’
 (Ahmad and Gonnard, 2007; Europe Innovation, 2008).

. OECD(2008)
 3~5
 . Holzl and Friesenbichler(2008)
 250
 Autio(2007) , GEM(Global Entrepreneurship Monitor)
 2000~06 5
 .
 .
 ,
 5 100
 1.7% ,
 50% 90% 25%

. GEM

,

•

•

‘ ‘ ‘

,

•

,

•

Paul(2000)

(HGFs)

• ,

HGFs

• , HGFs

•

• ,

HGFs

.

• , HGFs

,

•

• , HGFs R&D

,

HGFs

•

.

.

OCED(1998)
NTBFs)

(New Technology-Based Firms:
OECD

,

NTBFs (Intel, Microsoft) . OECD , . , . 10).

라. 기업의 성장동력에 관한 이론

? . (optimal size) . (Hart and Oulton, 1996).

. Lucas(1978)

10)

.
 .
 .
 . Penrose(1959)
 .
 (profit-maximizing) (profit-seeking),
 (quantifiable risk)
 (unquantifiable uncertainty)
 , ‘ (economies of growth)’
 . Penrose(1959) learning-by-doing
 .
 . (managerial
 resources)
 .
 ,
 .
 . ‘ ,
 ,
 (operating costs) (Penrose
 Effect).
 .
 ,
 .
 , , ,
 .
 . ‘ ,
 .

(Coad, 2007).

Churchil and Lewis(1983)

. (1) (existence) (2) (survival) (3) (success) (4)

take-off() (5) (resource maturity).

(Learning processes) . Coad(2007) ,

(organisational capital) (, ,

) . , Churchill and Lewis(1983) ‘ (success-disengagement)’ ‘ - (success-growth)’ . ‘ , .

제 4 장

결론 : 정책 시사점

1. 정책 의의와 방향

(adaptive economy)

1994 OECD “Job Study : Facts, Analysis, and Strategy”

. OECD

“
”

(New Technology-Based Firms)

·
(strategic management of regions)
·
·
·
(high context) , ‘
, (sticky knowledge, Hippel, 1994)
(face-to-face interaction)
·
(geographical proximity) (non-rivalry)
·
3
(knowledge spillovers)
·
(- -)
·
·
,
·
(firm failure) (Audretsch, 1995).
,
(locales) . ‘
,
·

. Fairchild

Fairchild

.

•

•

•

,

,

•

$$\left(\quad , \quad , \quad , \quad \right)$$

• ()

,

•

•

,

•

,

•

•

•

,

‘

(number-oriented)'

(Mueller et al., 2007).

•

•

•

,

(picking winners)

〈표 4-1〉 중소기업과 고성장기업가 정책 사이의 상충 관계(Autio et al., 2007)

	Entrepreneurs		
	Firms		
	Operational Environment		
		‘ , ’	R&D ‘ , ’ , IPOs
			‘ , ’
		VAT	
			‘ , ’
		‘ , ’	‘ , ’

2. 구체적 정책 방안

가. 기업가 자질에서 접근하는 정책 방안

?

(WEF, 2009, p.42).

(WEF, 2009, p.43)

()

- 1) ()
- 2)
- 3)

WEF

· ,

·
· , , , ,
·

· ,

·

·
·

나. 기업이 정신 구현 과정에서 접근하는 정책 방안

, ,

·

·
· ·
·

OECD

· OECD(1998)

· ,

· ,

· ,

·

.

.

(one-stop shops)

.

,

OECD(1998)

.

.

.

,

.

.

,

()

.

.

,

.

,

.

,

,

,

(loan guarantee programme)

.

,

.

.

,

，

．

（New Technology-
Based Firms : NTBFs）

．

． NTBFs

．

．

，

，

（

，

）

．

，

．

．

（business incubator），

，

，

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

OJT

,

,

.

참고문헌

- Acs, Z., W. Parsons, and S. Tracy(2008), “High-Impact Firms: Gazelles Revisited”, Washington, DC: Office of Advocacy of the US Small Business Administration(SBA). Available at: www.sba.gov/advo/research/rs328tot.pdf.
- Ahmad, N. and E. Gonnard(2007), “High-Growth Enterprises and Gazelles”, Paper prepared for the International Consortium on Entrepreneurship(ICE) Meeting, pp.22~23, February 2007, Copenhagen.
- Ashenfelter, O., C. Harmon, and H. Oosterbeck(1999), “A Review of the Schooling/Earnings Relationship with Tests for Publication Bias”, *Labor Economics* 6, pp.453~470.
- Audretsch, David B.(1995), *Innovation and Industry Evolution*, MIT Press.
- Audretsch, D. B.(1995), “Innovation, Growth and Survival”, *International Journal of Industrial Organization* 13, pp.441~457.
- Audretsch, David B. and M. Keilbach(2006), “Entrepreneurship, Growth and Restructuring”, in M. Casson, B. Yeung, A. Basu, and N. Wadeson(eds.), *The Oxford Handbook of Entrepreneurship*, Oxford: Oxford University Press.
- Audretsch, David B. and T. Mahmood(1995), “New Firm Survival: New Results Using a Hazard Function”, *Review of Economics & Statistics* 77, pp.97~103.
- Autio, E.(2007), “GEM's Report 2007: Global Report on High-Growth Entrepreneurship”, Produced in association with Mazars/London Business School/Babson College, Mimeo.

- Barron, D. N., E. West, and M. T. Hannan.(1994), “A Time to Grow and a Time to Die: Growth and Mortality of Credit Unions in New York, 1914-1990”, *American Journal of Sociology* 100 (2), pp.381~421.
- Birch, D.(1987), *Job Creation in America: How Our Smallest Companies Put the Most People to Work*, New York: The Free Press.
- Brixy, Udo, Susanne Kohaut, and Claus Schnabel(2007), “Do Newly Founded Firms Pay Lower Wages? First Evidence from Germany,” *Small Business Economics*, *Springer* 29(1), pp.161 ~ 171.
- Brown, C., J. Hamilton, and J. Medoff(1990), *Employers Large and Small*, Cambridge, MA: Harvard University Press.
- Brown, C. and J. Medoff(1989), “The Employer Size Effect”, *Journal of Political Economy*.
- Bygrave, W.(1987), “Syndicated Investment by Venture Capital Firms: A Network Perspective”, *Journal of Business Venturing* 292, pp.139~155.
- Carroll, R., D. Holtz-Eakin, M. Rider, and H.S. Rosen(2000), “Income Taxes and Entrepreneurs’ Use of Labour”, *Journal of Labor Economics* 18, pp.324~351.
- Casson, M.(1982), *The Entrepreneur: An Economic Theory*, Totowa, N.J.: Barnes & Noble Books.
- Casson, M. et al.(2006), “Introduction”, in M. Casson, B. Yeung, A. Basu, and N. Wadeson(eds.), *The Oxford Handbook of Entrepreneurship*, Oxford: Oxford University Press.
- Chen, M. J. and D.C. Hambrick(1995), “Speed, Stealth, and Selective Attack - How Small Firms Differ from Large Firms in Competitive Behavior”, *Academy of Management Journal* 38(2), pp.453~482.

- Churchill, N. C. and V. L. Lewis(1983), "The Five Stages of Small Business Growth", *Harvard Business Review*, May-June, pp.30~50.
- Coad, A.(2007), "Firm growth : a survey," Documents de travail du Centre d'Economie de la Sorbonne r07024, Université Panthéon-Sorbonne (Paris 1), Centre d'Economie de la Sorbonne.
- _____(2009), *The Growth of Firms: A Survey of Theories and Empirical Evidence*, Cheltenham: Edward Elgar (forthcoming).
- Cowling, M., P. Michell, and M. Taylor(2004), "Job Creator", *Manchester School* 62, pp.601~617.
- Cressy, R.(1993), *The Startup Tracking Exercise*, London: National Westminster Bank of Great Britain.
- _____(2006), "Venture Capital", in M. Casson, B. Yeung, A. Basu, and N. Wadeson(eds.), *The Oxford Handbook of Entrepreneurship*, Oxford: Oxford University Press.
- Davis, S., J. Haltiwanger, and S. Schuh(1993), "Small Business and Job Creation: Dissecting the Myth and Reassessing the Facts", NBER Working Paper No. 4492.
- Dean, T. J., R.L. Brown, and C.E. Bamford(1998), "Differences in Large and Small Firm Responses to Environmental Context: Strategic Implications from a Comparative Analysis of Business Formations", *Strategic Management Journal* 19(8), pp.709~728.
- Delmar, F., P. Davidsson, and W. Gartner(2003), "Arriving at the High-Growth Firm", *Journal of Business Venturing* 18(2), pp.189~216.
- Fizaine, F.(1968), "Analyse statistique de la croissance des entreprises selon l'age et la taille", *Revue d'Economie Politique* 78, pp.606~620.

- Fogel, K., A. Hawk, and R. Morck(2006), “Institutional Obstacles to Entrepreneurship”, in M. Casson, B. Yeung, A. Basu, and N. Wadeson(eds.), *The Oxford Handbook of Entrepreneurship*, Oxford: Oxford University Press.
- Gibrat, R.(1931), *Les in'egalit'es 'economiques*, Paris: Librairie du Receuil Sirey.
- Gompers, P., J. Lerner, and D. Scharfstein(2005), “Entrepreneurial Spawning: Public Corporations and the Foundation of New Ventures, 1986-99”, *Journal of Finance* 60(2), pp.577~614.
- Hall, B. H.(1987), “The Relationship between Firm Size and Firm Growth in the U.S. Manufacturing Sector”, *Journal of Industrial Economics* 35(4), pp.583~600.
- Hall, B. H., R. Oriani(2006), “Does the Market Value R&D Investment by European Firms? Evidence from a Panel of Manufacturing Firms in France, Germany, and Italy”, *International Journal of Industrial Organization* 24(5), pp.971~993.
- Hartmann, H.(1959), “Managers and Entrepreneurs: A Useful Distinction?”, *Administrative Science Quaterly* 3, pp.429~451.
- Hay, M. and K. Kamshad(1994), “Small Firm Growth: Intentions, Implementation and Impediments”, *Business Strategy Review* 5(3), pp.49~68.
- Henrekson, Magnus and Dan Johansson(2008), “Gazelles as Job Creators - A Survey and Interpretation of the Evidence,” Working Paper Series 733, Research Institute of Industrial Economics.
- Holtz-Eakin, D., D. Joulfaian, and H.S. Rosen(1994), “Sticking It Out: Entrepreneurial Survival and Liquidity Constraints”, *Journal of Political Economy* 102, pp.53~75.
- Kangasharju, A. and S. Pekkala(2002), “The Role of Education in Self-employment Success in Finland”, *Growth and Change*

- 33, pp.216~237.
- Kirzner, I.M.(1978), *Competition and Entrepreneurship*, Chicago: Chicago University Press.
- Keummerle(2006), "Innovation in Large Firms", in M. Casson, B. Yeung, A. Basu, and N. Wadeson(eds.), *The Oxford Handbook of Entrepreneurship*, Oxford: Oxford University Press.
- Knight, F.(1921), *Risk, Uncertainty and Profit*, Boston: Houghton Mifflin Co.
- Lerner, Josh(2006), "The New Financial Thing: The Origins of Financial Innovations", *Journal of Financial Economics* 79(2), pp.223~255.
- Licht, Amir N. and Jordan I. Siegel(2006), "Social Dimensions of Entrepreneurship", in M. Casson, B. Yeung, A. Basu, and N. Wadeson(eds.), *The Oxford Handbook of Entrepreneurship*, Oxford: Oxford University Press.
- Lockett, A. and M. Wright(2001), "The Syndication of Venture Capital Investments", *Omega* 29(5).
- Malchow-Møller, Nikolaj, Bertel Schjerning, and Anders Sørensen (2009), "Entrepreneurship, Job Creation, and Wage Growth," CAM Working Papers 2009-01, University of Copenhagen, Department of Economics, Centre for Applied Microeconomics.
- Mansfield, E., J. Rapoport, A. Romeo, E. Villani, S. Wagner, and F. Husic(1977), *The Production and Application of New Industrial Technology*, New York: Norton.
- Metcalfe, J.S.(2006), "Entrepreneurship: An Evolutionary Perspective", in M. Casson, B. Yeung, A. Basu, and N. Wadeson(eds.), *The Oxford Handbook of Entrepreneurship*, Oxford: Oxford University Press.
- Minniti, M. and W. Bygrave(2001), "A Dynamic Model of Entrepre-

- neural Learning”, *Entrepreneurship Theory & Practice* 25, pp.5~16.
- OECD(1998), *The OECD Jobs Strategy: Technology, Productivity, and Job Creation Best Policy Practice*.
- _____(1998), *Fostering Entrepreneurship*, Paris: OECD.
- _____(2000), *Small and Medium Enterprise Outlook*.
- _____(2008), *Framework for the Evaluation of SME and Entrepreneurship Policies and Programmes*.
- Parker, Simon C.(2006), “Entrepreneurship, Self-Employment and the Labour Market”, in M. Casson, B. Yeung, A. Basu, and N. Wadeson(eds.), *The Oxford Handbook of Entrepreneurship*, Oxford: Oxford University Press.
- Paul, Schreyer(2000), “High Growth Firms and Employment”, OECD STI Working Papers.
- Penrose, E. T.(1959), *The Theory of the Growth of the Firm*, Oxford: Basil Blackwell; and New York: Wiley.
- Remer, S.(2005), “Smart Money? The Role of Venture Capitalists Knowledge in the Financing of New Biotechnology-based Ventures”, Doctoral thesis, Cass Business School, City University, London.
- Ricketts, M.(2006), “Theories of Entrepreneurship: Historical Development and Critical Assessment”, in M. Casson, B. Yeung, A. Basu, and N. Wadeson(eds.), *The Oxford Handbook of Entrepreneurship*, Oxford: Oxford University Press.
- Schnabel, Claus, and Susanne Kohaut, and Udo Brix(2008), “Employment Stability of Entrants in Newly Founded Firms: A Matching Approach Using Linked Employer-Employee Data from Germany,” IZA Discussion Papers 3353, Institute for the Study of Labor (IZA).
- Schumpeter, J.A.(1912), *The Theory of Economic Development*(1936

- edn), Cambridge, MA: Harvard University Press.
- Spiezia, V. and M. Vivarelli(2000), “The Analysis of Technological Change and Employment”, in M. Vivarelli and M. Pianta(eds.), *The Employment Impact of Innovation, Evidence and Policy*, Routledge, London, pp.12~25.
- Storey, D.J. and S. Johnson(1987), *Job Generation and Labour Market Change*, London: Macmillan Press.
- Taylor, M.P.(1999), “Survival of the Fittest? An Analysis of Self-employment Duration in Britain”, *Economic Journal* 109.

< >

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

Webster on-line

<http://www.websters-online-dictionary.org/definition/ENTREPRENEUR>

, 2009 2 13 , .

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

◆ 著者 略歴

- 황준욱(한국노동연구원 연구위원)
- 전병유(한신대학교 교수)

기업가 정신과 노동

- 2010 6 15
2010 6 18
-
- **한국노동연구원**
1500-7400
35
(02) 785-5080 Fax (02) 3775-0697
() (02) 2164-3232
- 1988 9 13
- 13-155

© 정가 5,000원

ISBN 978-89-7356-815-4