

기업가 정신과 노동

황준욱 · 전병유

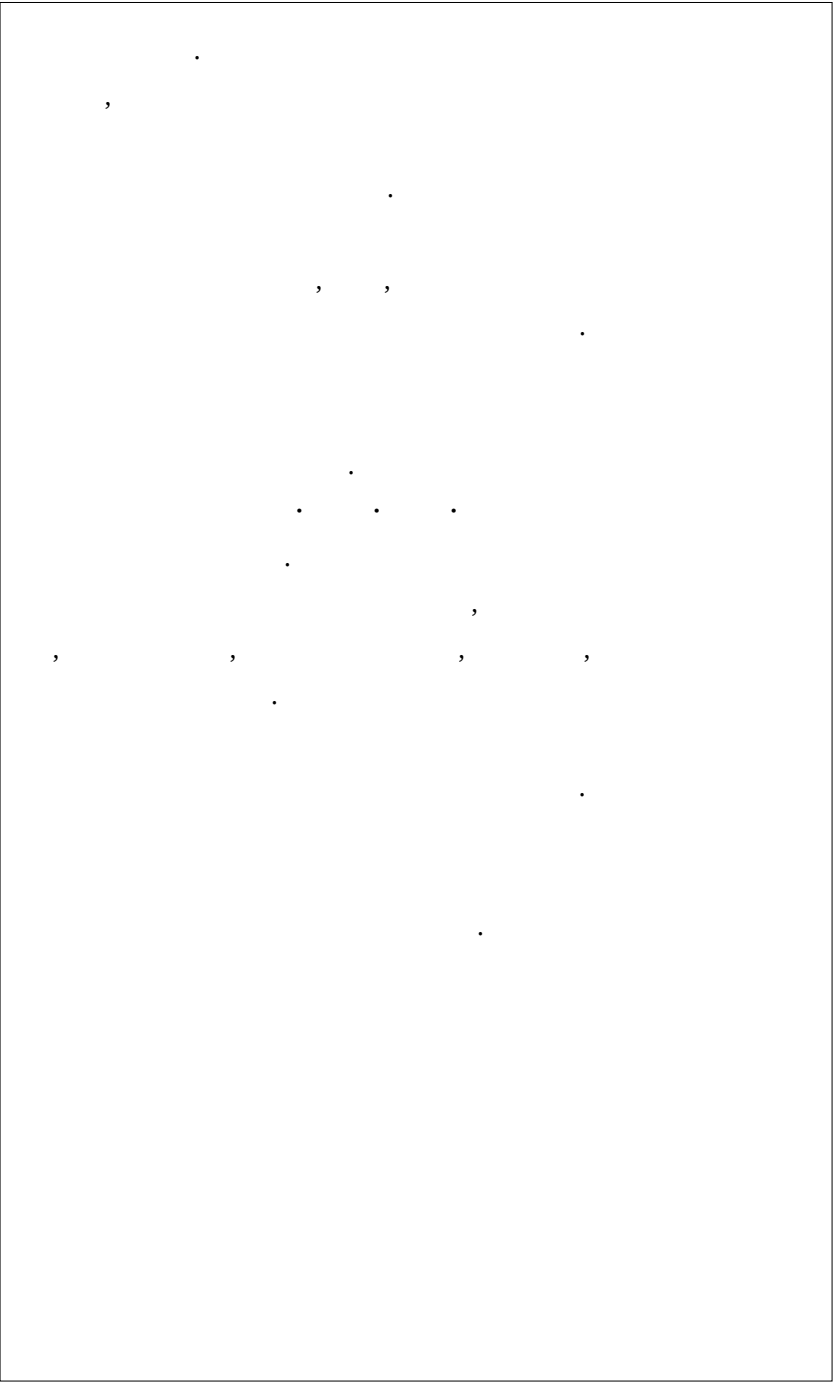
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요약

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(trait)



제 1 장 서 론

1. 연구 목적, 방법과 구성

2 기업가 정신과 노동

2. 기업가 정신에 대한 정의

가. 사전상의 정의

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

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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)

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Schumpeter(1912)

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(mechanism) ,

(agent)”

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제2장 기업가 정신

1. 기업가 및 기업가 정신에 대한 개념 및 특성

가. 기업가(起業家)와 유사한 개념들

() (), ,
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? Metcalfe(2006)

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Schumpeter
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destruction). (creative
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· Casson
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(Casson, 1982).
Schumpeter · Kirzner
(1978) Schum-
peter · Schumpeter
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Schumpeter
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Kirzner
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· Schumpeter
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Kirzner
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Kirzner

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

Metcalf(2006)

나. 기업가와 시장, 이윤

Metcalf(2006)

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2. 기업가 정신과 혁신

Schumpeter

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가. 기업가 정신과 불확실성 및 실패

Knight(1921)

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”(Knight, 1921, p.20)

20%

Knight(1921)

(uncertainty)

. Casson(1993) 6) “

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Minniti & Bygrave(2001)

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나. 기업가 정신과 지식

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

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

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()

6) Fogel et al.(2006) .

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

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

?

. Metcalfe(2006) “

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,
,

(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)

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(,) ,
·
(routine)
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· , ,
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3. 기업가 정신과 금융

가. 기업가 정신 발현에서 금융의 역할

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기업가 정신과 노동

나. 기업가 정신에 적합한 금융 형태 : 벤처캐피털과 대안들

Cressy(2006)

Coopers)

4.5~6%

7) Cressy(2006)

(competency),

. PWC(Price Waterhouse

2000 63% 2003 33%

7).

. Cressy(1993) 1%

.

(syndication of investments) . Cressy(2006)

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(window dressing) ,

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

, Remer(2005)

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4. 사회적 기업가 정신(social entrepreneurship)

가. 사회적 기업가 정신의 의의와 정의

(social enterprise)

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Skoll((2008, $v \sim v_i$))

(vision)

(talent), (skill)

(evolutionary)

(revolutionary)

(Nicholls, 2008, xiii).

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· Dees(1998)

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Nicholls(2008, p.23)

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Nicholls(2008)

나. 사회혁신 기업가 정신의 사회적 책임

Dees(1998)

Nicholls(2008)

. Nicholls(2008)

(social market failure)’

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(Nicholls, 2008, p.21).

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5. 소결 : 혁신과정으로 보는 기업가 정신



제 3 장
기업가 정신과 고용

1. 문제 제기

기업가 정신은 경제 성장의 원동력이며, 고용 창출의 핵심 요소이다. 그러나 기업가 정신의 개념과 역할에 대한 학계의 논의는 아직까지 명확하지 않다. 본 장에서는 기업가 정신의 개념을 정의하고, 기업가 정신이 고용에 미치는 영향을 분석한다. 특히, 기업가 정신이 고용 창출에 미치는 영향을 분석하기 위해, 1970년대 이후의 연구를 검토한다. (Gilbert et al., 2004).

2. 기업가 정신과 노동시장

Knight(1921)

가. 직업선택으로서의 기업가

(Parker, 2006)

(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)

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． Casson(2003)

(Wolpin, 1977).

． ， ‘ ’
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． Parker(2006)

8).

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(Taylor, 1999),
(Holtz-
Eakin et al., 1994),
(Audretsch and Mahmood, 1995),
(Taylor, 1999).
(Kangasharju and Pekkala, 2002).

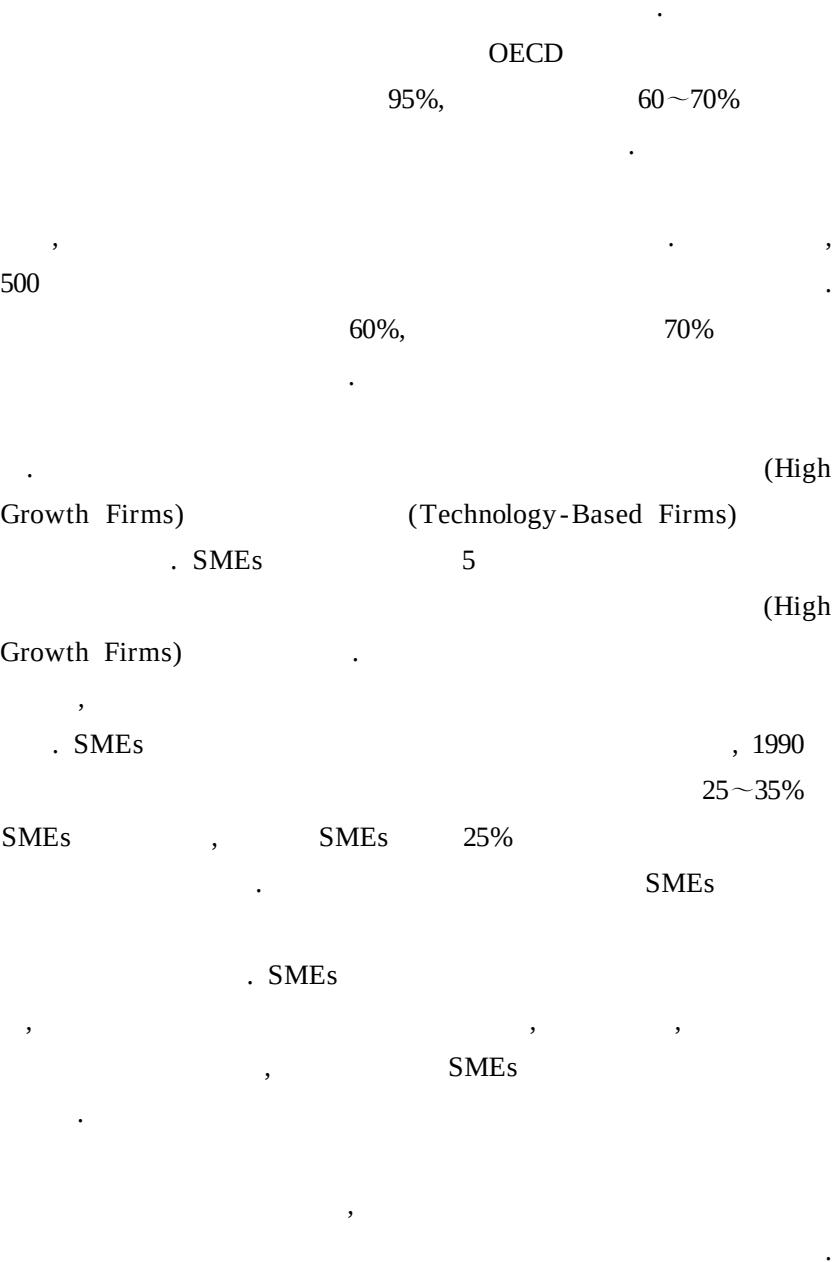
(Audretsch and Mahmood,
1995; Taylor, 1999) .

3. 기업가 정신의 고용효과

· , “ ”
· Paul
(2000)
· ,
(Entrepreneurship)
(start-ups)
· Audretsch(1995)
· ,

, (Small and Medium-sized Enterprises :

SMEs)



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)’ ·
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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)
 ·
 ,

shedding) . (job

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)

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(X + Y + Z).

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R&D

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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
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5 100
1.7% ,
50% 90% 25%
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. GEM

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Paul(2000)

(HGFs)

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HGFs

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HGFs

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R&D

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. HGFs

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OCED(1998)
NTBFs)

(New Technology-Based Firms:
OECD

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

라. 기업의 성장동력에 관한 이론

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

Lucas(1978)

·

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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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· ‘ ,
,
(operating costs) (Penrose
Effect).

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(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)

2

19

(Chandler, 1977). (managerial revolution)

(corporation)

1990

(Holbrook et al., 2000).

1946 (The Employment Act of 1946)

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

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(WEF, 2009, p.42).

(WEF, 2009, p.43)

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- 1) ()
- 2)
- 3)

WEF

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나. 기업이 정신 구현 과정에서 접근하는 정책 방안

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OECD

OECD(1998)

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(one-stop shops)

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OECD(1998)

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(loan guarantee programme)

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(New Technology-

Based Firms : NTBFs)

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. NTBFs

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(business incubator),

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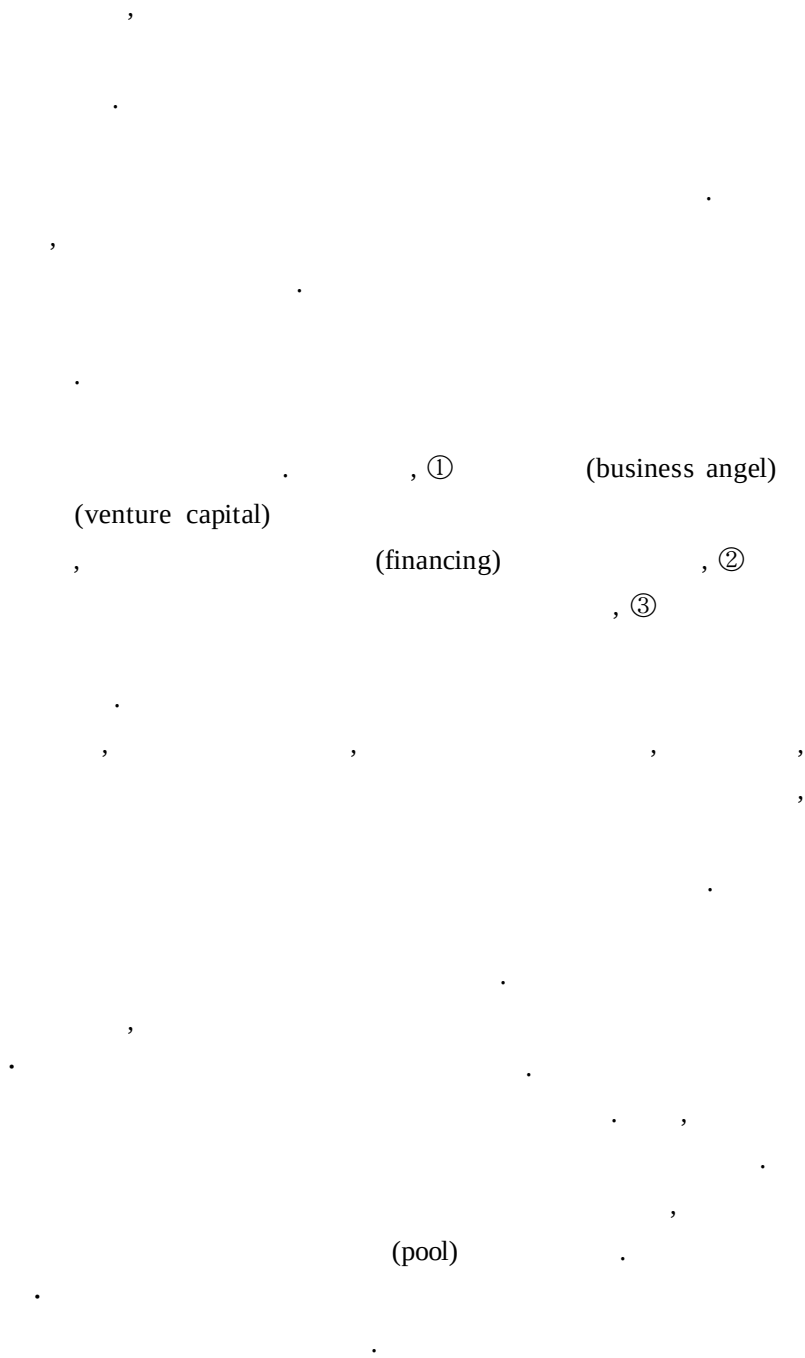
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1

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

OJT



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- 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.
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