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

요 약

.
,
. ,
, , ,
, .
,
, ,
.
.
.
.
.
(trait)

제 1 장
서 론

1. 연구 목적, 방법과 구성

.

,

.

( )

( ) .

‘ ,

,

.

.

.

.

.

.

. 2

. 3

. 4

.

2. 기업가 정신에 대한 정의

가. 사전상의 정의

.

.

, ,

, ,

.

.

.

,

.

1[ ] : .

2[ ] :

.

: < > [1]

.

'entrepreneur'

.

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]

.

( )

( ), . (capitalist)

(manager) ,

.

, .

.

.

. ,

, , .

‘

,

,

,

[4].

---

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

,

, .

Ricketts(2006)

. 18, 19

,

. 19

‘ (men of business)’

,

, . ,

, .

.

20 , , ,

. , ,

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

‘ ’

, .

Ricketts(2006)

.

. , ,

‘ ’

,

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

. (objects)

,

‘ ’

.

‘ ’

.

.

.

.

, ( )

.

,

.

다. 이 연구에서의 정의

,

.

,

. 19

.

. Knight(1921) ,

(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 . Kirzner (1978) Schum-peter . Schumpeter

.

Schumpeter

.

.

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) .

,

.

5) Metcalfe(2006) .

Metcalfe(2006)

나. 기업가와 시장, 이윤

Metcalfe(2006)

. ,

.

.

, .

, ,

.

.

,

.

.

,

.

.

.

( )

.

, .

,

.

,

.

. Schum-
peter

( )

( )

( ) .

,

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

.

,

.

,

( )

$$f = f(L,\ K, e),\ \ e = e(L,\ K), \qquad (1)$$

e L K L K

,

( )

6) Fogel et al.(2006) .

$$f = f(L,\ K, I,\ e^*), \tag{2}$$

I , e^* (1) e 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

.

,

.

, .

.

,

.

.

.

. (competency),

,

. ,

,

.

나. 기업가 정신에 적합한 금융 형태 : 벤처캐피털과 대안들

,

.

, ,

.

.

Cressy(2006) ,

.

. PWC(Price Waterhouse Coopers) , ,

2000 63% 2003 33%

,

4.5～6% [7].

---

7) Cressy(2006) .

. 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)

, “

”

.

.

.

. 3

. .

Nicholls(2008)

.

.

.

, .

.

나. 사회혁신 기업가 정신의 사회적 책임

Dees(1998)

.

, ,

.

Nicholls(2008) ,

. .

, .

.

.

.

.

,

. Nicholls(2008)

‘ (social market failure)’

.

(

)

( ) ( ) . Nicholls

, , , ,

.

,

,

.

,

.

.

,

.

,

.

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

.

,

( )

. 1970

,

,

(Gilbert et al., 2004).

,

,

‘ ’

.

2. 기업가 정신과 노동시장

Knight(1921)

,

.

,

.

.

,

.

가. 직업선택으로서의 기업가

.

.

(Parker, 2006)

, ,

. ,

. ,

. ,

.

(Parker, 2006).

, 30 30 , ,

, ,

,

.

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)

‘ ’

---

8)

.

.
(age) .
,
(spill-over
effect) .
.
, ,
.
,

. Schumpeter ,
.
.
,
(niche) .
,
.
‘ ’
.
,
, ,
.

가. 신생 소기업과 고용

(Entrepreneurship)
.

, (Small and Medium-sized Enterprises :

SMEs)

.

OECD

95%, 60～70%

.

, . ,

500 .

60%, 70%

.

. (High

Growth Firms) (Technology-Based Firms)

. SMEs 5

(High

Growth Firms) .

,

. SMEs , 1990

25～35%

SMEs , SMEs 25%

. SMEs

. SMEs

, , ,

, 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 .
β 1 .
β 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)

.

,

.

.

,

.

,

.

. (job shedding)

, .

.

.

.

,

,

,

.

.

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

.

.

,

.

.

,

.

.

(,

). ,

,

(Hall et al., 2006).

.

( ), ,

, , ,

(Spiezia and

Vivarelli, 2000).

.

, .

,

.

.

.

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

.

.

,

. 5 100

1.7% ,

50% . 90% 25%

.

,

.

. GEM

,

.

. , , ,

,

.

,

.

Paul(2000) (HGFs)

. , HGFs

. , HGFs

.

. ,

HGFs .

. , HGFs

,

.

. , HGFs R&D

,

. HGFs

.

.

.

OCED(1998) (New Technology-Based Firms: NTBFs) . 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)

, ,

. 2

,

,

.

.

. 19

,

(Chandler, 1977). (managerial revolution)

(corporation)

. 1990

. ,

,

.

(Holbrook et al., 2000).

1946 (The Employment Act of 1946)

. “

”. .

,

.

.

, ,

.

(strategic management of regions)

.

.

.

(high context) , ‘

’ (sticky knowledge, Hipple, 1994)

(face-to-face interaction)

.

(geographical proximity)

. (non-rivalry)

. 3

. (knowledge spillovers)

.

(- -)

.

.

, .

.

‘ (firm failure)’ (Audretsch, 1995).

,

(locales) . ‘

,

.

. Fairchild

, Fairchild

.

.

.

. ,

,

.

(, , ,)

. ( )

,

.

.

,

. ,

.

.

.

,

. ‘

(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	
			,
		, ,	, ,

.

.

, ,

20～30% , 50%

(Parker, 2006).

3～4

(Carroll et

al., 2000) (Cowling et al., 2004) 7～8% .

,

,

. Brown et al.(1990)

30%

. (decent work)

.

5%

(HG-SMEs) .

.

.

.

.

, ,

, ,

, ,

2. 구체적 정책 방안

(trait)

( )

WEF(2009, p.42) “

”

가. 기업가 자질에서 접근하는 정책 방안

?

.

.

.

,

.

.

.

,

.

.

(WEF, 2009, p.42).

. (WEF, 2009, p.43)

( )

1) ( )

2)

3)

.

WEF ,

.

.

.

, ,

.

(WEF, 2009, p.44).

(experimental learning)

(WEF, p.44).

.

.

.

. . ,

,

.

.

.

.

,

,

. ,

.

. , , , ,

.

. ,

.

.

.

나. 기업가 정신 구현 과정에서 접근하는 정책 방안

, ,

.

. .

. . .

OECD

. OECD(1998)

. ,

. ,

. ,

.

, . ,

,

.

OECD(1996)

.

, (supportive financial system), ,

, ,

,

, , , ,

.

.

.

.

, ,

,

. , 1980 1990

.

, , , ,

, .

.

, OECD

.

.

.

(one-stop shops)

.

,

. OECD(1998)

.

. ,

.

.

, ( )

.

.

, .

,

. , , ,

(loan guarantee programme) .

,

.

.

,

.

, (private equity finance, organized equity market) .

,

.

.

,

,

.

.

.

.

.

,

,

.

.

,

.

.

.

,

.

(New Technology-Based Firms : NTBFs)

.

. NTBFs

.

.

,

. ,

(

, , ,

)

.

, .

.

.

.

.

(business incubator), ,

. .

,

,

.

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

,

.

,

.

. ,

.

.

,

OJT .

, ,

, .

. ,

.

,

,

.

.

.

, .

,

.

.

,

.

.

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

.

, , , ,
,

.

.

,

. .

. ,

.

,

(pool) .

.

.

,

,

.

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 Frim 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”, A*cademy 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 Westerminster 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 enterprises 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 Cpaital 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 Microeconometrics.

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-

neurial 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 Brixy(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 略歷

• 황준욱(한국노동연구원 연구위원)
• 전병유(한신대학교 교수)

기업가 정신과 노동

▪	2010 6 15
	2010 6 18
▪	
▪	**한국노동연구원**
	150-740
	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