

기업가 정신과 노동

황준욱 · 전병유

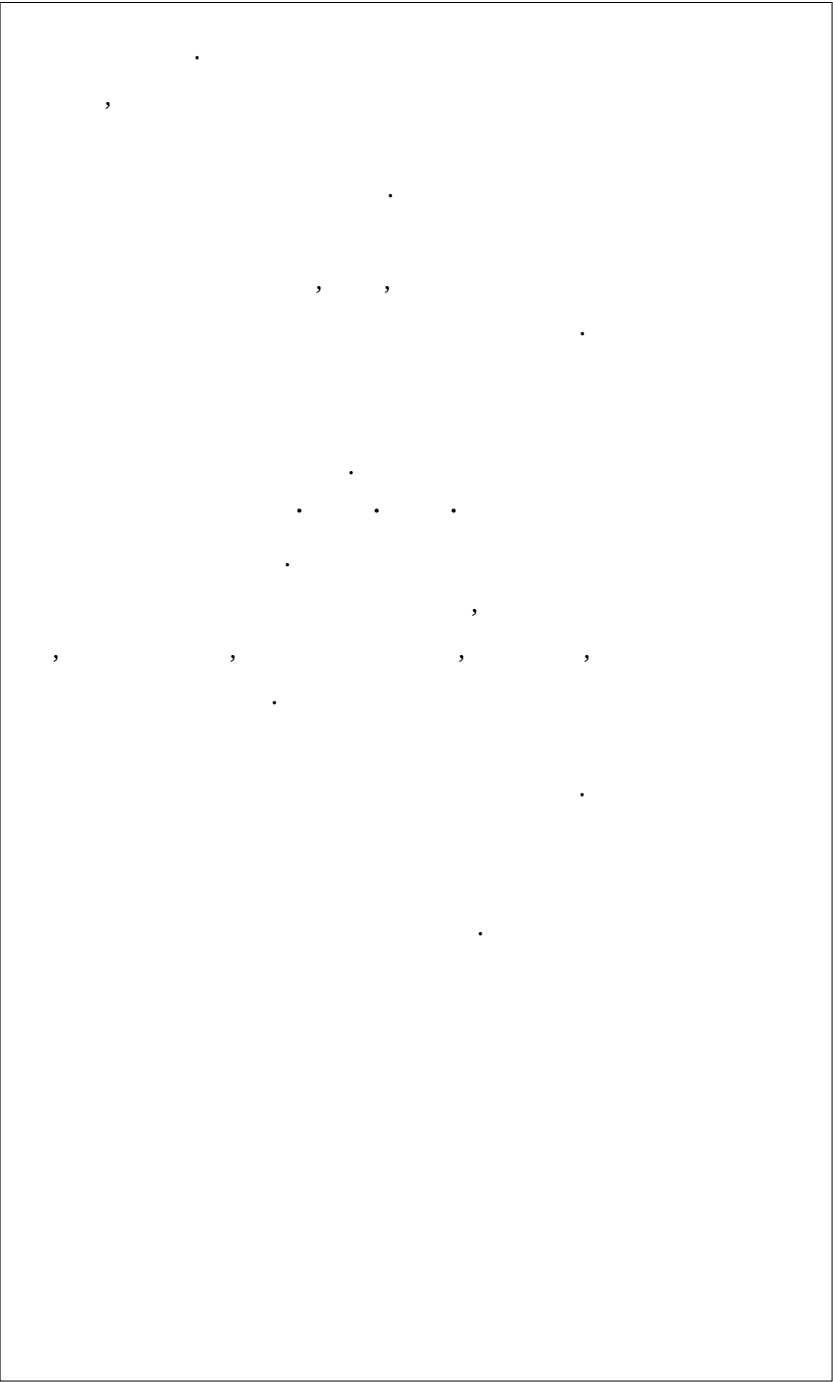
목 차

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)



제1장 서론

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

Metcalf(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

.
 ,
 .
 ,
 ()
 $f = f(L, K, e), e = e(L, K),$ (1)
 $e \quad L \quad K \quad L \quad K$
 ,
 ()

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

·
·
·
·
·
·

. 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)’

· ,

(Nicholls, 2008, p.21).

,

5. 소결 : 혁신과정으로 보는 기업가 정신

,

•

,

‘ , ‘

•

,

•

•

•

‘ , ‘

•

제 3 장

기업가 정신과 고용

1. 문제 제기

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).

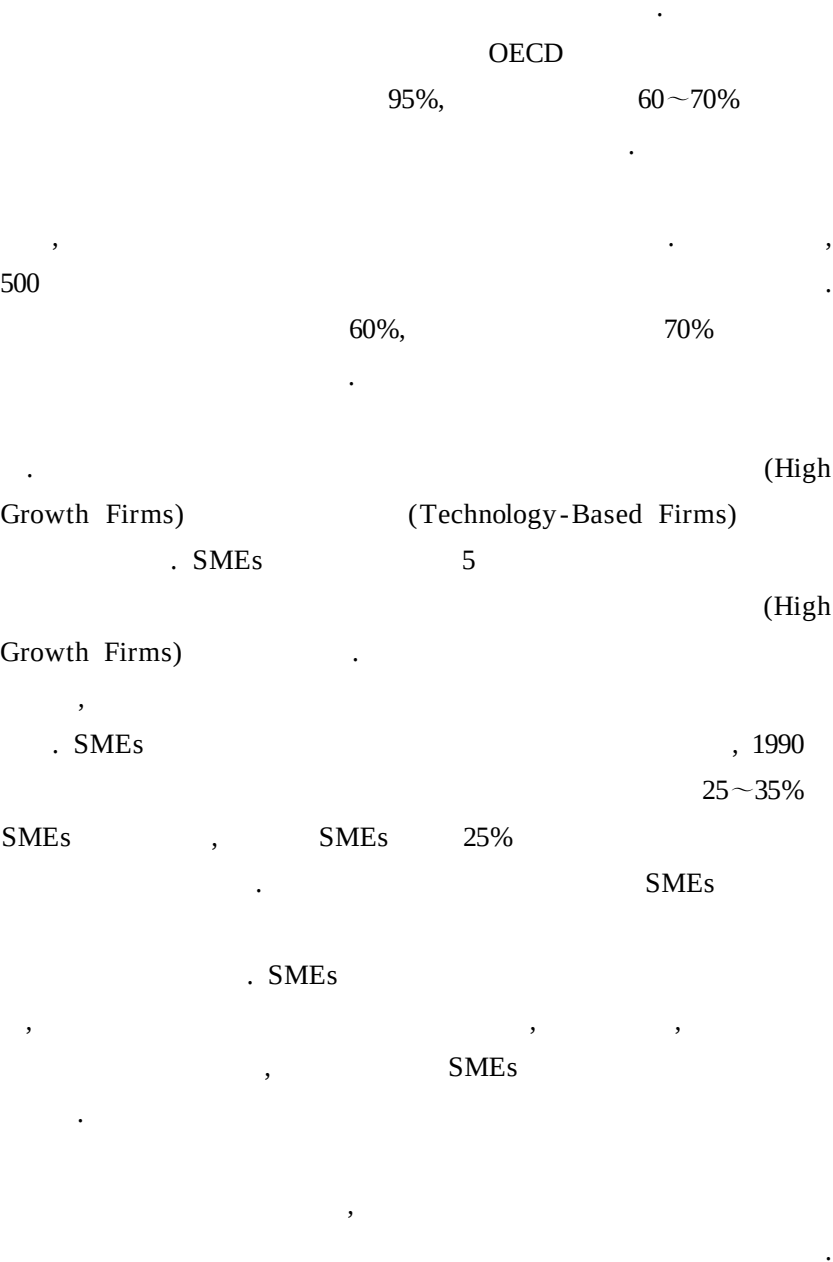
(Audretsch and Mahmood,
1995; Taylor, 1999) .

3. 기업가 정신의 고용효과

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

, (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)’ ·
 ,
 ·
 ,
 ·
 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)

·

·

·

· 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. 기업가 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），

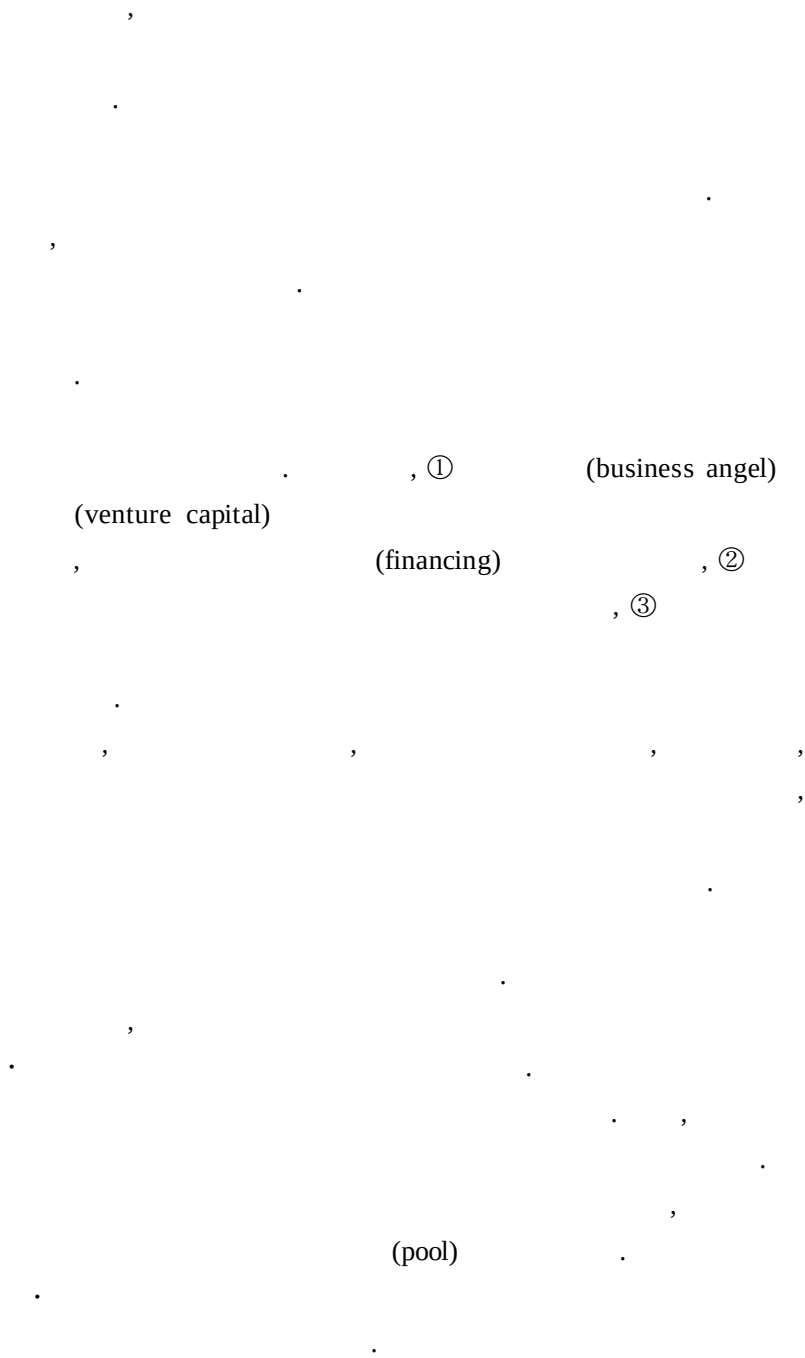
，

，

，

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-

- 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 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