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NATIONAL CONTEXT, ROLE CONFIGURATIONS AND VENTURE OUTCOMES: A LOOK AT THE BIOTECHNOLOGY INDUSTRY (INTERACTIVE PAPER)

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≈ INTERACTIVE PAPER ≈

**NATIONAL CONTEXT, ROLE CONFIGURATIONS AND VENTURE OUTCOMES:
A LOOK AT THE BIOTECHNOLOGY INDUSTRY**

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Principal Topic

Although entrepreneurs have greater freedom to structure the content of their work and family roles, the national context in which they make these choices presents both constraints and opportunities. As entrepreneurs manage the content of their work and family roles through role restructuring strategies, both sexes are influenced by factors in the national context, particularly those related to the work life interface such as national and government-sponsored family support programs and policies. Our research questions are: How does the national context impact the manner in which entrepreneurs configure their work and family roles? Does this impact also affect satisfaction with work family balance and venture performance?

Method

We conducted a survey of biotechnology entrepreneurs in France and the United States to compare two different national contexts. Dependent variables were venture performance and satisfaction with work family balance. Independent variables, such as work family conflict, work family enrichment, work and family salience were measured with established scales. Role restructuring strategies were measured using an instrument developed for this stream of research. Venture size and age, and entrepreneur size and age were controls in our Wilcoxon signed rank tests for matched pairs and multiple linear regression analyses.

Results and Implications

Initial findings show that entrepreneurs in France choose more role addition and role enhancement strategies and fewer role elimination and role reduction options than their counterparts in the United States, with French women in particular choosing more role enhancement strategies than United States women. National or government-sponsored family support programs and policies do appear to be acting as increased resources to assist entrepreneurs in managing the work family interface by supplementing the individual resources of the entrepreneur and raising environmental munificence. Interestingly, no statistically significant difference was observed in venture performance and satisfaction with work family balance between French and US entrepreneurs.

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