INTRAPRENEURIAL EXPERIENCE AND INDIVIDUALS’ AGE AS DETERMINANTS OF CAREER MOBILITY (SUMMARY)

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SUMMARY

INTRAPRENEURIAL EXPERIENCE AND INDIVIDUALS’ AGE AS DETERMINANTS OF CAREER MOBILITY

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Principal Topic

Career mobility implies consecutive decisions by individuals on being or not being employed in the labor market. Intrapreneurial experience seems to inspire individuals for becoming entrepreneurs. Guerrero and Peña-Legazkue (2013) define intrapreneurial experience as a human capital attribute of employees who have a leading role in the development and implementation of re-generation activities within an organization under a proactive, innovative, and risk-oriented focus. Conventional wisdom also suggests that individuals’ age is another influential factor of entrepreneurship (Parker, 2009). However, little is known on how the probability of re-engagement into “serial” entrepreneurship evolves with age, how similar (or dissimilar) is such a probability for different types of entrepreneurship (i.e., necessity and opportunity driven entrepreneurship) and how the intrapreneurial experience accumulated by individuals affect the choice of re-engagement into entrepreneurship. To further explore this complex issue, we draw upon both the Douglas–Shepherd model (2002) and Kautonen et al. (2014) model and test the effect of entrepreneurial and intrapreneurial experiences on individuals’ engagement into serial entrepreneurship as they age.

Method

Data was collected from the Global Entrepreneurship Monitor (GEM) Adult Population Survey (APS). Our database represents a sample of adult individuals who have closed (sold or shut down) a business in the past 12 months. This means that all the individuals of our sample had been entrepreneurs at least once along their lifetime, and face the choice of waged labor or re-engaging into (serial) entrepreneurship (as we excluded the possibility of non-occupability). We gathered information for 599 individuals from six countries and two periods (i.e., years 2008 and 2011).

We tested the effect of two dependent variables (i.e., necessity-driven serial entrepreneurship and growth opportunity-driven serial entrepreneurship) on two main independent variables (i.e., intrapreneurial experience and aging of individuals). Additionally, we controlled for individual (risk aversion, income, education) and contextual factors (unemployment and GDP). Since the dependent variables are dichotomous, we applied a binominal logistic regression analysis and also conducted several robustness checks.

Results and Implications

While the declining pattern for (serial) entrepreneurship beyond a threshold age is similar for both necessity-driven and growth opportunity-driven entrepreneurs, the age that triggers entrepreneurship comes earlier and the decline starts quicker for the later. Moreover, having intrapreneurial experience seems to be particularly important to explain growth opportunity-driven serial entrepreneurship.

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