THE EFFECT OF INTRAPRENEURIAL EXPERIENCE ON FIRM CREATION: EVIDENCE FROM EXPANSIONARY AND RECESSION PERIODS (SUMMARY)

Maribel Guerrero
Orkestra-Basque Institute of Competitiveness / Deusto Business School, Spain, maribel.guerrero@orkestra.deusto.es

Iñaki Peña
Orkestra-Basque Institute of Competitiveness / Deusto Business School, Spain

Recommended Citation
Guerrero, Maribel and Peña, Iñaki (2014) "THE EFFECT OF INTRAPRENEURIAL EXPERIENCE ON FIRM CREATION: EVIDENCE FROM EXPANSIONARY AND RECESSION PERIODS (SUMMARY)," Frontiers of Entrepreneurship Research: Vol. 34 : Iss. 16 , Article 8.
Available at: https://digitalknowledge.babson.edu/fer/vol34/iss16/8
THE EFFECT OF INTRAPRENEURIAL EXPERIENCE ON FIRM CREATION: EVIDENCE FROM EXPANSIONARY AND RECESSION PERIODS

Maribel Guerrero, Orkestra-Basque Institute of Competitiveness/ Deusto Business School, Spain
Iñaki Peña, Orkestra-Basque Institute of Competitiveness/ Deusto Business School, Spain

Principal Topic

In recent years, many economies have suffered a severe economic crisis. A rise in the unemployment rate, limited access to financing and the decline of gross domestic product are some of the most noticeable consequences of the economic crisis. Little is known about how the entrepreneurial process changes after unexpected severe shocks in the economy. Entrepreneurship literature evidences that individuals' human capital is a key determinant of any entrepreneurial action, while entrepreneurs (independent entrepreneurs) are characterized by a general human capital; intrapreneurs (organizational entrepreneurs) acquire a specific human capital from training programs, experiences and learning processes within existing organizations. Therefore, the experience of exploring/exploiting new opportunities within an established organization can be very inspiring for individuals involved in launching a spin-off firm for the parent company, or just simply for a (former) employee who consider the personal choice to create a new firm independently.

We design and test a conceptual framework that allow us to gain a better understanding on how the intrapreneurial experience accumulated by individuals within an organization affects their propensity to start up a new firm (i.e., independent or corporate venture) on expansionary and recession periods.

Method

Data was collected from the 2008 and 2011 Global Entrepreneurship Monitor (GEM) Adult Population Survey. Our database includes 10,245 observations representing adult individuals (i.e., 18- to 64-year-old individuals) living in European and Latin-American countries. Our dependent variables were independent_entrepreneur and organizational_entrepreneur. Intrapreneurial_experience was the main independent variable. Also, other human, social and financial factors were measured. We use a negative binomial regression model.

Results and Implication

Preliminary results show that intrapreneurial experience accumulated in the past is a valuable intangible asset that puts an individual at an advantage (compared to the people who lack this experience) for creating a new venture. In pre-crisis periods, individuals with intrapreneurial experience are more likely to start-up a corporate spin-off than individuals who lack such experience. At difference, in post-crisis periods, individuals with higher education and intrapreneurial experience (interaction effect) are more likely to start-up corporate spin-offs than individuals who lack such experience. This result complements other findings highlighting the relevance of work experience on firm creation.

CONTACT: Maribel Guerrero; maribel.guerrero@orkestra.deusto.es; (T):+34942297327; (F):+34943279323; Orkestra-Basque Institute of Competitiveness. Deusto Business School, Mundaiz 50, Donostia-San Sebastian, Spain.