First product very succesful could lead to more

Tracing the evolution of outcomes over time

Assuming that they are

1. Dynamic nature of how aspiration form
2. More green than red. These are proxy for a good firm. – **A paper on spin outs – unpacking what does it mean to provide more opportunities internallye**
   1. Firms are better at utilizing internal resources – less probable of spinning off.
   2. E.g training of people leads to less spin offs
   3. In broad categories – good firms present more spin offs.
   4. One nsight – HR practices and management of human capital
   5. What are the dimensions of “being better” that provides more spin offs
   6. Separating the positive and negative forces of entrepreneurship
   7. If P(getting)

Earlier proposition. Better firms create better spin offs – better firms could also create more opportunities to realize themselves.

Next step:

1. *Expected vs actual – some aspiration theory*
2. Run all variables into one + market + technology + number of employees
3. PCA – how
4. LASSO – how much explanatory power – run through all (standard level) + fixed effects
5. Note: how many of these are high-tech
6. *Possible: Which of these questions are at different level – exploration for hierarchy.*
7. *Possible: Measure for upstreamness (how to close to there are to close to the customers). (Waymo – very exciting for firm employee vs upstreams where they produce tires).*

Connection to DC – easy to link it. Firms swith DC are going to be better at utilizing their employees. DC to be able to

Add industry dummies

Take two:

Q18b .- proxy for intrapreneurship

Q18c – opposite of above

Q19 – If providing people with opportunities to express themselves

Q20b – moving resources into discovery

Q22b – Special interest about management of human capital

Not only intrapremeurshop – we can show how they are manageming people. Management practices, manageing human capital.

Q25

Q25c

Q26

Above and beyond turnover – Turnover data

Add customers and suppliers

MArketing as the transfer of knowledge into the

A theory: Quality is positively related to entrepreneurship. Good firms also great opportunities for the employees and these employees

1. More opportunities internal.ly
2. More things to that generate popportunies outside of the firm

Selection -

Two dimensions of theory:

Regression model with all LASSO model

1. Quality of the firm
2. Knowledge of the firm giving to the emplyes
3. Providing intrapreneurial opportunities
4. Human capital management

Measure of Practices over time getting spin off dummies over time

Turnover – replacements over time

1. Grouping variables
2. Robustness to fixed effects etc
3. Are spin outs declining over time
4. Reading more on from the topic
5. Turnover data

Alankas paper

Internal

Stephen Clapper – the role of disagreements

Take 3

Two buckets – internal and external – dont see them combined

Contingencies of the theory – when is external dominating internal

Var 1: Ability to create knowledge – external

Var 2: Ability to capture them internally .- internally

Moderators/contingencies:

* Timing
* IT – tech - microdata
* Industry stage – earlier – check SSB

Exposure of the tax credit post 2009.

* Number of appliacation
* Size of applications
* Internal
* Plot changes in questions over time
* Internal things – changes in the way human capital is

Oaxaca decomposition

How much of the changes in spin offs are due to coefficients and other are due to level of variables? First step is plot in the variables to see if there is changes. So if firms are getting better

**Klepper and Thompson:**

Consensus on strategy important. ﻿Better-performing firms had a higher spinoff rate. Disagreements are positively related to spin offs.

Disagreement stem from disagreement about the strategic direction of the company. Hence I would belive that the more involved employees are in the direction of the company the less likely spin offs would occur.

**Gompers 2005:**

﻿employ- ees learn valuable skills and gain access to impor- tant social and financial networks through the parent firm’s suppliers and customers. ﻿Further- more, employees may even have the opportunity to engage in the entrepreneurial process within the firm through corporate venture capital units and other internal initiatives. In theory, this type of organizational environment should attract and pro- duce more entrepreneurially minded employees.

Q23 The networks of our employees are an important source of information for the firm

|  |  |
| --- | --- |
| Q23b | The firm`s network is used to influence the environment |
| Q23c | The firm`s network is used as a knowledge resource |
| Q24a | We have a close collaboration with our customers over R/D and innovation |
| Q24b | We have a close collaboration with our suppliers over R/D and innovation |
| Q24c | We have a close collaboration with universities and research institutions over R/D and innovation |
| Q24d | We have a close collaboration internally over R/D and innovation |
| Q25 | The firm puts strong emphasis on increasing the employees competence |
| Q25a | The firm uses resources to increase the employees` competence |
| Q25b | The employees are, to a large extent, encourage to learn form their experience |
| Q25c | The firm has routines for systematically compiling employee experiences |

**Gompers 2005 – second model:**

﻿In the second case, entrepreneurship is instead

a response to a rigid firm bureaucracy that dis- courages the pursuit of opportunities outside of the core business and penalizes entrepreneurially minded employees for deviating from an assigned task.

﻿**Agrawal et al 2004:**

incumbents with both strong technological and market pioneering know-how generate fewer spin-outs than firms with strength in only one ofthese areas.

If we could measure tech know how we could test this as well

Internal external

1. Find a list of variables – Martin list with the LASSO list
2. Better firm create more knowledge
3. Make these two into two constructs.
4. Lab inside outside as a moderator (cause opportunities inside the firm)
5. Organizational structure – How many people are you managing on average
   1. Proportions of managers pr employees
6. Agency driver – general manager vs owner
7. % of owners on the top management team

Bukkys presentation:

Same mechanisms may lead to both turnover and new venture

Distinction between involuntary and voluntary separation from your employer.

Differentiate between

Prelim finding: Involuntary turnover stronger driver of entrepreneurial venture than voluntary turnover.

Involunatry separations as shocks – Behavioral theoryies of decision making such as image theory (Mitchell and Beach 1990)

Invol sep as shock activate an assessment process centered on the integrity on your existing employment relationship

When knowledge is less transferable, the likelihood of entrepreneurship. Is a lit describing how routines are recreated in the new firm, but not necessarily transferable to other firms (existing).

Inverted ushape in the relatiobship

Scale is low or high – the variance cannot change

Mechanical issue. – Maybe look at the range,

Test.- how will it work out if we constrain the mean in a range. 2.5 and 3.5

Kathy Eisenhardt variance in - if you are in an environmental differences – if environment is dynamics keep you routines not interdependent.

Which routines are high or low – what routines are low in those duynamic environments. n