

Complexaton

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- Maybe something about relationships, i.e. social embeddedness that makes HC more productive
 - is it workers who moved a lot (but in a knowledge complex increasing way) between firms that drive productivity?
 - * [TED talk on early specialisation vs diversification](#)
- [Gennaioli et al. \(2013\)](#)
 - entrepreneurial skills add more to productivity than just more workers. Quality over quantity
 - so what is quality?
 - * This could be kinda: the more tacit the HC, the “higher quality”
 - look into how tacit knowledge is defined - is it linked to knowledge complexity?
 - [Simon \(1962\)](#): Complexity is function of number of components out of which knowledge is constructed and the interdependence of those components, which would again hint towards “experience of worker in a diversity sense and not years of experience way”
- The strength of weak ties ([Centola and Macy, 2007](#))
 - Worker mobility, closing structural holes between firms?
 - * Which would give crazy amount of productivity increase, if structural hole is closed
 - * in this case it is not necessarily HC that makes the firm so much more productive, but rather the connection of 2 ideas that have never happened before
 - * but then this might have productivity increases in all levels of firms, but they might be especially large in the upper level of firms, where decision making takes place.

- BUT: it could also a firm be, filling a structural hole between two clusters. And that firm would be SUPER influential with super high centrality measures.
 - * firm might have low degree centrality, but a high clustering coefficient - meaning its neighbours are well connected.
 - * OR there are structural holes for every level in a firm. And each time one of them is closed the firm gets a productivity boost.
- HC - maybe then it is not years of experience that matters, but rather how many job changes that person had before.
 - which would mean that experience might just not be ideally defined, but should rather be a mix of job changed (that increase in complexity) and intra or inter industry experience
 - * I guess the latter depends on whether is it Marshall or Jacobs to win. i.e. specialisation vs diversity

References

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- H. A. Simon. The Architecture of Complexity. *Proceedings of the American Philosophical Society*, 106(6):467–482, 1962.